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COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

NORTHERN LOCAL EDUCATION ASSOCIATION

AND THE

NORTHERN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

JULY 1, 2024 THROUGH JUNE 30, 2027

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ARTICLE I
RECOGNITION

The Northern Local School District Board of Education, hereinafter referred to as the Board, recognizes the Northern Local Education Association/OEA/NEA, hereinafter referred to as the Association, as the sole and exclusive bargaining representative, for the purpose of collective bargaining and representation as defined in Section 4117.01 of the Ohio Revised Code for all certificated/licensed employees under contract with the Board, including teachers, speech language pathologists, school nurses, and other licensed, non-administrative positions with the following exceptions:

1. Management and Supervisory personnel as defined in Section 4117.01 of the Ohio Revised Code. This will include the Superintendent, administrative assistant, assistant superintendents, principals, assistant principals, and supervisors.

2. Coordinators possessing proper Coordinator or Supervisor Certification.

3. Tutors of homebound students, casual day-to-day substitutes, and educational assistants.

4. Employees employed three (3) hours or less per day.

ARTICLE II
BARGAINING PROCEDURE

A. PRELUDE TO BARGAINING

Either party may initiate bargaining by filing a notice to bargain at least sixty (60) days but not more than one hundred and twenty (120) days prior to the expiration of this Agreement.

B. MEETINGS

1. All proposals will be submitted complete and in written form at the first bargaining session.

2. No new proposals will be submitted after the initial meeting unless by mutual agreement.

3. Each party shall be limited to a maximum of five (5) members per bargaining team.

4. All bargaining shall be conducted in executive session between the two (2) parties. No news releases shall be made unless by mutual agreement until impasse is reached.

5. Caucuses may be called by either party.

C. MUTUALLY AGREED DISPUTE SETTLEMENT PROCEDURE

1. If, after at least forty-five (45) days of bargaining, the parties have items fully discussed but as yet unresolved, the parties shall jointly request the services of the Federal Mediation and Conciliation Service. The assigned mediator shall have the authority to call meetings for the purpose of promoting an agreement between the parties.

2. Mediation through FMCS shall be the sole and exclusive impasse procedure used.

3. In the event that agreement is not reached by the expiration of this Agreement, or by such subsequent date certain as the parties may mutually agree upon, then the Association shall have the right to proceed under Section 4117.14(D)(2) of the Ohio Revised Code.

ARTICLE III
GRIEVANCE PROCEDURE

NOTE: The forms referred to in this Article can be found following the last page of this Agreement.

A. DEFINITIONS

1) A grievance is a complaint involving the alleged violation, misrepresentation, or misapplication of the provisions of this Agreement.

2) A grievant is a bargaining unit member or group of bargaining unit members, alleging a violation, misrepresentation, or misapplication of the provisions of this Agreement. A grievance alleged by a group shall have arisen out of identical circumstances affecting each member of the group.

3) "Days" shall be school days or administrative workdays during the time when school is in recess.

B. TIME LIMITS:

1) The number of days indicated at each step is considered a maximum. Time limits, however, may be extended by written agreement.

2) If any grievance is not initiated at Level One within twenty (20) days after the grievant knew or reasonably should have known of the event or condition upon which it is based, the grievance shall be considered waived, shall no longer be deemed a grievance, and may not be processed as such. However, if a condition is recurring, the twenty (20) day limit will be applied to the most recent occurrence.

3) All grievances must be appealed to the next formal level within five (5) days. Failure to do so shall deem the grievance settled on the basis of the disposition at the previous level. Failure at any step to communicate the decision on a grievance within the specified time limits shall automatically entitle the grievant to proceed to the next level.

C. PROCEDURE:

Level 1: Informal Discussion - A bargaining unit member with a grievance should first discuss it with his/her immediate supervisor or principal either individually or with a representative to try to prevent it from becoming a formal grievance.

Level 2: If the grievant is not satisfied with the disposition at Level 1, he/she may within five (5) days submit a written grievance to the Association's Professional Rights and Responsibilities Committee (Form A). Within five (5) days, the Committee will respond in writing to the grievant indicating if the Association will represent the grievant in further steps of the procedure.

Level 3: If the grievant decides to proceed with the grievance, he/she may within five (5) days submit the written grievance to the building principal (Form A). Within five (5) days after the receipt of the grievance, the principal shall convene a hearing. Participants shall include the principal/administrator, the grievant, Association Representative, and any other person who is able to provide pertinent information to resolve the grievance. The principal/ administrator shall render a written decision within five (5) days from the close of the hearing to the grievant, with a copy for the Association (Form B).

Level 4: If the grievant is not satisfied with the disposition at Level 3, he/she may within five (5) days submit the grievance to the Superintendent (Form C).

The Superintendent/designee will, within five (5) days, conduct a hearing. Participants shall include the Superintendent/designee, principal/administrator, the grievant, Association representative, and any other person who is able to provide information to help resolve the grievance. Within five (5) days from the close of the hearing, the Superintendent shall issue a written decision to the grievant with a copy to the Association (Form D).

Level 5: If the grievant is not satisfied with the disposition at Level 4, the grievant (through the Association) may request a hearing before an arbitrator.

The grievant's request for arbitration shall be made in writing to the Superintendent within ten (10) days following the receipt of the disposition at Level 4. Within ten (10) days following the receipt by the Superintendent of the grievant's request for arbitration, the Board or its designated representative and the Association or its designated representative, shall mutually petition the Federal Mediation and Conciliation Service to provide both parties with a list of seven (7) arbitrators. The arbitrator shall be selected by the alternate strike method. Either party may demand a second list.

Once the arbitrator has been selected, he/she will proceed with the arbitration in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall have the authority to consider only a single grievance or several grievances involving a common question of interpretation or application.

The arbitrator shall hold the necessary hearing promptly and issue the decision within such time as may be agreed upon. The decision shall be in writing and a copy sent to all parties present at the hearing. The decision of the arbitrator shall be binding on the Board, the Association, and the grievant.

The arbitrator shall not have the authority to add to, subtract from, modify, change, or alter any of the provisions of this Agreement, nor add to, detract from, or modify the language therein arriving at a determination of any issue presented that is proper within the limitations expressed herein, nor shall he/she make any decision contrary to law.

In the event that a case is submitted to an arbitrator on which he/she has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.

The Federal Mediation and Conciliation Service's administrative fee and the cost of the arbitrator shall be shared equally by the Board and the Association.

D. NO REPRISALS

No reprisals will be taken against any individual by reason of his/her participation in the filing or processing of grievances under this Article.

ARTICLE IV
RIGHTS

A. ASSOCIATION RIGHTS

The following sole and exclusive rights shall be granted to the Association.

1. The Association shall have the right to use a school building for meetings without cost to the Association. Meeting dates must be scheduled in advance with the building principal. Such meetings shall not interfere nor interrupt normal instructional programs, school operations, or other previously scheduled activities or meetings.

2. The Association President shall make the necessary arrangement for the opening and securing of the requested building. Arrangements shall also be made at the Junior/Senior High School building when meetings may interfere with the security system schedule.

3. The Association officers and building representatives shall have the right to use facilities and equipment that is the property of the Board after proper training has been received and/or administrative approval is granted. The Association shall furnish all consumable items it uses and shall pay all equipment repairs due to damage resulting from member misuse or negligence.

   Equipment use shall be limited to local purposes only.

4. The Association shall have the right to use school faculty bulletin boards, make announcements at faculty meetings if a prior request is made for inclusion on the agenda, and distribute bulletins to bargaining unit members.

5. The Association shall have the right to use the internal mail and email systems of the school for Association-related materials. Email use shall not be disruptive to, nor conducted during, the school business day, without prior approval of the superintendent.

6. A copy of the proposed Board agenda and all public attachments will be emailed to the Association President no later than Friday prior to each regular meeting.

7. Copies of the Board minutes shall be provided to the Association President following their approval.

8. The Association shall submit items it wishes to present at a Board meeting four (4) school days prior to the meeting.

9. The Association shall be able to respond to an agenda item following the notice of intent to respond made to the Superintendent prior to 2:00 p.m. on the day of the meeting. The Association may respond to an item presented at the meeting, which was not on the agenda at 2:00 p.m. without giving a notice of intent. The Association response shall be limited to one (1) spokesperson and the Board President shall have the right to limit response time to no less than five (5) minutes.

10. There shall be no reprisals taken against any bargaining unit member because of his/her membership in the Association or participation in any of its activities which are within the legal realm of this Agreement.

B. FAIR SHARE FEE

Notwithstanding anything to the contrary, this language shall be dormant and have no effect until and unless the United States Supreme Court reverses its Janus decision. The preceding sentence shall automatically expire if Janus is reversed.

This Section applies only to those teachers initially employed after July 1, 1984.

A. RIGHT TO FAIR SHARE FEE

1. Payroll Deduction of Fair Share Fee
   The Board shall deduct from the pay of bargaining unit members who elect not to become or to remain members of the Association, a fair share fee for the Association's representation of such non-members during the term of this Agreement. No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Association's work in the realm of collective bargaining.

2. Notification of the Amount of Fair Share Fee
   Notice of the amount of the annual fair share fee, which shall not be more than 100% of the unified dues of the Association, shall be transmitted by the Association to the Board Treasurer on or about September 15 of each year during the term of this Agreement for the purpose of determining amounts to be payroll-deducted, and the Board agrees to promptly transmit all amounts deducted to the Association.

3. Schedule of Fair Share Fee Deductions

   a. All Fair Share Fee Payors

      Payroll deduction of such annual fair share fees shall commence on the first pay date which occurs on or after January 15th annually. In the case of employees newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date on or after the later of:

      i) sixty (60) days employment in a bargaining unit position or
      ii) January 15th

   b. Upon termination of membership during the membership year the Board Treasurer shall, upon notification from the Association that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction. The deduction shall commence on the first pay date occurring on or after forty-five (45) days from the termination of membership.

4. Transmittal of Deductions

   The Board further agrees to accompany each such transmittal with a list of the names of the bargaining unit members for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each.

5. Procedure for Rebate

   The Association represents to the Board that an internal rebate procedure has been established in accordance with Section 4117.09(C) of the Ohio Revised Code and that a procedure for challenging the amount of the representation fee has been established and will be given to each member of the bargaining unit who does not join the Association and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and the State of Ohio.

6. Entitlement to Rebate

   Upon timely demand, non-members may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.

C. ASSOCIATION DUES PAYROLL DEDUCTION

Payroll deductions for the payment of Association membership dues shall be provided by the Board in keeping with the following:

Bargaining unit members must submit a written authorization for payroll deductions on a form provided by the Association to the Board Treasurer on or before October 1 of any year the unit member begins payroll deductions under this Agreement. Unless revoked or changed between one hundred twenty (120) and ninety (90) days prior to the expiration of the Agreement, an authorization will continue.

Bargaining unit members also may authorize payroll deductions for contributions to the OEA Fund.

The Association hereby agrees to hold the Board harmless from any and all liabilities or damage which may arise from the performance of its obligations under this Section and shall indemnify the Board for any such liabilities or damage that may arise.

D. MANAGEMENT RIGHTS

Except as otherwise specifically modified by an express term of this Agreement, the Board retains the exclusive right and responsibility to:

1. Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion or policy such as the functions and programs of the public employer, standards of service, its overall budget, utilization of technology, and organizational structure;

2. Direct, supervise, evaluate, or hire employees;

3. Maintain and improve the efficiency and effectiveness of operations;

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

5. Suspend, discipline, demote, or discharge for just cause, or lay-off, transfer, assign, schedule, promote, or retain employees;

6. Determine the adequacy of the work force;

7. Determine the overall mission for the District;

8. Effectively manage the work force;

9. Take actions to carry out the mission of the District.

The Board is not required to bargain on subjects reserved to the management and direction of the District except as affect wages, hours, terms and conditions of employment, and the continuation, modification, or deletion of an existing provision of this Agreement.

E. INDIVIDUAL RIGHTS

Bargaining unit members shall have the right to participate in professional and civic organizations for their personal and professional benefit and interest to the extent that such

involvement does not require absence from assigned duties or responsibilities nor interfere with their duties and responsibilities during the hours of their regular daily assignment.

Bargaining unit members have the right to exercise their constitutional rights of lawful political involvement totally outside school environment and regular hours of duty assignment without fear of reprisal or discipline in any form. The Board shall not discriminate because of race, color, religion, sex, sexual orientation, gender identification, marital status, national origin, disability, age, or veteran status. The provisions of this Agreement shall be applied uniformly to all bargaining unit members.

ARTICLE V
TERMS AND CONDITIONS

A. SCHOOL CALENDAR

A committee of 5 NLEA members, with at least one (1) representative from each building, will be established by November 1st each year, to work collaboratively with not more than 5 administrators to develop two (2) calendar options to be voted on by the union membership. The calendar receiving the most votes will serve as the committee's recommendation to the Northern Local Board of Education.

Christmas Break and Spring Break options will be determined by the committee.

Veteran's Day, Thanksgiving, Friday after Thanksgiving, Jan. 1, Jan. 2, MLK Day, President's Day, Good Friday, Labor Day, and Memorial Day will be days not in session.

Recommendations for making up lost hours of instruction will be made by the committee to the Northern Local Board of Education. It would be a priority to make up missed instructional time prior to state assessments.

B. STAFF MEETINGS

The building principal may call up to nine (9) staff meetings, with as many as four (4) of the nine (9) being within the scheduled school day through a delayed start or early release, throughout the school year. The meetings cannot be more than one (1) hour in length if held outside the scheduled workday and should be pertinent to the educational process. The building principal should have an agenda prepared to give to the staff before the meeting. The staff members are required to attend all staff meetings unless prior arrangements have been agreed to by the building principal.

C. CLOSURES AND DELAYS DUE TO CALAMITY

When a building is closed because of a calamity day, as defined by law, bargaining unit members regularly assigned to that building shall not be required to report, and shall lose no personal or sick leave days nor any other kind of leave for that day.

The following time shall be waived from bargaining unit members' contractual work year obligations (Ref. Section D of this article):

Bargaining unit members shall not be required to make up the first 5 days (37.5 hours) in any given year missed due to calamity-related closures. Any additional closure days that will be made up shall be equivalent to the type of day missed (i.e., instructional day, conference day, etc.)

Bargaining unit members shall not be required to make up hours in any given school year missed due to calamity-related delays or early releases, unless student contact time has fallen below the state minimum hours as a result.

D. TEACHER WORKING CONDITIONS

Each full-time teacher shall receive a thirty (30) minute duty-free lunch period per day.

Each full-time teacher shall receive a forty (40) minute planning/conference period per day.

The teacher workday shall consist of no more than seven and one-half (7-1/2) consecutive hours (exclusive of faculty/in-service meeting or conferences). This time is to include instructional time, planning/conference time, and duty-free lunch.

A non-elementary-level bargaining unit member who, by request initiated and approved by the Administration, covers a class during his/her conference/planning period shall be paid twenty-five dollars ($ 25.00) per class covered, unless the employee will still have a conference/planning period available. For purposes of this provision, (1) coverage made necessary by the absence of a bargaining unit member who attends a professional meeting with administrative approval shall be construed as having been initiated by the administration, and (2) a "class" means forty- five (45) consecutive minutes.

An elementary-level bargaining unit member who, by request initiated and approved by the Administration, covers a class other than his/her own class shall be paid twenty-five dollars ($ 25.00) per class period covered, up to a maximum payment of one hundred thirty dollars ($ 130.00) for a full day; if coverage of the additional class is split between two (2) elementary teachers, half of the payment under this provision will go to each teacher. For purposes of this provision, (1) coverage made necessary by the absence of a bargaining unit member who attends a professional meeting with administrative approval shall be construed as having been initiated by the administration, and (2) a "class" means forty-five (45) consecutive minutes, or a "special" class consisting of at least thirty (30) but not more than forty-five (45) consecutive minutes.

A bargaining unit member who with administrative approval, covers a class by request of another bargaining unit member shall receive no compensation under this section.

The school year shall be:

A. Instructional Time	A minimum of 1001 hours not to exceed 180 days (inclusive of two days' equivalent of conference time and two days equivalent professional time)

B.	Teacher Workdays	15 Hours (2 days - 1before and 1 after the year)
C.	Inservice Days	7.5 hours (equivalent of 1 day)
D.	Total Contract Time	*1372.5 hours and not to exceed 183 days

* Exceptions include additional time required in paragraph 3 of this section; and potentially waived time as described in Article V, Section (C) - Closures and Delays Due to Calamity.

E. DISCIPLINARY ACTION AND REPRIMAND

For the purpose of this Section, disciplinary action shall be defined as a written (formal) reprimand, suspension from assigned duties, or contract termination. The termination of a teacher's contract shall be governed exclusively by the provisions of Sections 3319.16 and 3319.161 of the Ohio Revised Code.

Each bargaining unit member shall have the opportunity to be accompanied and/or represented by a representative of his/her choice at any meeting in which disciplinary action against the bargaining unit member is being discussed. Prior to such meeting, the bargaining unit member will be informed of the incident to be discussed at the meeting. The meeting may be with either the building principal, immediate supervisor, Superintendent, or the Board, whichever institutes the disciplinary action.

If the bargaining unit member is unable to secure representation for a formal reprimand meeting when it is scheduled, such meeting will not take place until the bargaining unit member is able to secure such representation, but not more than ten (10) days after the first scheduled meeting date.

An informal reprimand, which is a verbal discussion where no written or recorded record is kept, shall not be considered a disciplinary action. As such, meetings for informal reprimand will only be attended by the bargaining unit member and the immediate supervisor. If more than one (1) supervisor is present at the meeting, the member may have a witness present.

No bargaining unit member will be reprimanded either formally or informally, in the presence of any other bargaining unit members, student, parent(s), or any non-administrative, non-teaching employee.

F. PERSONNEL FILES

The personnel file of all bargaining unit members shall be maintained in the offices of the Superintendent.

An individual bargaining unit member shall have access to his/her personnel file upon request.

Any materials placed in a personnel file shall include a signature and date indicating the date of placement in the file and the author of the item being placed. A copy of any materials being placed in the file shall be sent to the bargaining unit member upon insertion in the file unless

such material is an item described below. The Superintendent and Treasurer shall be the only persons who may authorize the placement of materials in a bargaining unit member's file. If and when a member and the Superintendent agree that there is adequate evidence that certain material in said member's file is irrelevant, inappropriate, or false, or if the validity of the member's complaint is sustained by the grievance procedure, such material shall be removed from the file or corrected. Anonymous letters or materials shall not be placed in a member's file, nor shall they be made a matter of record.

Items that may be maintained in a personnel file shall include, but not be limited to:

1. Official transcripts of college work.
2. Copy(ies) of certification authorized by the State Department of Education.
3. Copy of military service record.
4. Copies of bargaining unit member evaluations.
5. Copies of general conference reports.
6. Record of employment including assigned duties, regular and supplemental, years of service in the District, and other related information.
7. Copies of written reprimands and other disciplinary action taken by the administration or the Board. (The bargaining unit member must receive a copy prior to insertion and be permitted to attach an explanation or rebuttal within twenty (20) days of receipt.)

    a. Upon member request and after a period of three (3) years from insertion into a member's personnel file with no intervening discipline, written reprimands or warnings will be removed from the member's personnel file.

Obtaining official college transcripts and military service records shall be the responsibility of the bargaining unit member.

G. VACANCIES AND TRANSFERS

1. POSTING OF VACANCIES

Bargaining unit members will be notified of bargaining unit vacancies and administrative non-bargaining unit vacancies to be filled by certificated/licensed employees in accordance with the following procedures:

a. Notification of postings shall be forwarded on the day that they are posted via email using District email addresses to:

    1) Association President.
    2) All bargaining unit members. (Vacancies also shall be posted and prominently displayed in a location where all members will be assured of notification.)
    3) All bargaining unit members on leave of absence.

b. Vacancies which occur during holidays will be emailed to all bargaining unit members listed in items 2a, b and c.

c. Notification of vacancies shall include the following:

1) Positions available.
2) Qualifications and requirements for the job.
3) Deadline for application.
4) Effective starting date.
5) Any additional pertinent information.

d. Summer Procedure for Notice of Vacancies

Notwithstanding any other provisions of this Agreement, notice of vacancies which occur during the summer recess will be handled as follows via email using District email addresses:

1) Notification shall be forwarded within two (2) working days to bargaining unit members.
2) The vacancy will be posted in one (1) location in the District, the identity of which location will be made known by the Superintendent to the Association President within seven (7) calendar days after ratification of this Agreement.
3) Explanation of summer procedure for notification of vacancies will be distributed prior to summer recess to bargaining unit members on a yearly basis.

2. TRANSFERS AND REASSIGNMENTS

a. Voluntary

1) Procedures:

a) All vacancies shall be posted for five (5) workdays in a conspicuous place in each school building and at the Board office.

b) A bargaining unit member will be given first consideration for any bargaining unit vacancies for which he/she holds proper certification/licensure. Vacancies shall be filled on the basis of individual qualifications and the best interests of the District's educational program. Seniority will be considered in the assignment of a teacher to a vacant position. The Superintendent's decision will be final and non-grievable.

c) If the Superintendent determines that no bargaining unit member is qualified for a vacant bargaining unit position, then the Superintendent may fill the position from outside the bargaining unit.

d) Bargaining unit members who desire a change in grade and/or subject assignment or who desire reassignment to another building may file a written statement of such desire with the Superintendent at any time during the school year, but not later than April 15. Such statement will include the grade and/or subject to which the member desires to be assigned and the school or schools to which he/she desires to be reassigned.

e) Not later than June 1, the Superintendent will notify each affected bargaining unit member of his/her assignment for the following school year.

f) Any voluntary transfers which are necessitated after June 1 will be handled as expeditiously as possible.

b. Involuntary

A bargaining unit employee being transferred involuntarily will be placed only in a position which involves no reduction in rank or in compensation and no impairment of tenure. No involuntary transfer shall be made without a meeting between the bargaining unit employee involved and the appropriate administrator at which time reasons for the transfer will be discussed.

H. DEPARTMENT HEADS

There will be no more than nine (9) meetings called by Department Heads, September through May.

I. NON-PROFESSIONAL DUTIES

Regular duties of a non-professional nature will be divided among bargaining unit members as equally as possible by building principals. The physical health and welfare of individual bargaining unit members will be considered before making assignments. Whenever possible, currently employed aides will be used to perform those duties not requiring a professional staff member's presence by law or policy.

Special activities requiring the handling of money or materials shall be assigned to capable employed or volunteer aides whenever possible.

No bargaining unit member shall be required to transport students in his/her personal automobile.

J. TEACHER EVALUATION COMMITTEE

1. NLSD and NLEA will create a committee to discuss the details and changes with regards to OTES 2.0.

2. This committee will consist of NLEA members at the discretion of the NLEA president as well as the superintendent and designated administrators.

3. The decisions of the committee will become an MOU for the implementation of OTES 2.0.

Teacher evaluation shall be conducted as set forth in ORC 3319.111 using the instrument being used as of May 1, 2014, set forth in Appendix B. Before a change is made in the instrument, a committee of four (4) teachers and four (4) administrators will meet to discuss and consider those changes. The administration shall determine the four (4) administrators. The Association shall determine the four (4) teachers. Committee members would be expected to survey others for direction in the desired changes. The committee will meet annually unless otherwise requested. Any changes must be jointly ratified by the Board and Association.

Bargaining unit members who are ESSP will be evaluated using the applicable categories of the NLEA evaluation in Appendix [A] (e.g., school nurse, guidance counselor, librarian, curriculum personnel) and attaching a narrative until a position-specific evaluation is established by the evaluation committee.

K. RESIDENT EDUCATOR PROGRAM

1. PHILOSOPHY AND PURPOSE

   a. The Resident Educator Program is designed to meet the unique needs of a Resident Educator in the first two (2) years of employment under a teaching certificate/license who is on a four-year Resident Educator License or an alternative Resident Educator License of any type or a one-year out-of-state educator license from the Ohio Department of Education.

2. DEFINITIONS

   a. Mentor Teacher: A teacher who will provide formative assistance to a Resident Educator.

   b. Resident Educator: A teacher who is in the first two (2) years of employment under a teaching certificate/license who is on a four-year Resident Educator License or an alternative Resident Educator License of any type or a one-year out-of-state educator license from the Ohio Department of Education.

   c. Program Leader: A teacher who will coordinate and monitor the responsibilities of both the Mentor Teacher and Resident Educators.

3. MENTOR TEACHER

   a. Criteria for Mentor Teachers

      The Mentor Teacher must:

      1. Have a minimum of 5 years of teaching experience in the district or a graduate of the Resident Educator Program;

      2. Hold a valid teaching certificate/license and preferably be teaching or have taught in the same area of certification as the Resident Educator;

      3. Have met expectations on evaluations of teaching performance conducted by the Northern Local Schools;

      4. Possess strong interpersonal skills and good organizational skills;

      5. Be competent in the areas of observations, effective feedback skills, questioning skills, and conferencing skills;

6. Be willing to continue professional growth through participation in the Mentor trainings required by the Ohio Department of Education.

b. Selection Process

1. Mentor assignment shall be made as staffing requirements are met and new teachers identified by building assignment;

2. The building principal and the Program Leader will select each Mentor and assign him/her to a Resident Educator. Before this occurs, the District shall post the position of Mentor Teacher for each building needing to fill this position. If multiple Mentor Teachers are needed, each position shall be posted separately;

3. The Mentor Teacher and Resident Educator shall be assigned to the same building;

4. The mentoring assignment is a one-year assignment. However, it is preferable to keep the same Mentor Teacher and Resident Educator working together for the duration of the program, when possible.

c. Duties of the Mentor Teacher

Each Mentor Teacher will:

1. Attend a mentoring orientation session and the training sessions as applicable;

2. Carry out the tasks necessary to implement the Resident Educator Program as prescribed by the Ohio Department of Education and the Northern Local Schools as described herein;

3. Collaborate in good faith with the assigned Resident Educator;

d. Read and sign off on all required and completed sections of the Resident Educator handbook prior to each meeting with the Resident Educator leader;

e. Report directly to the Program Leader at each required meeting;

f. Not be a part of the evaluation process for the Resident Educator as described in this contract; and

g. Assist the Resident Educator in the orientation to the operations of the building and his/her responsibilities.

h. Assist the Resident Educator in the orientation to the policies, procedures, curriculum and instructional resources of the building and district.

i. Assist the Resident Educator in the improvement of instructional skills and classroom management.

4. RESIDENT EDUCATORS

Each Resident Educator will:

a. Seek assistance and support from the assigned Mentor Teacher;

b. Participate fully in activities of the Resident Educator Program;

c. Collaborate in good faith with the assigned Mentor Teacher;

d. Complete all required paperwork prior to the dates set forth by the Program Leader;

e. Meet with his/her Mentor Teacher prior to the required meetings and go over all required paperwork and have the Mentor Teacher sign off on it;

f. Attend all required meetings set up by the Program Leader.

5. PROGRAM LEADER

The program leader will:

a. Set-up meetings for all Resident Educators and Mentor Teacher;

b. Read and sign off on all required paperwork;

c. Provide materials/handbook to each Resident Educator and Mentor Teacher;

d. Ensure that all Mentor Teachers are trained;

e. Ensure that all Resident Educators and Mentors are registered each year in Core;

f. Report directly to the Superintendent;

g. Will work with building principal on selection of mentors;

h. Will assist Mentor Teachers with any questions or issues they may have regarding the Resident Educator Program.

6. COMPENSATION

a. Mentors will be compensated as follows:

Year 1 - $800
Year 2 - $ 700

b. Program Coordinator - $1200

L. PROFESSIONAL GROWTH COURSE WORK POLICY

The Board will pay up to Seven Hundred Dollars ($700) per teacher for any one (1) school year to assist in covering the fees for professional growth course work completed. The following rules will apply:

1. Credits will be accepted and recognized from accredited four-year colleges or universities which grant the Bachelor's Degree.

2. Credits from accredited two-year technical colleges, or similar schools will be accepted, but only if such four-year college or university as described above recognizes, accepts, and places such credit upon its transcript.

3. Responsibility for having credit entered upon transcript is placed fully upon the employee and no credit or refund for professional growth will be approved until such transcript is submitted (except as described below).

4. Applicants will be approved on a first-come first-served basis until the funds are depleted. Paid registration receipts must accompany the application.

5. Reimbursement will be made for credits earned as follows:

   UNDERGRADUATE CREDIT - per hour - $110 per quarter or $140 per semester
   GRADUATE CREDIT - per hour - $120 per quarter or $170 per semester

   Payment will be made within four (4) weeks of presentation of proof of satisfactory completion of the course. (Grade slip with grade will be considered adequate.) When course work is completed during the summer, reimbursement will be made for only those returning as employees of the District.

6. Reimbursement will be made only for courses in education or to those specifically relating to the subject area assigned to be taught. Any course considered questionable should be submitted in advance and can be ruled upon by the Superintendent prior to enrolling.

   Reimbursements shall be aligned with horizontal salary schedule placement pursuant to Article VIII, A., subject to these terms:

   a. The Board will provide credit only for courses in education (school counselor, school psychologist, etc.) or those specifically related to the subject area that the teacher currently is assigned to teach or a possible future teacher assignment. A teacher must submit in advance any course considered questionable for the Superintendent to rule upon prior to enrollment.

   b. If a teacher can take a course with the same title or name more than once due to it having different course numbers, the teacher must submit the course to the Superintendent for approval prior to enrollment.

   c. These provisions clarify and supersede any conflicting terms of the Contract.

7. The Superintendent will keep a record of those applying and will give priority the following year to any applicants rejected. If an applicant fails to complete the course his/her place will be assumed by the next applicant in line.

8. The total to be paid in any one (1) year for teacher professional growth will be $ 40,000.

The Superintendent may stop the payment of this fund provided a loan from the state fund is secured.

9. If the $40,000 allotment is not depleted and a bargaining unit employee has applied for reimbursement beyond $ 700, that employee shall be reimbursed for the total amount and will share equally the unused portion of the allotment with other employees whose tuition costs exceed $ 700. In no case will an employee be reimbursed more than the actual cost of the registration fees for course work completed.

   The Association President will be provided, upon request, with an update on the utilization/dispersal of the funds allotted under this Section.

10. Should tax regulations be changed or revised which would have a detrimental financial effect upon the bargaining unit members as a result of the language of this Section, the Association President and the Superintendent shall meet to attempt to find means to alleviate the problem. Such discussion shall not change the total or individual dollar amounts stated in this Section.

M. POLICY HANDBOOKS

A written Board Policy Handbook will be prepared and distributed as follows: One (1) in each school office and two (2) to the Association. The handbook will be reviewed and updated annually. This shall be done no later than ninety (90) days after the effective date of this Agreement.

A teacher handbook will be prepared by each building Principal and distributed to each teacher in that building. The handbook will contain all building regulations and policies including applicable guidelines pertaining to the teacher of record.

N. EDUCATIONAL IMPROVEMENTS

1. <u>CLASS SIZE</u>

   The Board and the Association recognize that the current space limitations hinder the ability to adequately reduce class size to an educationally sound level. However, the levels outlined in the policy below are recognized as desirable for quality education. The parties, therefore, agree to work together to implement these levels as soon as practicable.

   All elementary school classes (K-5) will not exceed twenty-three (23) pupils per classroom teacher. Variations will be necessary because of different grade level enrollment totals. During the course of the year, no class shall exceed twenty-five (25) pupils per teacher.

   All classes (6-8) including art will be scheduled to not exceed twenty-five (25) pupils per classroom teacher. Variations will be necessary because of different grade level enrollment totals. During the course of the year, no class shall exceed thirty (30) pupils per teacher.

   All high school classes will be scheduled so as to have a class size in each departmental area of not more than twenty-eight (28) pupils per class. During the course of the year, no

class shall exceed thirty-three (33) pupils per teacher.

High school classes and departmentalized programs in the elementary schools will be structured so that no teacher will have more than one hundred eighty (180) pupils per day.

For purposes of this Section "pupil" includes special education students mainstreamed into the regular classroom.

MD/ED/CD/SLD/OHI and other special programs shall not exceed the number of the pupils as outlined in the Ohio Rules for the Education of the Handicapped. Further, the District shall not seek a waiver to the standards.

Physical education, vocal music (excluding choir), and library shall not exceed forty (40) pupils per instructional period in grades K-8.

Bargaining unit members having more than the numbers indicated on their class roster, and in this Section will be compensated at the rate of four dollars ($4.00) per student per day.

Class size excess payments will be based upon the teacher's official class roster for each day. K-5 class sizes will not exceed twenty-five (25) students. Class sizes at grades 6-8 will not exceed thirty (30) students. Student loads at grades 9-12 will not exceed one hundred eighty (180) students. Physical education, vocal music, instrumental music, and library will not exceed an average of forty (40) pupils per instructional period in grades K-12; however, in no case, shall any one (1) class exceed fifty (50) pupils except by permission of the instructor.

Class size excess payments will be paid twice per year (first pay to be paid with the first regular paycheck in February, and the last to be paid with the last regular paycheck in June). The teacher affected is responsible for submitting the request for pay on a standard form developed by the Association and approved by the Board Treasurer.

2. EDUCATIONAL ASSISTANTS FOR ELEMENTARY SCHOOLS

The Board will provide one (1) full-time educational assistant per student instructional day per the District's three (3) elementary schools. The board may determine whether additional educational assistants and/ or volunteers are used. The board shall offer annual training for scheduled volunteers on educational skills that are developed in collaboration with teachers. Representatives of the Association and the Administration will consult in May for the purpose of assessing needs for the upcoming school year and determining whether agreement exists on some allocation other than the equal allocation specified above. Within each elementary school, two (2) teachers (those receiving the most votes among teachers in that school) and the building principal will decide how to distribute the educational assistant and trained volunteer hours allocated to that school.

3. IEP/RiMP CONSTRUCTION CONSIDERATION

A special education teacher will receive not less than two (2) days of release time per school year for the purpose of writing IEPs. Teachers required to write RiMP plans, per the Third

Grade Reading Guarantee, may receive one (1) day of release time upon request. The scheduling of release time under this provision will be worked out by the particular teacher and principal.

O. LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE (LPDC)

1. There shall be one (1) Local Professional Development Committee (LPDC) serving the Northern Local School District. The Committee shall be composed of the following: the President of the NLEA, one (1) representative from each level (elementary, middle school, high school), three (3) alternates, and two (2) administrators.

    a. Other than the NLEA president, all other NLEA committee members will be voted on within the Association, and a list of committee members shall be furnished to the District Treasurer at the beginning of each school year.

2. The LPDC shall function according to the plan of operation instituted in October 1998 and shall be guided by the Mission Statement of the District.

3. Members of said committee shall be compensated at the rate of twenty-five dollars ($25.00) per hour for time served. In the event that this cost is not covered by grant money, the Board's maximum expenditure from alternative sources will not exceed four thousand dollars ($4,000.00) per school year.

4. Storage for materials for the LPDC shall be provided by the Board of Education.

P. ACCESS TO BUILDING

An employee will be granted access to his/her building if a custodian is in the building. If an employee needs access when the building is not open and no custodian is present, the employee is responsible for making an arrangement with the building principal. If the principal is unavailable, the arrangement may be made with the Supervisor of Maintenance**.** The employee will be furnished an access card. Access to a building on a weekend when the building is closed is restricted to emergency situations.

Q. ACTIVITIES PASS

Each bargaining unit member will receive one (1) annual punch card per school year. The punch card will allow the member to attend up to three (3) athletic events and up to two (2) arts events per school year.

R. LICENSURE, FINGERPRINTS, AND BACKGROUND CHECKS

1. The Northern Local School District agrees to reimburse members for the cost of FBI/ BCI background checks and fingerprints that are required for license renewal.

2. The Northern Local School District agrees to reimburse members for the actual cost of licensure renewals from the Department of Education and Workforce as a condition of continued employment. Reimbursement shall:

a. Be provided for one (1) license at up to $200 and be available once per five (5) year renewal cycle.
b. Not include reimbursement for any license alignment fees.
c. Not include fees associated with pupil activity permits.
d. Be provided only if requests are received by the treasurer by the close of business on August 1 of the year in which the license renewal is effective.

If a member resigns after receiving reimbursement and before the license expiration date, the member shall be required to reimburse the District a prorated amount of the reimbursement equal to the percentage of time remaining on the member's license.

3. Members shall provide documentation to the treasurer of the above costs and shall receive reimbursement for such costs from the district within 30 days of submission of documents to the treasurer.

ARTICLE VI
LEAVES

A. SICK LEAVE (260 days may be accumulated.)

Board employees are entitled to fifteen (15) days sick leave with pay for each year under contract, which shall be credited at the rate of one and one-fourth (1-1/4) days per month. Employees who render part-time, seasonal, intermittent, per diem or hourly service are entitled to sick leave for the time actually worked at the same rate as that granted full-time employees.

An employee may use sick leave, upon approval of the responsible administrative officer of the District, for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to other employees, and to illness, injury, or death in the employee's immediate family. The immediate family shall be defined as spouse, daughter, stepdaughter, son, stepson, brother, sister, brother-in-law, sister-in-law, mother, stepmother, father, stepfather, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandchild, grandparent, or a person who for all intents and purposes functionally filled the role of such a relative in the particular employee's life (for example, an aunt who raised the employee in the absence of a mother would be regarded as the employee's mother for purposes of this

provision); in the event of a death, the immediate family also includes grandparents, niece, nephew, aunt, uncle, mother-in-law, or father-in-law. Sick leave for members of the immediate family not living at the bargaining unit member's address will not be allowed for a duration of more than five (5) days without approval of the Superintendent.

B. STATUS WHEN SICK LEAVE IS EXHAUSTED

1. Medical leave of absence shall be granted to an employee who has exhausted his/her accumulated sick leave and is still unable to return to work. Such leave will be granted only upon a doctor's statement verifying the inability or inadvisability for the employee to return to assigned duties.

2. Such leaves will commence, without pay, on the day that accumulated sick leave is exhausted.

3. Such leave will not exceed a maximum of two (2) consecutive years.

4. Leaves for shorter duration shall be granted upon the submission of a doctor's certificate indicating both the necessity for such leave and the reasonableness of anticipated return.

5. While on medical leave, the employee may continue insurance coverage by payment of the appropriate premium and shall resume upon return to duty, the limited or continuing contract status held prior to the leave.

6. Nothing in the above language shall be construed to supersede, nor can it supersede, the provisions of the Family and Medical Leave Act of 1993.

C. ILLNESS OR INJURY LEAVE DONATION

1. NLEA and the Board agree to establish a Sick Leave Donation Program for licensed/ certificated staff except for retired/rehired teachers. The purpose of the Sick Leave Donation Program shall be to provide a staff member who has exhausted all sick leave (including the five days of advanced sick leave) and personal leave with the opportunity to request additional sick leave days, which can be used during a catastrophic illness or severe injury to the teacher in lieu of unpaid leave. Additionally, this leave can be requested for the care of a teacher's immediate family member after a catastrophic illness or severe injury.

    a. Regarding leave donation, the definition of immediate family is interpreted to include children and spouse and parents.

2. The Sick Leave Donation Program can be utilized by a teacher only if all the following conditions are met:

    a. The teacher must have been employed by the Board for at least one school year.

    b. The teacher must have exhausted all available sick, advanced sick and personal leave prior to requesting donations from the Sick Leave Donation Program.

    c. Requests must be made as soon as the need is expected, but at a minimum five (5) days prior to the beginning of the pay period when the days are needed by the teacher.

    d. A doctor certifies in writing that a qualifying medical injury or illness exists.

    e. Qualifying conditions shall be defined as those which require medical care, hospitalization, or other treatment that interferes with a teacher's ability to complete their job duties.

    f. Non-catastrophic leave, such as maternity leave due to a normal pregnancy and childbirth without complications, shall not qualify under the provisions listed herein.

g. Donations from teachers must be in units of full-day increments up to a maximum of 20 donated days for the recipient teacher.

h. Each teacher, making a donation, may contribute no more than one (1) day per application for a maximum of four (4) days per school year. Teachers must have at least 30 days of accrued, unused sick leave in order to be eligible to make donations.

i. Teachers must use donated sick leave days in units of full-day increments. Teachers using donated leave will not be required to pay it back.

j. Donated leave will not carry over from one school year to the next. Members are eligible to receive no more than one (1) sick leave donation occurrence during a period of two (2) full school years.

k. The sick leave donated shall be paid at the rate earned by the recipient.

l. It is the recipient teacher's responsibility to be aware of when they have exhausted sick leave. If a request for donated leave is not timely made, the Treasurer's Office may not issue pay (dock) the teacher for days when the teacher is absent without leave.

m. The teacher who is using donated sick leave will continue to earn additional sick leave while receiving donated leave day(s). However, earned days cannot be used to extend the same absence that requires a teacher to use donated days.

n. Donated days shall not be used in the calculation of any applicable severance or balance transfer to another employee.

o. If the number of sick leave days donated exceed the number of sick leave days used by the recipient, the extra days will be forfeited and will not be returned to the donors.

p. A teacher may request donated sick leave due to preemptive alcohol or substance abuse medical treatment. A teacher may not request donated leave for treatment that is court-ordered or that follows the occurrence of any workplace, disciplinary or criminal drug or alcohol-related offense.

3. The Sick Leave Donation Program will be administered by a committee of four (4) members. Two (2) members shall be selected by NLEA. Two (2) members shall be selected by the Board. All decisions shall be made by majority vote of all members of the committee. All voting shall be confidential. Decision of the committee are final, binding and may not be appealed. No other appeals shall be available through any means or methods provided in the Collective Bargaining Agreement or otherwise.

4. NLEA will indemnify the Board and hold it harmless if a teacher attempts to bring any appeal, claim or legal action against the Board and/or its members, teachers, agents, or representatives based on the committee's decisions, or any other matter related to implementation of this Sick Leave Donation Program.

5. Eligible teachers (or some other representative if the teacher requiring additional leave is incapacitated) shall present in writing a request for sick leave donation to the NLEA

president.

a. The request must include details regarding the circumstances of the illness or injury leading to the request of leave donation.

b. The president shall present the request to the committee for consideration. The number of days requested may be adjusted by the committee, as necessary. The committee may request additional proof of the nature of the illness/injury that is the subject of the request.

c. Such proof shall consist of written information provided by the treating physician that corroborates the explanation provided in the request, and also provides an expected return to work date.

6. A form will be provided for certificated staff to indicate willingness to donate sick days to the Sick Leave Donation Program. The NLEA shall compile the donation forms as needed, and the NLEA president shall submit the completed forms to the Treasurer immediately for payroll consideration.

   a. Upon receipt of the donation forms, the Treasurer will immediately deduct from each donating member the indicated number of donated days.

   b. This Sick Leave Donation Program will not be used in lieu of or in substitution for applying for STRS disability retirement or Workers' Compensation.

   c. Receipt of donations from the Sick Leave Donation Program will be reported on the recipient teacher's W-2 form, as appropriate.

   d. This program neither supersedes nor replaces other disability programs.

7. The Association President and Superintendent shall mutually devise forms upon which a member may elect to contribute sick leave to the Sick Leave Donation Program and upon which a member may request a donation from the Program.

D. MATERNITY DISABILITY LEAVE/PATERNITY LEAVE

1. Recognizing that a pregnant employee will in fact be disabled for a period of time following the delivery of her child, the Board authorizes use of disability sick leave for a period of time not to exceed six (6) calendar weeks from the date of delivery providing that the employee has accumulated sick leave covering the number of days missed during that period of time. The six (6) week period of time approved for recovery would not necessarily total thirty (30) days sick leave if the six (6) weeks involves holidays or vacation periods.

2. In cases where less than thirty (30) days sick leave have been accumulated, the actual number of days accumulated may be granted as sick leave, the remaining number of days will be authorized as leave of absence without pay.

3. Where an employee chooses to use less than six (6) weeks, documentation will be required

from the attending physician indicating that in his/her opinion no harm will be done either to the employee or to the child if such employee continues to work during any part of this time. (Specific dates must be included in the statement.)

4. Where disability of the employee would indicate that due to complications more than thirty (30) days will be needed, sick leave will be granted providing there is documentation by the attending physician. (Dates expressly stated.)

5. Nothing in the above language shall be construed to supersede, nor can it supersede, the provisions of the Family and Medical Leave Act of 1993.

E. ASSAULT LEAVE

1. If an employee is assaulted during the performance of assigned or required duties, and as a result is unable to perform contract duties due to a resulting disability, such absence will be deemed assault leave and not deducted from either personal or accumulated sick leave.

2. If more than one (1) day is to be used following any one (1) assault, an attending physician's statement is required.

3. The superintendent reserves the board's rights under applicable laws, including the Americans with Disabilities Act.

F. PERSONAL LEAVE

Three (3) days of unrestricted personal leave will be earned by each employee each year. Personal leave may be used in half-day increments. Remaining half-days must either be used or converted to sick leave.

An employee may, at the end of the year, convert each unused personal leave day to one (1) day of sick leave, and/or request monetary payment as follows:

Compensation per unused personal day - $100.00 per day.

1. Personal leave will be limited, but not restricted, during the first two (2) weeks or last two (2) weeks of the school year, with the superintendent's approval.

2. Five (5) days notice must be given prior to the requested day when possible.

3. Personal leave will be granted by the principal of the building pending his/her ability to obtain substitutes.

G. JURY DUTY AND COURT APPEARANCE

1. An employee required to serve jury duty shall receive regular compensation. There will be no loss of any other types of leave.

2. An employee shall receive regular compensation for up to one (1) day if they are

subpoenaed to appear in court for the purpose of civil duty and in a capacity other than a defendant. This leave is not available for any proceedings of a personal nature, such as bankruptcy, divorce, dissolution, annulment, or any proceeding in which the employee is a party. After subpoena leave has been exhausted, an employee must exhaust personal leave days. In extenuating circumstances, the superintendent may grant additional subpoena leave on a case-by-case basis. A defendant found innocent will receive regular compensation for days required to be in court. A teacher will not be required to first exhaust personal leave if subpoenaed to appear in court due to the normal course and scope of his/her employment relationship with the Board.

H. ASSOCIATION LEAVE

Representatives of the Association, with the approval of the Association President, may be excused to attend Association meetings with the approval of the building principal, and limited to seven (7) days per year total all employees. Leaves, when granted, will incur neither loss of any other type of leave nor salary. Transportation and lodging expenses will not be paid by the Board.

I. CLASSROOM VISITATION

Each teacher may choose to visit a classroom within the District or in another school district which relates specifically to the teacher's current classroom assignment.

Requests to visit another classroom must be submitted to the building principal no later than one (1) week prior to the date of absence.

Approval will be given by the building principal depending upon available substitutes and other factors which might effect the school program. Such requests will not be honored during the first or last ten (10) days of school, nor on any day prior to, or following a vacation period.

The principal may limit the number of teachers visiting to one (1) or more according to available substitutes or other building concerns. Previously approved days may be postponed by the principal when no substitute is available.

J. PROFESSIONAL MEETINGS

Each teacher may choose to attend one (1) single day professional meeting, conference, or workshop per year which is within the State of Ohio and is directly related to his/her teaching assignment. The Board will pay for the registration fees and for mileage at the current Board approved rate. Lodging costs will not be assumed by the Board.

Attendance at additional meetings, workshops, or conference for longer duration may be approved by the Superintendent. Travel outside the state may be approved for additional mileage reimbursement.

Requests to attend a professional meeting, conference, or workshop must be submitted to the building principal no later than three (3) weeks prior to the date of absence from the classroom.

Initial approval will be given by the building principal depending upon available substitutes and other factors which might effect the school program. Such requests will not be honored during the first or last ten (10) days of school, nor on any day prior to, or following a vacation period.

Final approval will be given by the Superintendent and may be denied or limited due to financial considerations.

The principal may limit the number of teachers attending to one (1) or more according to available substitutes or other building concerns. Previously approved days may be cancelled by the principal when no substitute is available.

K. UNPAID PERSONAL LEAVE FOR RECREATIONAL PURPOSES

Unpaid personal leave for recreational or vacation purposes will be granted only under the following conditions:

1. Bargaining unit member's spouse is unable to schedule vacation time in June, July, August, or scheduled breaks during the school year. Verification of this fact is provided by the spouse's employer. If the spouse is self-employed, unpaid leave will not be granted for this purpose.

2. A bargaining unit member, or the member's spouse, is awarded or wins an all expense paid trip which must be used during school time. A copy of the notice of such trip must be attached to the request for leave.

3. Such leave shall not exceed five (5) consecutive workdays.

4. Such leave shall not occur within two (2) workdays preceding or following a scheduled break or holiday.

5. Such leave will be granted no more than once every three (3) years.

L. CHILD NURTURING LEAVE

Any bargaining unit member or member’s spouse giving birth, or adopting an infant, shall be granted, if requested, an unpaid leave of absence, following the exhaustion of paid sick leave and FMLA leave, not to exceed two (2) calendar years in length.

Child nurturing leave must begin either immediately following maternity leave, or at the end of a semester or school year. The member must return to work at the beginning of either a semester or school year. In extenuating circumstances, the superintendent may make an exception to these requirements on a case-by-case basis.

Upon returning to duty, the member shall not lose salary schedule placement or seniority.

The request for leave must be made at least two (2) weeks before the end of maternity leave, or

before July 10 if the leave is for the next school year.

A member who has been granted leave but decides to return to work must notify the Superintendent of this decision and the date of the member's return to work.

M. LEAVE OF ABSENCE

A leave of absence request will be submitted to the Superintendent in writing. A bargaining unit member who has been in the District for five (5) years or more will have the leave approved by the Superintendent for educational reasons. A leave for other reasons may be approved by the Superintendent. Such requests may be for, but not limited to, such reasons as: education, travel, personal and/or professional reasons. Such leave shall be for no more than one (1) school year. Upon expiration of such leave, the member shall return to the seniority and contract status held prior to leave.

N. FAMILY AND MEDICAL LEAVE ACT

The Board provides leave in accordance with the Act and its implementing regulations. The twelve-month period during which an eligible employee may use up to twelve (12) weeks of unpaid leave is a rolling period measured backwards from when the employee begins leave under the Act.

O. BEREAVEMENT LEAVE

In the case of death in the immediate family, bargaining unit members shall be granted up to and including two (2) days paid leave. Such leave shall not be deducted from a member's sick day or personal day balance. Bereavement days needed beyond two (2) days shall be deducted from the member's accumulated sick day balance. An employee may use up to three (3) sick days for a bereavement occurrence after using bereavement days. In extenuating circumstances, the superintendent may agree to additional sick days on a case-by-case basis. Immediate family under this provision shall be consistent with the definition under Article VI, Section A, Sick Leave.

ARTICLE VII
BENEFITS

A. INSURANCE FRINGE BENEFITS

1. The Board will continue to provide and pay the full cost of life insurance coverage in the amount of fifty thousand dollars ($50,000.00) for each bargaining unit employee.

2. With respect to health and prescription drug, dental, and vision insurance, the board will continue to provide coverages and benefits levels equal to or better than those in effect on July 1, 1999, except as such coverages or benefit levels may be modified by the Insurance Committee established under Section 4 of this Article. The monthly cost of health and prescription drug, dental, and vision insurance benefits shall be shared as follows:

Effective Dates	**Effective 7/1/24**	**Effective 7/1/25**	**Effective 7/1/26**
Board Contribution	80%	80%	80%
Covered Employee Contribution	20%	20%	20%

The annual enrollment period will be the month of August, and each insurance year will start with September 1. Any bargaining unit employee who opts to participate in insurance benefits to any degree under this Section will be subject to the applicable premium share in monthly cost, with the further understanding that, where spouses are both employed as of July 1, 1999, the parties' prior practice will remain in effect.

At the start of each school year, and thereafter as may be necessary, a representative(s) of the insurance vendor(s) will be available as needed to explain any relevant changes in services or legislation and to facilitate employee understanding of insurance options.

3. Starting in Fall 2021, the vision plan will be improved to provide insurance coverage for annual eyeglasses, rather than every other year.

4. Notwithstanding anything to the contrary, the Board also may offer any optional minimum value plan (MVP), bronze plan, or other alternatives available from its provider.

5. The Board will continue its Section 125 Plan under the Internal Revenue Code That enables bargaining unit employees to pay their share of the monthly cost of insurance provided under Section 2 of this Article with pre-tax dollars.

6. An insurance committee will be established with four (4) representatives appointed by the Administration, two (2) representatives appointed by the Association, and two (2) representatives appointed by the Ohio Association of Public School Employees/AFSCME, AFL-CIO Local No. 359. By unanimous vote, this committee may adjust coverage and benefit levels in the interest of maintaining quality care and cost efficiency; the committee is not empowered, however, to change the insurance vendor(s).

7. Any funds in the self-insurance fund will remain in that fund unless, through bargaining, it is decided to apply monies from this fund in another area.

B. **EMPLOYEE OPT OUT PAYMENT**

If a bargaining unit member who is eligible for and takes Board-provided family health insurance elects to change from family coverage to no coverage, the member will receive a one-time payment of $5,000 for their initial opt-out, which will be paid by the first pay of March each year.

A member who switches from a single plan to no insurance will receive a one-time payment of $2,500 for their initial opt-out, which will be paid by the first pay of March each year.

The member must provide evidence of adequate eligible dependent coverage elsewhere and must complete a “Coverage Election Form” to the Treasurer prior to the calendar year in which the employee intends to change coverage.

Individuals who switch from a family plan to a single plan will receive a one-time additional payment of $2,750 in the first pay of March.

A member whose spouse takes Board-provided health insurance is not eligible for these payments.

If an employee elects to receive one of these payments, the employee must wait until the regular enrollment period in order to resume receiving health insurance or family coverage. Exceptions will be made as defined in accordance with the plan documents.

If an employee continues to opt-out from Board provided insurance after opting out for one year, the employee will be paid $1,000 for each subsequent year if opting out of single coverage or stepping down from family to single coverage (or $2,000 for each subsequent year for opting out of family coverage).

If an employee who opts out from Board-provided insurance, re-enrolls before the open enrollment period, the employee shall repay a prorated share of the employee's opt out payment, with proration based on the date of re-enrollment.

2024-25 Northern Local Education Association Salary Schedule

Base: $ 38,981

Step	BA	5 YR	MA	MA+15
0	$ 38,981	$ 40,462	$ 42,684	$ 44,555
1	$ 40,462	$ 42,138	$ 44,555	$ 46,621
2	$ 41,944	$ 43,815	$ 46,426	$ 48,687
3	$ 43,425	$ 45,491	$ 48,297	$ 50,753
4	$ 44,906	$ 47,167	$ 50,169	$ 52,819
5	$ 46,387	$ 48,843	$ 52,040	$ 54,885
6	$ 47,869	$ 50,519	$ 53,911	$ 56,951
7	$ 49,350	$ 52,196	$ 55,782	$ 59,017
8	$ 50,831	$ 53,872	$ 57,653	$ 61,083
9	$ 52,313	$ 55,548	$ 59,524	$ 63,149
10	$ 53,794	$ 57,224	$ 61,395	$ 65,215
11	$ 55,275	$ 58,900	$ 63,266	$ 67,281
12	$ 56,756	$ 60,576	$ 65,137	$ 69,347
13	$ 58,238	$ 62,253	$ 67,008	$ 71,413
14	$ 61,200	$ 65,605	$ 70,751	$ 75,545
15	$ 62,681	$ 67,281	$ 72,622	$ 77,611
17	$ 64,163	$ 68,957	$ 74,493	$ 79,677
20	$ 65,644	$ 70,634	$ 76,364	$ 81,743
23	$ 67,125	$ 72,310	$ 78,235	$ 83,809
25	$ 68,607	$ 73,986	$ 80,106	$ 85,875
30	$ 70,320	$ 75,836	$ 82,110	$ 88,016

Step 33:	$1,500 Lump Sum Payment in March for teachers with 33 years of experience in NLSD.
One-time:	$1,100 Lump Sum Payment for all teachers on second pay of November.

2025-26 Northern Local Education Association Salary Schedule

Base: $ 40,540

Step	BA	5 YR	MA	MA+15
0	$ 40,540	$ 42,081	$ 44,391	$ 46,337
1	$ 42,081	$ 43,824	$ 46,337	$ 48,486
2	$ 43,621	$ 45,567	$ 48,283	$ 50,634
3	$ 45,162	$ 47,310	$ 50,229	$ 52,783
4	$ 46,702	$ 49,053	$ 52,175	$ 54,932
5	$ 48,243	$ 50,797	$ 54,121	$ 57,080
6	$ 49,783	$ 52,540	$ 56,067	$ 59,229
7	$ 51,324	$ 54,283	$ 58,013	$ 61,378
8	$ 52,864	$ 56,026	$ 59,959	$ 63,526
9	$ 54,405	$ 57,770	$ 61,905	$ 65,675
10	$ 55,945	$ 59,513	$ 63,851	$ 67,823
11	$ 57,486	$ 61,256	$ 65,796	$ 69,972
12	$ 59,026	$ 62,999	$ 67,742	$ 72,121
13	$ 60,567	$ 64,742	$ 69,688	$ 74,269
14	$ 63,648	$ 68,229	$ 73,580	$ 78,567
15	$ 65,188	$ 69,972	$ 75,526	$ 80,715
17	$ 66,729	$ 71,715	$ 77,472	$ 82,864
20	$ 68,269	$ 73,458	$ 79,418	$ 85,012
23	$ 69,810	$ 75,202	$ 81,364	$ 87,161
25	$ 71,350	$ 76,945	$ 83,310	$ 89,310
30	$ 73,133	$ 78,869	$ 85,393	$ 91,536

Step 33:	$1,500 Lump Sum Payment in March for teachers with 33 years of experience in NLSD.
One-time:	$1,100 Lump Sum Payment for all teachers on second pay of November.

2026-27 Northern Local Education Association Salary Schedule

Base: $ 42,162

Step	BA	5 YR	MA	MA+15
0	$ 42,162	$ 43,764	$ 46,167	$ 48,191
1	$ 43,764	$ 45,577	$ 48,191	$ 50,426
2	$ 45,366	$ 47,390	$ 50,215	$ 52,660
3	$ 46,968	$ 49,203	$ 52,239	$ 54,895
4	$ 48,571	$ 51,016	$ 54,262	$ 57,130
5	$ 50,173	$ 52,829	$ 56,286	$ 59,364
6	$ 51,775	$ 54,642	$ 58,310	$ 61,599
7	$ 53,377	$ 56,455	$ 60,334	$ 63,833
8	$ 54,979	$ 58,268	$ 62,358	$ 66,068
9	$ 56,581	$ 60,081	$ 64,381	$ 68,302
10	$ 58,184	$ 61,894	$ 66,405	$ 70,537
11	$ 59,786	$ 63,707	$ 68,429	$ 72,772
12	$ 61,388	$ 65,520	$ 70,453	$ 75,006
13	$ 62,990	$ 67,333	$ 72,476	$ 77,241
14	$ 66,194	$ 70,959	$ 76,524	$ 81,710
15	$ 67,796	$ 72,772	$ 78,548	$ 83,945
17	$ 69,399	$ 74,585	$ 80,572	$ 86,179
20	$ 71,001	$ 76,398	$ 82,595	$ 88,414
23	$ 72,603	$ 78,211	$ 84,619	$ 90,648
25	$ 74,205	$ 80,023	$ 86,643	$ 92,883
30	$ 76,059	$ 82,024	$ 88,810	$ 95,198

Step 33:	$1,500 Lump Sum Payment in March for teachers with 33 years of experience in NLSD.
One-time:	$1,100 Lump Sum Payment for all teachers on second pay of November.

Northern Local Education Association Salary Index

Step	BA	5 YR	MA	MA+15
0	1.00000	1.03800	1.0950	1.14300
1	1.03800	1.08100	1.1430	1.19600
2	1.07600	1.12400	1.1910	1.24900
3	1.11400	1.16700	1.2390	1.30200
4	1.15200	1.21000	1.2870	1.35500
5	1.19000	1.25300	1.3350	1.40800
6	1.22800	1.29600	1.3830	1.46100
7	1.26600	1.33900	1.4310	1.51400
8	1.30400	1.38200	1.4790	1.56700
9	1.34200	1.42500	1.5270	1.62000
10	1.38000	1.46800	1.5750	1.67300
11	1.41800	1.51100	1.6230	1.72600
12	1.45600	1.55400	1.6710	1.77900
13	1.49400	1.59700	1.7190	1.83200
14	1.57000	1.68300	1.8150	1.93800
15	1.60800	1.72600	1.8630	1.99100
17	1.64600	1.76900	1.9110	2.04400
20	1.68400	1.81200	1.9590	2.09700
23	1.72200	1.85500	2.0070	2.15000
25	1.76000	1.89800	2.0550	2.20300
30	1.80396	1.94546	2.1064	2.25791

SY2024 – 2025: $1,100 lump sum, paid in second pay in November 2024.
SY2025 – 2026: $1,100 lump sum, paid in second pay in November 2025.
SY2026 – 2027: $1,100 lump sum, paid in second pay in November 2026.

INFORMATION:

1. Determine your years of experience as all years of teaching and up to five (5) years of military service. A full year of experience will be allowed for one hundred twenty (120) days of teaching under contract during a school year, and for eight (8) continuous months of military service.

2. Accumulated substitute teaching will be counted as teaching experience if there are one

3. To receive credit under the five (5) year bracket, you must have earned a college degree and a minimum of one hundred fifty (150) semester hours. The other brackets are self-explanatory.

4. Proof of training and experience must be on file in the school and county office by September 10th of each year to receive credit on the salary schedule. An up-to-date certificate/license must be on file in school and county offices by September 10.

5. Not more than ten (10) years experience will be granted a teacher new to the District unless otherwise recommended by the Superintendent and approved by the Board. Years of teaching experience in a non-public school or a public school outside Ohio will not be credited unless recommended by the Superintendent and approved by the Board.

6. The Board shall pick up the retirement annuity payments of the State Teachers Retirement System at no additional cost beyond that required by statute.

   A bargaining unit member's annual salary will be paid in twenty-six (26) equal payments over the course of the year. It is mutually recognized that, by operation of the calendar, an adjustment is necessary every several years in order to avoid, within a given year, either a twenty-seventh (27th) pay or a one-time three-week hiatus between pays. In the year in which the adjustment is necessary, summer pay dates will be altered by adding a workday to each pay period (thus slightly deferring the actual payday) a sufficient number of times to gain the days necessary to return to the usual biweekly schedule. The Board Treasurer will notify bargaining unit members in advance of the adjustment and of the temporary summer payday schedule necessitated by the adjustment. Effective September 1, 1999, salary will be paid by direct electronic deposit to the employee's authorized bank account.

   Payroll deductions for tax-sheltered annuities shall be deducted equally during the twenty-six (26) pay periods.

B. SUPPLEMENTAL CONTRACTS

1. SUPPLEMENTAL DUTIES DEFINED

   Supplemental duties shall be defined as those duties which are performed during time in excess of the workday, work week, work year, or in addition to the employee's regular duties. Employees performing supplemental duties shall be issued written, individual, limited contracts that include:

   a. duration of supplemental contract;
   b. title of supplemental position;
   c. amount of supplemental compensation or hourly rate by payment method;
   d. supplemental job description.

2. FILLING SUPPLEMENTAL POSITIONS

   All qualifications for the supplemental position shall appear on the posting notice. Employees who meet stated qualifications on the job listing shall be granted the position according to seniority. Posting and filling of supplemental positions shall be in accordance

with Article 5, Section G of this Agreement.

Starting on September 1, 2021, teachers newly hired for extended day supplemental contracts will be paid at a daily rate equal to the per diem base salary for teachers.

3. ACCEPTANCE OF SUPPLEMENTAL POSITIONS

Acceptance of a supplemental contract shall be voluntary.

4. COMPENSATION FOR SUPPLEMENTAL POSITIONS

a. Compensation for supplemental duties shall be as set forth in this Agreement provided that all compensation paid shall be determined solely according to the principle of equal pay for equal work and without regard for age, sex, race, creed, religion, national origin, disability, or marital status.

b. Employees not covered by the Fair Labor Standards Act (FLSA) shall be paid in accordance with the Supplemental Salary Schedule. Employees who fall under the FLSA shall be paid in accordance with those mandated guidelines and in accordance with the provisions of this Agreement.

c. The holder of a year-long supplemental contract (e.g., Department Head, Yearbook Advisor) will be paid over the course of the year, in twenty-six (26) equal payments, with his/her regular salary received in accordance with Section A of this Article. The holder of a seasonal supplemental contract will be paid by separate check, in a lump sum, in accordance with the following schedule:

Fall activities – Paid by not later than the second pay in November;
Winter activities – Paid by not later than the first pay in March;
Spring activities – Paid by not later than the second pay in June.

5. NON-RENEWAL OF SUPPLEMENTAL CONTRACTS

a. Supplemental contracts shall automatically non-renew each year.

b. An employee's performance in a supplemental position shall not have an adverse impact on the employee's teaching contract and/or performance evaluation in his/her regular position.

6. CONTRACT HELD BY NON-BARGAINING UNIT EMPLOYEE

A non-bargaining unit member who is awarded a supplemental contract shall be subject to duties, pay, and qualifications spelled out in the supplemental contract, which shall be consistent with the terms of this Agreement applicable to supplemental contracts held by bargaining unit members.

C. RETIREMENT SEVERANCE PAY

1. ELIGIBILITY

   a. Retirement Severance pay will be paid only to employees approved for and receiving payments from the State Teachers Retirement System, or to the estates of members who pass away while employed by the Board.

   b. An employee must apply for severance pay by letter and include proof of his retirement approval by the Retirement Board. Such application should be made early to allow for processing so that payment can be made when employment terminates.

   c. Employees must have served in the Northern Local School District for a minimum of 10 years in order to be eligible for severance pay.

   d. Teachers shall be eligible for one (1) additional day of severance pay upon completing 15, 20, 25, 30 & 35 years of service (i.e., a teacher with 35 years of service will be eligible for five (5) additional severance days).

2. COMPUTATION

   a. All sick leave earned while employed by the Board as well as any sick leave transferred will be used in the computation.

   b. Payment shall be based upon the daily rate of pay for the basic teaching contract under which one is employed during the last full year of employment. Supplemental contracts are excluded in this calculation.

   c. Payment will be calculated upon one-fourth (1/4) of the employee's accumulated sick leave up to a maximum of sixty (60) days.

3. PAYMENT

   a. Severance pay will be paid within 75 calendar days following the employee's effective date of STRS service retirement. Consistent with applicable tax laws, the employee may, with written notice to the Board's Treasurer, direct all or a portion of such payment to a Section 403(b) tax deferred annuity. Severance pay shall be made only once to any employee. Employees who retire and receive severance pay will not be eligible again for retirement pay a second (2nd) time regardless of the employer at the time of such payment.

   b. A separate check for severance pay will be issued.

   c. Payment shall be subject to all legal deductions.

4. GENERAL

   a. All accrued sick leave shall be cancelled after retirement payment has been made.

D. TRANSPORTATION REIMBURSEMENT

Teachers who have regular instructional assignments which require them to be in two (2) or more schools during a regular school day shall be reimbursed on a per mile basis at the IRS rate in effect on July 1 of each calendar year.

The mileage for reimbursement shall be calculated from the first regular duty assignment school of the day to the last duty assignment school for the day. The mileage distance allowable from school to school shall be determined by the Board.

E. SUPPLY SUPPLEMENT

A supply supplement in the amount of twenty-five dollars ($25.00) per semester will be provided each teacher. Requisitions must be submitted by teachers by November 15 and March 15 to building principals. The provisions of this Section may be cancelled if funds are short or unavailable.

ARTICLE IX
JOB SECURITY

A. SEQUENCE OF CONTRACTS

1. CONTRACT STATUS

Members becoming eligible for a continuing contract during the term of a limited contract shall be considered for a continuing contract in accordance with 3319.11 at the regular Board meeting in April providing they have notified the Superintendent of their eligibility prior to February 1st.

Any agreement to act as a supervisor for extracurricular duties for which compensation is to be paid is to be written as a supplemental contract.

2. CONTRACT PROGRESSION

a) Limited contracts shall be issued in the following progression:

1) One (1) year contract upon initial employment.
2) One (1) year contract upon reemployment for the second (2nd) contract.
3) Two (2) year contract upon reemployment for the third (3rd) contract.
4) Five (5) year contract upon reemployment for the fourth (4th) contract and every limited contract thereafter.
5) The Board may issue a one-time extended limited contract with reasons directed at professional improvement, in accordance with Section 3319.11 of the Ohio Revised Code at any time during the sequence.

B. NON-RENEWAL OF A LIMITED CONTRACT

1. Reasons for the non-renewal of a bargaining unit member's contract shall be based upon the evaluation of the individual's total job performance. The Superintendent shall notify the teacher in writing prior to April 1st specifying the reasons why the Superintendent intends to recommend that the teacher's contract not be renewed.

2. The member shall have the right to meet with the Superintendent. Such meeting must take place within ten (10) days of the teacher's request. A decision in writing shall be rendered within five (5) days.

3. If the Superintendent still intends to recommend non-renewal, the member has the right to a hearing before the Board (in executive session if requested). The member's written request for a hearing must be received by the Superintendent within five (5) days of his/her receipt of the Superintendent's decision under Paragraph 2 above.

4. The member may be represented at any point in the non-renewal process by an Association representative or legal counsel of his/her choice.

5. Non-renewal will not be used to achieve a reduction in force.

6. Beginning the fifth (5th) year of service under a limited contract, no bargaining unit member shall be non-renewed without just cause.

7. This procedure shall supersede Section 3319.11 of the Ohio Revised Code.

C. REDUCTION IN FORCE

When the Board wishes to reduce the number of teaching positions for one (1) or more of the following reasons:

1. Decreased enrollment of pupils.
2. Return of duty of regular teachers after leaves of absence.
3. Suspension of schools.
4. Territorial changes affecting the District.
5. Shifting student enrollment or course selection by students.
6. Financial reasons (full documentation given to the Association).

Then it shall be done by suspending contracts according to the following criteria:

1. Reductions shall be made by suspending contracts on the Superintendent's recommendation. Certified notice will be given to the teacher affected. Those contracts to be suspended will be chosen as follows:

a) All bargaining unit members will be placed on a seniority list for each teaching field for which they are properly certificated/licensed. Teachers serving under continuing contracts will be placed at the top of the list in descending order of seniority. Teachers serving under limited contracts will be placed on the list under continuing contract teachers, also in descending order of seniority.

2. Seniority will be defined as the length of continuous service (irrespective of full-time or part-time status) from the most recent date of employment, as a certificated employee under regular contract in this District. An employee on paid status for one hundred twenty (120) or more days during a school year will be credited with one (1) year of seniority for that school year; an employee with fewer than one hundred twenty (120) days in paid status during a school year will receive no seniority credit for that school year.

   a) If two (2) or more teachers have the same length of continuous service, seniority will be determined by:

      - the date of the Board meeting at which the teacher was hired, and then by:

      - the date the teacher signed his/her initial employment contract in the District.

      - any remaining ties will be broken upon the Superintendent's recommendation based upon the most recent evaluations of personnel involved.

      - lastly, by lot if the Superintendent considers the situation to still remain a tie.

3. If more than one teacher has a comparable evaluation rating, seniority in the District shall prevail. Recommended reductions in a teaching field will be made by selecting the lowest person on the seniority list, taking comparable evaluations into consideration, for that area of certification/licensure who is currently assigned to a position in that teaching field (certified notice will be given). A teacher so affected may elect to displace the teacher who holds the lowest position on a seniority list with comparable evaluations for any other area in which that teacher currently holds valid certification, provided:

   a) That teacher has taught in the second (2nd) area of certification/licensure for at least one hundred twenty (120) days in the five (5) calendar years immediately preceding the reduction. Any such election must be made within seven (7) calendar days from the date the teacher is notified that he/she is to be affected.

   b) If the teacher has not taught in the new level or subject area during the past five (5) years, the Board reserves the right to request the teacher to complete a refresher course (as approved by the Superintendent) of not more than six (6) semester or ten (10) quarter hours, within a one (1) year period following the start of the new assignment.

Where a teacher is required to complete course work in the assigned area of certification/licensure, the teacher will be eligible to apply for Professional Growth reimbursement under the policy in effect at such time. Such persons will be given priority on the list over those applicants already approved on the list. Eligibility for such reimbursement will exist also for teachers being recalled as established in following sections of this Agreement.

4. The names and addresses of teachers whose contracts are suspended in a reduction in force will be placed on a recall list for twenty-four (24) months from the date of the reduction (i.e., date of Board action). Teachers on the recall list will have the following rights:

   a. No new teachers will be employed by the Board while there are teachers on the recall list who are certified for the vacancy and have either (1) taught for at least one hundred twenty (120) days in the area of certification/licensure in which the vacancy exists during the five (5) years preceding the reduction, or (2) if the teacher has not taught in the new level or area in the past five (5) years, the Board reserves the right to require the teacher to complete a refresher course (as determined by the Superintendent) within a one (1) year period following the start of the new assignment.

   b. Teachers on the recall list will be recalled in reverse order for vacancies in areas in which they are certified, provided they have either (1) taught in the area of certification for at least one hundred twenty (120) days during the five (5) years preceding the reduction, or (2) if the teacher has not taught in the new level or area in the past five (5) years, the Board reserves the right to require the teacher to complete a refresher course (as determined by the Superintendent) within a one (1) year period following the start of the new assignment.

   c. If a vacancy occurs, the Board will send a certified announcement (registered letter or telegram preferably) to the last known address of all teachers on the recall list who are qualified according to these provisions. It is the teacher's responsibility to keep the Board informed of his/her current address. All teachers are required to respond in writing to the District Office within ten (10) calendar days from the date of receipt. The most senior of those responding will be given the vacant position. Any teacher who fails to respond within this ten (10) calendar days from the date of receipt, or who declines to accept the position, will forfeit all recall rights for any position in the District at any time.

   d. Teachers on the recall list leaving the area for more than a week are responsible to provide the information about where they can be reached. Failure of a teacher to be at the address provided upon the attempt to deliver a notice and continued absence for ten (10) days thereafter waives that teacher's right at any claim on the position being offered or subsequent positions thereafter.

5. A teacher on the recall list will, upon acceptance of the notification to resume active employment, return to active employment status with the same seniority, accumulation of sick leave, and salary schedule placement as he/she enjoyed at the time of layoff. Where group insurance policies permit, a teacher on the recall list who is unemployed and does not otherwise have group coverage available, may continue to participate in those benefits which are provided to teachers in active employment provided the teacher pays the entire group rate for such benefits (payment of the premium must be received by the due date established by the Board Treasurer). Such participation in group insurance may continue for the twenty-four (24) months on the recall list, or until the teacher is removed from the recall list. Such teacher may not participate after removal from the recall list.

6. GENERAL

   a. When the Board first discovers that a reduction in force will be necessary, the Superintendent will discuss the situation with the Association President and attempt to keep him/her informed of the situation. Responsibility also falls to the Association President to inquire once such notice has been given.

   b. Refusal of a teacher to sign any certified notice would remove such teacher from the bumping procedure or the recall list.

   c. When it appears necessary to bring a recall list up to date, the Board will conduct a survey of persons on the recall list in an effort to make the list current.

   d. These procedures apply only to the suspension of contracts as herein agreed. This Section shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedures in the District.

      The purpose of this Section is to state that the Reduction in Force procedure would be followed for these teachers in preference to non-renewal when the reasons are as stated above and the intent is to reduce staff.

      This Section does not limit the Board's authority to non-renew a contract of a teacher when, under the law, it feels there are other reasons for non-renewal even though such non-renewal may in fact cause a reduction in staff.

ARTICLE X
STRS RETIREES

A. This Article governs the terms and conditions of employment of any superannuate or "other system retirant" (as that term is defined in Section 33.07.35 of the Ohio Revised Code) whom the Board may regularly employ in a position that falls within the description of the bargaining unit appearing in Article I of this Agreement. Except as otherwise specified below, any such employee will become a bargaining unit member upon employment and be subject to the provisions of this Agreement.

1. For initial placement purposes on the teachers' salary schedule, the employee will receive horizontal and vertical credit in accordance with the normal rules, with the further understanding that in no event will the employee receive more than ten (10) years of vertical credit unless otherwise specified by the Superintendent case-by-case; once vertically placed, the employee will remain on that step if reemployed for a subsequent school year(s).

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 successive one-year limited contracts. In no event will the employee qualify for a continuing contract or a multi-year limited contract.

3. Neither the evaluation procedures resulting from this Agreement nor the procedures appearing in Section 3319.111 of the Ohio Revised Code shall apply to the employee. The sole requirement for effecting the nonrenewal of the employee's limited contract and severing the employment relationship upon expiration of the employee's contract is receipt by the employee of written notice of nonrenewal on or before April 30 of the school year to which the contract applies. The procedures appearing in Article IX, Section B of this Agreement and in Section 3319.11 of the Ohio Revised Code shall not apply to any such contract nonrenewal.

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. The employee is not eligible to participate in any insurance fringe benefits offered under Article VII of this Agreement except to the extent, and only to the extent, that the employee is precluded by STRS policy from obtaining health insurance coverage through STRS.

6. The employee will in no event qualify for professional growth reimbursement under Article V, Section L or severance pay under Article VIII, Section C or sabbatical leave under Article VI, Section M of this Agreement.

B. The provisions of this Article supersede and prevail over any inconsistent terms that may appear elsewhere in this Agreement or in any part of the Ohio Revised Code. It is further understood that this Article does not supersede Section 3307.353 of the Ohio Revised Code.

C. The total number of employees employed under this Article will in no event exceed five percent (5%) of the total number of bargaining unit employees.

ARTICLE XI
EFFECTS OF CONTRACT

A. PROVISIONS CONTRARY TO LAW

If any provision or any application of this Agreement is found to be contrary to law by the court of highest authority, then the provision or application shall be resolved via a merootru1dum of understanding between the administration and the leadership of the Association. All other provisions in the Agreement shall remain in effect and unaffected.

All prior agreements not contained herein, and all prior practices, rules or regulations not contained herein shall not be binding upon the parties to this Agreement.

B. MAINTENANCE OF STANDARDS

During the duration of this Agreement, the Board shall maintain all terms, conditions and benefits of employment as defined or stated in this Agreement at not less than the level in effect as of the effective date of this Agreement, unless salaries and compensations prescribed by Agreement are reduced in accordance to a uniform plan affecting the entire District. (3319.12 ORC).

C. DURATION OF THIS AGREEMENT

This agreement is effective 12:01 a.m. July 1, 2024, and shall remain in full force and effect until midnight June 30, 2027. This Agreement represents the full understanding and commitment between the two parties and replaces all previous agreements relative to the items contained herein. This Agreement may be added to, deleted to, or otherwise changed only by the written mutual agreement of both parties.

Northern Local School District Superintendent	6/20/2024 Date
For the Northern Local Board of Education	6/20/2024 Date
For the Northern Local Education Association	8/16/2024 Date
For the Ohio Education Association	9 Aug 2024 Date

FORM-A

FORMAL GRIEVANCE PRESENTATION

(To be completed by aggrieved person)

_____ _____

Aggrieved Person Date of Formal Presentation

Home Address of
Aggrieved Person: _____

School: _____ Years in School System: _____

Principal or Supervisor: _____

Name of NLEA Building Representative: _____

Statement of Grievance: _____

_____

_____

_____

_____

_____

Action Requested: _____

_____

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_____

(Signature of NLEA Grievance Chairman)

FORM-B

DECISION OF PRINCIPAL

(To be completed by the principal, or other appropriate administrator, within three (3) days following the meeting between the aggrieved and the Principal.)

Aggrieved Person: _____

Date of Formal Grievance Presentation: _____

School: _____ Principal or Other Administrator: _____

Decision of Principal or other Administrator and reasons: _____

_____

_____

_____

_____

Date of Decision _____ _____
(Signature of Principal)

Association Response: To be completed by Association within five (5) days of decision.

_____ We accept the above decision of principal or other administrator.

_____ We hereby refer to the above decision of Step 3.

Date of Response _____ _____
(Signature of Grievance Committee)

FORM-C

APPEAL OF NLEA GRIEVANCE COMMITTEE

(To be completed by NLEA Grievance Committee within five (5) days of referral)

Aggrieved Person _____ Date of Formal Grievance Presentation _____

Chairman of NLEA Grievance Committee _____ Date Referral Received by NLEA _____

Opinion of NLEA Grievance Committee and reasons: _____

_____

_____

_____

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_____

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_____

_____ The attached grievance is hereby referred to the District Superintendent for a hearing.

Date of Appeal _____ _____

(Signature of NLEA Grievance Chairman)

FORM-D

DECISION BY SUPERINTENDENT

(To be completed by District Superintendent within three (3) days after hearing with aggrieved and NLEA Grievance Committee representatives; hearing to be held within five (5) days after receipt of appeal.)

Aggrieved Person _____ Date of Formal Grievance Presentation _____

Date Appeal Received by Superintendent _____ Date Hearing Held by Superintendent _____

Decision of Superintendent and Reasons: _____

Date of Decision _____ _____
(Signature of Superintendent)

Aggrieved Person's Response: To be completed by aggrieved within ten (10) days of decision.

_____ We accept the above decision of the District Superintendent.

_____ We hereby appeal to Step 4 of the Grievance Procedure.

Date of Response _____ _____
(Signature of Grievance Committee)

FORM-E

DETERMINATION REGARDING BINDING ARBITRATION

(To be completed by NLEA President and Grievance Committee Chairman within five (5) days of receipt of request from the Grievance Committee that grievance be submitted to binding arbitration.)

Aggrieved Person	Date of Formal Grievance Presentation
Association President	Date Request Received for Arbitration

Designation of Arbitrator: According to FMCS Procedures

The parties have agreed upon and selected _____(Name), as the arbitrator to whom the appended grievance is hereby submitted.

Date of Designation _____ _____
(Signature of NLEA Association President)

_____
(Signature of Board Chairman)

APPENDIX A

MEMORANDUM OF UNDERSTANDING
TEACHER EVALUATION

The Board of Education and NLEA agree to the following Memorandum of Understanding (MOU), which supersedes and replaces prior evaluation contract language and appendixes.

The parties adopt this MOU to evaluate teachers in accordance with State law and the State Board of Education's standards-based statewide teacher evaluation framework.

This MOU applies to any person employed under a teacher license issued under R.C. Chapter 3319 or under a professional or permanent teacher's certificate issued under former R.C. 3319.222 who spends at least 50% of the time employed providing content-related student instruction. This MOU does not apply to substitute teachers or adult education instructors.

The Superintendent/designee will implement this MOU in accordance with State law. The Board will bargain with NLEA about any further amendments to this MOU as may be required by law.

Teacher Evaluation Committee

A committee consisting of four (4) teachers and four (4) administrators will meet as needed to discuss and consider supplements or amendments to this MOU. The administration shall determine the four (4) administrators. NLEA shall determine the four (4) teachers. Committee members would be expected to survey others for direction in the desired changes. The committee will meet annually unless otherwise requested. Any supplements, amendments, or changes must be jointly ratified by NLEA and adopted by the Board.

Credentialed Evaluation.

Evaluations carried out under this MOU are conducted by district administrators holding evaluator credentials established by the Ohio Department of Education (ODE).

Final Holistic Rating and Evaluation Cycle

Teachers are assigned a final holistic rating of Accomplished, Skilled, Developing or Ineffective (A/SID/I). This rating will be based on a combination of informal and formal observations and supporting evidence using the Teacher Evaluation Rubric.

The full evaluation cycle includes:

- A Professional Growth/Improvement Plan;
- At least one (1) format holistic observation, followed by a conference;
- At least two (2) classroom walkthroughs -with an emphasis on identified focus area(s) when applicable;

- At least one (1) formal focused observation -with an emphasis on identified focus area(s) and
- One (1) final summative conference.

Notwithstanding anything to the contrary, teachers on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal will receive at least three (3) formal observations during the evaluation cycle, unless the third observation is waived by the Superintendent/designee.

The teacher performance measure of the evaluation cycle is aligned with the following Ohio Standards for the Teaching Profession:

- Understand student learning and development, respect student diversity and hold high expectations for all students to achieve and progress at high levels;
- Understand the content areas for which they have instructional responsibility;
- Understand and use varied assessments to inform instruction and evaluate and ensure student learning;
- Plan and deliver effective instruction that advances the learning of each student;
- Create learning environments that promote high levels of learning and achievement for all students;
- Collaborate and communicate with students, parents, other teachers, administrators and the community to support student learning and
- Assume responsibility for professional growth and performance as an individual and as a member of a learning community.

The Superintendent/designee selects/develops evaluation tools to calculate teacher performance, in consultation with the Evaluation Committee. As needed the Superintendent/designee may develop procedures for these evaluation tools in consultation with the Evaluation Committee.

All teacher evaluations must be completed annually by no later than May l. Teachers evaluated under this MOU must be provided with a written copy of their evaluation results annually by no later than May 10.

The Board evaluates teachers receiving effectiveness ratings of Accomplished on their most recent evaluations every three (3) years, provided the teacher submits a self-directed Professional Growth Plan, and the evaluator determines the teacher is making progress on the plan. Evaluators must complete evaluations of those teachers by no later than May 1 of the evaluation year. Evaluators also must provide teachers evaluated on this basis with a written copy of their evaluation results by no later than May 10 of the evaluation year. In all years when a teacher is not fully evaluated, evaluators shall conduct at least one observation and hold at least one conference with the teacher.

The Board evaluates teachers receiving effectiveness ratings of Skilled on their most recent evaluations every two (2) years, provided the teacher and evaluator jointly develop a Professional Growth Plan, and the evaluator determines the teacher is

making progress on the plan. Evaluators must complete biennial evaluations of these teachers by no later than May 1 of the evaluation year. Evaluators also must provide teachers evaluated on a biennial basis with a written copy of their evaluation results by no later than May 10 of the evaluation year. In all years when a teacher is not fully evaluated, evaluators shall conduct at least one observation and hold at least one conference with the teacher.

The Board elects not to conduct an evaluation of a teacher who: (1) was on leave for 50 percent or more of the school year unless the teacher is in the final year of a limited or extended limited contract; or (2) has submitted notice of retirement and that notice has been accepted by the Board not later than the first day of December of the school year in which the evaluation is otherwise scheduled to be conducted.

High-Quality Student Data

Teachers shall use high-quality student data (HQSD) to guide instructional decisions and meet student learning needs. HQSD used must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria:

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

Teachers also must use data generated from the HQSD data instrument by:

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

Evaluations must use at least two (2) measures of HQSD to provide evidence of student teaming attributable to the teacher being evaluated when required.

When applicable to a teacher's grade level or subject area, HQSD shall include the value-added progress dimension established under R.C. 3302.021, except when otherwise prohibited by law.

Evaluators may use HQSD as evidence in any component of the evaluation where applicable, and data from ODE vendor-approved assessments may be considered

HQSD. However, the use of shared attribution measures or student learning objectives is prohibited.

Professional Growth and Improvement Plans

Teachers must develop a Professional Growth or Improvement Plan based on the results of their most recent evaluation. Teachers shall develop this plan annually, and it must be based on the results of the evaluation and aligned to any existing District or building improvement plan.

Teachers with a final holistic rating of Accomplished must develop a self-directed Professional Growth Plan. Those teachers with a final holistic rating of Skilled must develop a Professional Growth Plan working jointly with the credentialed evaluator. Teachers with a final holistic rating of Developing must develop a Professiona1 Growth Plan that is guided by their assigned credentialed evaluators. Those teachers with a final summative rating of Ineffective will be placed on an Improvement Plan developed by the assigned credentialed evaluators.

NLEA	Board

Teacher Performance Evaluation Rubric

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

ORGANIZATIONAL AREA: INSTRUCTIONAL PLANNING					
Domains	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
FOCUS FOR LEARNING (Standard 1: Students, Standard 2: Content, Standard 3: Assessment, Standard 4: Instruction) *Possible Sources of Evidence: pre-conference, artifacts, portfolios, analysis of student data, lesson plans, student surveys, common assessments*	**Use of High-Quality Student Data** Element 1.1 Element 1.2 Element 1.3 Element 3.3	The teacher does not use high-quality student data to develop measurable and developmentally appropriate student growth goal(s).	The teacher uses one source of high-quality student data and attempts to analyze patterns to develop measurable and developmentally appropriate student growth goal(s). The analysis may be incomplete or inaccurate.	The teacher thoroughly and correctly analyzes patterns in at least two sources of high-quality student data to develop measurable and developmentally appropriate student growth goal(s) and monitors student progress toward goal(s).	The teacher thoroughly and correctly analyzes trends and patterns in at least two sources of high-quality student data to develop measurable and developmentally appropriate student growth goal(s) and monitors student progress toward goal(s). The teacher plans for the facilitation of developmentally appropriate student data collection and strategies to assist in student goal setting and progress monitoring.
	Connections to prior and future learning Element 1.2 Element 2.1 Element 2.2 Element 2.4 Element 2.5	The teacher plans lessons that demonstrate no connections to student prior learning or future learning.	The teacher plans lessons that attempt to make connections with student prior learning or future learning. These connections are not clear.	The teacher plans lessons that intentionally make clear and coherent connections with student prior learning and future learning and includes strategies that communicate the connections to students.	The teacher plans lessons that intentionally make clear and coherent connections with student prior and future learning and includes strategies that communicate the connections to students - among lesson content, other disciplines and/or real-world experiences. The teacher plans lessons that use the input and

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

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
Domains	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
LESSON DELIVERY (Standard 2: Content, Standard 3: Assessment, Standard 4: Instruction, Standard 5: Learning Environment, Standard 6: Collaboration and Communication) *Possible Sources of Evidence: pre-conference, post-conference, formal observation, classroom walk-throughs/informal observations, peer review*	**Communi-cation with students** Element 2.2 Element 4.3 Element 4.6 Element 6.1	The teacher does not communicate learning goals and expectations for mastery and does not model exemplary performance to students. Students cannot discern learning goals. Differentiated learning goals are not used.	The teacher inconsistently communicates learning goals, expectations for mastery and models of exemplary performance to students. There is limited use of differentiated learning goals.	The teacher is consistent and effective in communicating appropriate, needs-based, differentiated learning goals, expectations for mastery and models of exemplary performance to students.	The teacher is consistent and effective in communicating differentiated learning goals (such as needs based, interest based, strength based), expectations for mastery and models of exemplary performance to students through multiple communication techniques.
		The teacher does not demonstrate content knowledge by using content-specific, developmentally appropriate language or content-specific strategies. There is no student engagement.	The teacher demonstrates some content knowledge by using limited content-specific, developmentally appropriate language and limited content-specific strategies. Students demonstrate little engagement in the lesson.	The teacher consistently demonstrates content knowledge by using content-specific, developmentally appropriate language and content-specific strategies to engage students. The teacher's communication strategies and questioning techniques check for understanding and encourage higher-level thinking.	The teacher consistently demonstrates content knowledge by using content-specific, developmentally appropriate language and content-specific strategies to engage students. The teacher's communication strategies and questioning techniques engage students in higher-level and creative thinking and stimulate student-to-student interactions.
		The teacher does not give students feedback.	Feedback to students is general, occasional or limited and may not always support student learning.	The teacher gives students substantive, specific and timely feedback to support their learning.	The teacher gives students substantive, specific and timely feedback to support individual student learning. The teacher gives students opportunities to engage in self-assessment, provide feedback to each other and reflect on their own strengths and challenges.

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
Domains	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
LESSON DELIVERY *(continued)*	**Monitoring student understanding** Element 3.2 Element 3.3	The teacher fails to monitor and address student confusion and misconceptions.	The teacher inconsistently monitors or incorrectly addresses student confusion and misconceptions.	The teacher consistently monitors and addresses common student confusion and misconceptions by presenting information in multiple formats and clarifying content as he or she sees challenges.	The teacher consistently monitors, addresses, articulates and anticipates individual student confusion or misconceptions by presenting information in multiple formats and clarifying content as he or she sees challenges.
	Student-centered learning Element 3.5 Element 4.5 Element 4.6 Element 5.3 Element 5.4	Learning is entirely teacher directed. Students are not participating in learning activities. There are no opportunities for student choice about what will be learned and how learning will be demonstrated. There is no evidence of differentiated instructional strategies or resources.	Learning is primarily teacher directed. Students participate in whole class learning activities. There are few opportunities for student choice about what will be learned and how learning will be demonstrated. The teacher uses limited differentiated instructional strategies or resources.	Learning is a balance between teacher-directed instruction and student-directed interaction as students apply their knowledge and skills as developmentally appropriate. The teacher effectively combines collaborative and whole class learning opportunities to maximize student learning. Teacher gives opportunities for student choice about student learning paths or ways to demonstrate their learning. Teacher uses differentiated instructional strategies and resources for groups of students.	Learning is primarily self-directed with the teacher in the role of facilitator encouraging students to apply their knowledge and skills as developmentally appropriate. The teacher encourages students to persist in the learning tasks. The teacher effectively combines independent, collaborative and whole class learning opportunities to maximize student learning. Teacher routinely promotes opportunities for students to actively take part in developing goals toward mastery, and students are responsible for deciding how to demonstrate their learning. Instructional strategies, pacing and resources are differentiated to make the lesson accessible and challenging for all students, while supporting the various learning needs of individual students.

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
DOMAINS	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
CLASSROOM ENVIRONMENT (Standard 1: Students, Standard 5: Learning Environment) *Possible Sources of Evidence: pre-conference, post-conference, formal observation, classroom walk-throughs/informal observations, peer review, student surveys*	**Classroom routines and procedures** Element 5.5	The teacher has not established routines and procedures. Effective transitions are not evident, resulting in a significant loss of instructional time and frequent off-task behavior.	The teacher establishes routines and procedures but uses them inconsistently. Transitions are sometimes ineffective, resulting in a loss of instructional time. Off-task behavior is sometimes evident. The teacher makes decisions about classroom operations.	The teacher consistently uses routines, procedures and transitions that effectively maximize instructional time. On-task behavior is evident. Students assume appropriate levels of responsibility for effective operation of the classroom.	The teacher and students have collaboratively established consistent use of routines, procedures and transitions that are effective in maximizing instructional time. On-task behavior is evident and ensured by students. Students initiate responsibility for effective operation of the classroom.
	Classroom climate and cultural competency Element 1.4 Element 5.1 Element 5.2	There is no evidence of rapport or expectations for respectful, supportive and caring interactions with and among students and the teacher. There is no demonstration of regard for student perspectives, experiences and culture. The teacher does not address needs related to student sense of well-being.	There is some evidence of rapport and expectations for respectful, supportive and caring interactions with and among students and the teacher. There is inconsistent demonstration of regard for student perspectives, experiences and culture. The teacher is aware of needs related to student sense of well-being but does not address them effectively.	There is consistent evidence of rapport and expectations for respectful, supportive and caring interactions with and among students and the teacher. There is demonstration of regard for student perspectives, experiences and culture. The teacher models expectations and behaviors that create a positive climate of openness, respect and care. The teacher anticipates and effectively addresses needs related to student sense of well-being.	The teacher intentionally creates a classroom environment that shows consistent evidence of rapport and expectations for respectful, supportive and caring interactions with and among students and the teacher. There is demonstration of regard for student perspectives, experiences and culture. The teacher models expectations and behaviors that create a positive climate of openness, respect and care. The teacher anticipates and effectively addresses needs related to student sense of well-being. The teacher seeks and is receptive to the thoughts and opinions of individual students and the class. When appropriate, the teacher includes other school professionals and/or community resources to ensure all students are recognized and valued.

ORGANIZATIONAL AREA: INSTRUCTION AND ASSESSMENT					
DOMAINS	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
ASSESSMENT OF STUDENT LEARNING (Standard 1: Students, Standard 3: Assessment) *Possible Sources of Evidence: pre-conference, formal observation, classroom walk-throughs/informal observations, assessments, student portfolios, post-conference*	**Use of assessments** Element 3.1 Element 3.2 Element 3.3 Element 3.4	The teacher does not use varied assessments.	The teacher makes limited use of varied assessments.	The teacher selects, develops and uses multiple assessments, including routine use of various diagnostic, formative and summative assessments.	The teacher intentionally and strategically selects, develops and uses multiple assessments, including routine use of various diagnostic, formative and summative assessments. The teacher offers differentiated assessment choices to meet the full range of student needs.
		The teacher fails to analyze data and makes little or no attempt to modify instruction to meet student needs.	The teacher attempts to analyze data and modify instruction, though the modifications do not meet student needs.	The teacher analyzes patterns to measure targeted student learning, anticipate learning obstacles, modify instruction and differentiate to meet the needs of groups of students.	The teacher analyzes data trends and patterns to measure targeted student learning, anticipate learning obstacles, modify instruction and differentiate to meet individual student needs.
		The teacher does not share evidence of student learning with students.	The teacher shares evidence of student learning with students.	The teacher shares evidence of student learning with parents and students to plan instruction to meet student needs.	The teacher shares evidence of student learning with colleagues, parents and students to collaboratively plan instruction to meet individual student needs.
	Evidence of student learning Element 1.3	The teacher's assessment data demonstrates no evidence of growth and/or achievement over time for most students.	The teacher uses one source of high-quality student data to demonstrate clear evidence of appropriate growth and/or achievement over time for some students.	The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time, showing clear evidence of expected growth and/or achievement for most students.	The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time, showing clear evidence of above expected growth and/or achievement for most students.

ORGANIZATIONAL AREA: PROFESSIONALISM					
Domains	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
PROFESSIONAL RESPONSIBILITIES (Standard 6: Collaboration and Communication, Standard 7: Professional Responsibility and Growth) *Possible Sources of Evidence: Professional Growth Plan or Improvement Plan, pre-conference, post-conference, artifacts, self-assessment, peer review*	**Communication and collaboration with families** Element 6.1 Element 6.2	The teacher does not communicate with students and families.	The teacher inconsistently or unsuccessfully uses communication and engagement strategies with students and families. These do not contribute adequately to student learning, well-being and development.	The teacher uses effective and appropriate communication and engagement strategies with students and families, resulting in partnerships that contribute to student learning, well-being and development.	The teacher uses multiple effective and appropriate communication and engagement strategies with individual students and families. These ongoing strategies promote two-way communication, active participation and partnerships that contribute to each student's learning, well-being and development.
	Communication and collaboration with colleagues Element 6.3	The teacher does not communicate and/or collaborate with colleagues.	The teacher inconsistently or unsuccessfully communicates and/or collaborates with colleagues, resulting in limited improvement of professional practice.	The teacher effectively communicates and collaborates with colleagues to examine instructional practice and analyze patterns in student work and student data to identify and implement targeted strategies for improving professional practice.	The teacher initiates effective communication and collaboration with colleagues outside the classroom, resulting in improvements in student learning, individual practice, school practice and/or the teaching profession.
	District policies and professional responsibilities Element 7.1	The teacher demonstrates a lack of understanding and regard for district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.	The teacher demonstrates minimal understanding of district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.	The teacher demonstrates understanding by following district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators.	The teacher demonstrates understanding by following district policies, state and federal regulations, and the Licensure Code of Professional Conduct for Ohio Educators. The teacher exemplifies effective leadership characteristics beyond the classroom. The teacher helps shape policy at the school, district or state level.

ORGANIZATIONAL AREA: PROFESSIONALISM					
Domains	**Components**				
		Ineffective	**Developing**	**Skilled**	**Accomplished**
	Professional learning Element 7.2 Element 7.3	The teacher sets short-term and long-term professional goals but fails to monitor progress or take action to meet the goals.	The teacher sets and monitors short-term and long-term professional goals but fails to take appropriate action to meet the goals.	The teacher sets short-term and long-term professional goals and monitors progress in meeting them based on self-reflection and data analysis. The teacher takes appropriate action to meet the goals.	The teacher consistently pursues best practices and sets, monitors and reflects on progress toward meeting short-term and long-term professional goals based on data analysis to improve student learning. The teacher takes appropriate action to meet the goals. The teacher collaborates with colleagues and others to share best practices.

2024-25 Northern Local Education Association Supplemental Salary Schedule

Base Salary 38,981	Experience

Boys Sports Head Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Baseball	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Basketball	0.150	5,847	0.160	6,237	0.170	6,627	0.180	7,017	0.190	7,406
Cross Country	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Football	0.150	5,847	0.160	6,237	0.170	6,627	0.180	7,017	0.190	7,406
Golf	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Track	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Wrestling	0.120	4,678	0.130	5,068	0.140	5,457	0.150	5,847	0.160	6,237

Boys Sports Asst Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Baseball	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Basketball	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Football (Practice starts)	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Football (School starts)	0.070	2,729	0.080	3,118	0.090	3,508	0.100	3,898	0.110	4,288
Track	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Wrestling	0.070	2,729	0.080	3,118	0.090	3,508	0.100	3,898	0.110	4,288

Girls Sports Head Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Basketball	0.150	5,847	0.160	6,237	0.170	6,627	0.180	7,017	0.190	7,406
Cross Country	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Gymnastics (Jr High)	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508	0.100	3,898
Gymnastics (Sr High)	0.120	4,678	0.130	5,068	0.140	5,457	0.150	5,847	0.160	6,237
Softball	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Track	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Volleyball	0.120	4,678	0.130	5,068	0.140	5,457	0.150	5,847	0.160	6,237

Girls Sports Asst Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Basketball	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Gymnastics	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508	0.100	3,898
Softball	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Track	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Volleyball	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508

Cheerleader Advisors	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Head Advisor	0.060	2,339	0.065	2,534	0.070	2,729	0.075	2,924	0.085	3,313
Assistant	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.065	2,534

Administration of Athletics	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Athletic Director	0.230	8,966	0.240	9,355	0.250	9,745	0.260	10,135	0.360	14,033

Activity Advisors	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Art Club	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Band	0.150	5,847	0.160	6,237	0.170	6,627	0.180	7,017	0.190	7,406
Chorale	0.080	3,118	0.085	3,313	0.090	3,508	0.095	3,703	0.105	4,093
DC Trip Coordinator	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Dramatics	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678	0.130	5,068
Dramatics Assistant	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.065	2,534
Flag Corp & Majorettes	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118
Industrial Arts Club	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Mock Trial	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
MS Team Leaders	0.030	1,169	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729
National Honor Society	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118
Newspaper	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.065	2,534
Odyssey of the Mind	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Prom	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.065	2,534
Quiz Team	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Science Club	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Student Council	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Thespian Club	0.040	1,559	0.045	1,754	0.050	1,949	0.055	2,144	0.060	2,339
Yearbook	0.080	3,118	0.090	3,508	0.100	3,898	0.110	4,288	0.120	4,678

Department Heads	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Business	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
English	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Fine Arts	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118
Foreign Language	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118
Health/Phys. Ed.	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118
Industrial Arts	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118
Math	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Science	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Social Studies	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508
Special Education	0.040	1,559	0.050	1,949	0.060	2,339	0.070	2,729	0.080	3,118

Computer Education Consultant	01 Yrs		23 Yrs		46 Yrs		79 Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Consultant	0.060	2,339	0.070	2,729	0.080	3,118	0.090	3,508

Other		
Detention	Per Session	$ 35
Saturday School	Per Session	$ 75
Tutors	Per Hour	$ 20

2025-26 Northern Local Education Association Supplemental Salary Schedule

Base Salary 40540	Experience

Boys Sports Head Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Baseball	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Basketball	0.150	6,081	0.160	6,486	0.170	6,892	0.180	7,297	0.190	7,703
Cross Country	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Football	0.150	6,081	0.160	6,486	0.170	6,892	0.180	7,297	0.190	7,703
Golf	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Track	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Wrestling	0.120	4,865	0.130	5,270	0.140	5,676	0.150	6,081	0.160	6,486

Boys Sports Asst Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Baseball	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Basketball	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Football (Practice starts)	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Football (School starts)	0.070	2,838	0.080	3,243	0.090	3,649	0.100	4,054	0.110	4,459
Track	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Wrestling	0.070	2,838	0.080	3,243	0.090	3,649	0.100	4,054	0.110	4,459

Girls Sports Head Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Basketball	0.150	6,081	0.160	6,486	0.170	6,892	0.180	7,297	0.190	7,703
Cross Country	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Gymnastics (Jr High)	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649	0.100	4,054
Gymnastics (Sr High)	0.120	4,865	0.130	5,270	0.140	5,676	0.150	6,081	0.160	6,486
Softball	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Track	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Volleyball	0.120	4,865	0.130	5,270	0.140	5,676	0.150	6,081	0.160	6,486

Girls Sports Asst Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Basketball	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Gymnastics	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649	0.100	4,054
Softball	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Track	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Volleyball	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649

Cheerleader Advisors	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Head Advisor	0.060	2,432	0.065	2,635	0.070	2,838	0.075	3,041	0.085	3,446
Assistant	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.065	2,635

Administration of Athletics	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Athletic Director	0.230	9,324	0.240	9,730	0.250	10,135	0.260	10,540	0.360	14,594

Activity Advisors	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Art Club	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Band	0.150	6,081	0.160	6,486	0.170	6,892	0.180	7,297	0.190	7,703
Chorale	0.080	3,243	0.085	3,446	0.090	3,649	0.095	3,851	0.105	4,257
DC Trip Coordinator	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Dramatics	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865	0.130	5,270
Dramatics Assistant	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.065	2,635
Flag Corp & Majorettes	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243
Industrial Arts Club	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Mock Trial	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
MS Team Leaders	0.030	1,216	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838
National Honor Society	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243
Newspaper	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.065	2,635
Odyssey of the Mind	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Prom	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.065	2,635
Quiz Team	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Science Club	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Student Council	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Thespian Club	0.040	1,622	0.045	1,824	0.050	2,027	0.055	2,230	0.060	2,432
Yearbook	0.080	3,243	0.090	3,649	0.100	4,054	0.110	4,459	0.120	4,865

Department Heads	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Business	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
English	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Fine Arts	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243
Foreign Language	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243
Health/Phys. Ed.	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243
Industrial Arts	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243
Math	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Science	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Social Studies	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649
Special Education	0.040	1,622	0.050	2,027	0.060	2,432	0.070	2,838	0.080	3,243

Computer Education Consultant	01 Yrs		23 Yrs		46 Yrs		79 Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Consultant	0.060	2,432	0.070	2,838	0.080	3,243	0.090	3,649

Other		
Detention	Per Session	$ 35
Saturday School	Per Session	$ 75
Tutors	Per Hour	$ 20

2026-27 Northern Local Education Association Supplemental Salary Schedule

Base Salary 42162	Experience

Boys Sports Head Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Baseball	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Basketball	0.150	6,324	0.160	6,746	0.170	7,168	0.180	7,589	0.190	8,011
Cross Country	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Football	0.150	6,324	0.160	6,746	0.170	7,168	0.180	7,589	0.190	8,011
Golf	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Track	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Wrestling	0.120	5,059	0.130	5,481	0.140	5,903	0.150	6,324	0.160	6,746

Boys Sports Asst Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Baseball	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Basketball	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Football (Practice starts)	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Football (School starts)	0.070	2,951	0.080	3,373	0.090	3,795	0.100	4,216	0.110	4,638
Track	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Wrestling	0.070	2,951	0.080	3,373	0.090	3,795	0.100	4,216	0.110	4,638

Girls Sports Head Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Basketball	0.150	6,324	0.160	6,746	0.170	7,168	0.180	7,589	0.190	8,011
Cross Country	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Gymnastics (Jr High)	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795	0.100	4,216
Gymnastics (Sr High)	0.120	5,059	0.130	5,481	0.140	5,903	0.150	6,324	0.160	6,746
Softball	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Track	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Volleyball	0.120	5,059	0.130	5,481	0.140	5,903	0.150	6,324	0.160	6,746

Girls Sports Asst Coaches	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Basketball	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Gymnastics	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795	0.100	4,216
Softball	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Track	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Volleyball	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795

Cheerleader Advisors	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Head Advisor	0.060	2,530	0.065	2,741	0.070	2,951	0.075	3,162	0.085	3,584
Assistant	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.065	2,741

Administration of Athletics	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Athletic Director	0.230	9,697	0.240	10,119	0.250	10,541	0.260	10,962	0.360	15,178

Activity Advisors	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Art Club	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Band	0.150	6,324	0.160	6,746	0.170	7,168	0.180	7,589	0.190	8,011
Chorale	0.080	3,373	0.085	3,584	0.090	3,795	0.095	4,005	0.105	4,427
DC Trip Coordinator	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Dramatics	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059	0.130	5,481
Dramatics Assistant	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.065	2,741
Flag Corp & Majorettes	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373
Industrial Arts Club	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Mock Trial	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
MS Team Leaders	0.030	1,265	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951
National Honor Society	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373
Newspaper	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.065	2,741
Odyssey of the Mind	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Prom	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.065	2,741
Quiz Team	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Science Club	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Student Council	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Thespian Club	0.040	1,686	0.045	1,897	0.050	2,108	0.055	2,319	0.060	2,530
Yearbook	0.080	3,373	0.090	3,795	0.100	4,216	0.110	4,638	0.120	5,059

Department Heads	01 Yrs		23 Yrs		46 Yrs		79 Yrs		10+ Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Business	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
English	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Fine Arts	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373
Foreign Language	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373
Health/Phys. Ed.	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373
Industrial Arts	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373
Math	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Science	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Social Studies	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795
Special Education	0.040	1,686	0.050	2,108	0.060	2,530	0.070	2,951	0.080	3,373

Computer Education Consultant	01 Yrs		23 Yrs		46 Yrs		79 Yrs	
	Factor	Amount	Factor	Amount	Factor	Amount	Factor	Amount
Consultant	0.060	2,530	0.070	2,951	0.080	3,373	0.090	3,795

Other		
Detention	Per Session	$ 35
Saturday School	Per Session	$ 75
Tutors	Per Hour	$ 20

NORTHERN LOCAL SCHOOLS

Class Coverage Payment Form	
Teacher Name:	
Teacher You Covered For:	
Building:	
Date:	
Block / Period:	
Coverage Time:	**Start Time: _____ End Time:_____**
Amount:	**_____ $25 per class (45 min. class or 30 min. special)** **_____ $12.50 per split class (45 min. class or 30 min. special)** **_____ $130 per Full Day** **_____ $65 per Full Day Split**

Teacher Signature: _____ Date: _____

Administrator Signature:_____ Date: _____

PAYMENT GUIDELINES PER NLEA COLLECTIVE BARGAINING AGREEMENT:
A non-elementary-level bargaining unit member who, by request initiated by the Administration, covers a class during his/her conference/planning period shall be paid twenty-five dollars ($25.00) per class covered, unless the employee will still have a conference/planning period available. For purposes of this provision, (1) coverage made necessary by the absence of a bargaining unit member who attends a professional meeting with administrative approval shall be construed as having been initiated by the administration, and (2) a "class" means forty- five (45) consecutive minutes.

An elementary-level bargaining unit member who, by request initiated by the Administration, covers a class other than his/her own class shall be paid twenty-five dollars ($25.00) per class period covered, up to a maximum payment of one-hundred thirty dollars ($130.00) for a full day; if coverage of the additional class is split between two (2) elementary teachers, half of the payment under this provision will go to each teacher. For purposes of this provision, (1) coverage made necessary by the absence of a bargaining unit member who attends a professional meeting with administrative approval shall be construed as having been initiated by the administration, and (2) a "class" means forty-five (45) consecutive minutes, or a "special" class consisting of at least thirty (30) but not more than forty-five (45) consecutive minutes.

A bargaining unit member who with administrative approval, covers a class by request of another bargaining unit member shall receive no compensation under this section.

Northern Local School District
Online Day Plan

WHEREAS, the Northern Local School District Board of Education (Board) and the Northern Local Education Association (Union) are parties to a collective bargaining agreement (Agreement) dated July 1, 2024 through June 30, 2027;

WHEREAS, R.C. 3313.482 requires the Board to adopt a plan containing specific statutory requirements (Online Day Plan) to provide instruction via online delivery to make up hours in that school year when it is necessary to close school for reasons specified in the statute;

WHEREAS, the Online Day Plan may provide for making up any number of hours, up to a maximum of hours equivalent to three (3) school days;

WHEREAS, R.C. 3313.482(B)(4) requires the Board's Online Day Plan to include the written consent of the Northern Local Education Association;

NOW, THEREFORE, the Board develops the following Online Day Plan, designed to ensure continuity of learning for students during a school closure:

1. If schools must be closed due to disease epidemic, hazardous weather conditions, law enforcement emergencies, inoperability of school buses or other equipment necessary to the school's operation, damage to a school building, or other temporary circumstances due to utility failure rendering the school building unfit for school use, the three (3) days or (22.5 hours) of cancellation will be made up using make-up days (hours) via online delivery to educate Northern Local School District students. Unless otherwise required by the Ohio Department of Education and Workforce, online days will be used on an as-needed basis to satisfy minimum hour requirements.

2. To the extent it is possible, Northern Local School District will provide for teacher-directed synchronous learning in which the teacher and students are interacting in real time on a virtual learning platform during the closure.

3. Students will be required to log into each class throughout the day for attendance, which will serve to document participation in learning opportunities. Students will be engaged in an online platform with each instructor throughout their school day. To ensure engagement during the closure, Northern Local School District will reach out to students via Google Classroom or other learning platform, email, or phone depending on the age level of the child.

4. Equitable access to quality instruction will be provided to students through Google Classroom. The District will address the needs of students with disabilities, English learners, and other vulnerable student populations by

providing additional support or tutoring when necessary.

5. To notify staff, students, and parents that the school will be using online delivery of instruction, the District will utilize its mass communication system or one of the electronic learning platforms utilized by the District.

6. All instructors and intervention service providers will be available throughout the day for students to contact via an online platform, email and phone, and students and parents will be provided information on contacting teachers.

7. All staff and students who experience needs regarding internet connectivity and technology will direct those concerns to the District's technology department.

8. If the District gets within five (5) days of the threshold in paragraph #1, either party may request the creation of a joint committee to address additional details affecting this plan, and the committee shall then convene in a timely manner.

Consent to the above detailed Online Day Plan is hereby provided by the Northern Local Education Association:

_____
Print Name

_____
Signature

_____
Date

R.C. 5705.412 CERTIFICATION OF ADEQUATE REVENUE FOR CONTRACT

The Northern Local School District has in effect the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District at the time the Board of Education approved the attached Agreement, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendar for the term of the Agreement between the Board and the Northern Local Education Association, effective from July 1, 2024 through June 30, 2027.

The District's estimates of revenue and determination of whether such revenue is sufficient to provide necessary operating revenue for the purpose of making certifications required were made consistent with relevant rules of the Auditor of State and Department of Education.

Treasurer

Superintendent

Board President

June 20, 2024