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MASTER AGREEMENT

Between the

**TIPP CITY EXEMPTED VILLAGE SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

TIPP CITY EDUCATION ASSOCIATION

EFFECTIVE:

August 1, 2024 through July 31, 2027

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ARTICLE 1 – RECOGNITION

The Tipp City Exempted Village School District Board of Education (hereinafter referred to as "the Board") recognizes the Tipp City Education Association ("TCEA") (hereinafter referred to as "the Association"), an affiliate of the OEA/NEA, as the exclusive representative and spokesman for the bargaining unit, as defined in Chapter 4117 of the Ohio Revised Code. The bargaining unit shall include only the following employees under a regular teaching contract with the Board:

> All full-time and regular part-time certificated/licensed employees under Ohio Revised Code Title 33 including special education supplemental service teachers (intervention specialists), Title I reading teachers, counselors, nurses, speech pathologists, librarians/library media specialists, case managers, gifted coordinators, instructional coaches, pre-apprenticeship coordinator, literacy specialists, and school psychologists.

Excluded from the bargaining unit shall be the following employees: all aides, substitutes, administrative staff and/or supervisory employees as defined in R.C. 4117.01(F) and all other employees of the Board including the superintendent, assistant superintendent, treasurer, curriculum director, exceptional children director, building principals, assistant principals, athletic director, human resources director and director of business operations, technology director, and transportation director.

ARTICLE 2 – NEGOTIATIONS

Section 2.01 – Notification

Either party may commence negotiations for a successor agreement by serving written notice upon the other party between one hundred twenty (120) and ninety (90) calendar days prior to the expiration of the current Agreement. Written notice from the Association shall be served on the Superintendent. Written notice from the Board shall be served on the Association President. Formal negotiations for a new Agreement shall begin within ten (10) workdays after service of the written notice to commence negotiations or at a mutually-agreeable time.

Section 2.02 – Bargaining Teams

The Board and the Association shall be represented at negotiations meetings by a team of negotiators that shall not exceed five (5) members at any one time on each team. Neither party shall have control over the selection of bargaining representatives for the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make and consider proposals in the course of bargaining.

Section 2.03 – Initial Meeting

Issues proposed for negotiations shall be submitted in writing for mutual exchange between the Association and the Board at the initial meeting set for such purpose. Original proposals shall be written and in language suitable for inclusion in the final Agreement. After the first meeting, no new proposals shall be submitted by either party unless by mutual agreement.

Section 2.04 – Negotiation Meetings

A. Until negotiations are complete, each meeting will conclude with the parties agreeing upon a date, time and place to resume negotiations. Meetings shall be scheduled with the least interruption to employee work schedules, at a minimum of four (4) hour increments.

B. Each negotiations meeting will be held in executive session, including any mediation sessions that are held. However, this provision will not prohibit the flow of information to each party's constituency.

C. Negotiations meetings shall be held at times outside the regular workday for bargaining unit members unless otherwise agreed.

Section 2.05 – Caucuses

Upon the request of either party, the negotiation meeting shall be recessed for up to thirty (30) minutes to permit the requesting party to caucus in private. If a caucus exceeds thirty (30) minutes, the party not calling the caucus may elect to end the negotiations until the next scheduled session.

Section 2.06 – Sidebar

Sidebars between the Association and the Board shall not be permissible.

Section 2.07 – Information Exchange

Prior to and during the period of negotiations, the parties agree to provide each other, upon written request and within a reasonable time, regularly and routinely prepared information regarding the bargaining issue under consideration. Access to such information in the form as it exists constitutes compliance with this provision. Neither party is obligated to create new documents, develop data or prepare information that is not in existence.

Section 2.08 – Tentative Agreement and Ratification

A. As negotiated items are agreed upon, they shall be reduced to writing and initialed by a representative of both the Association and the Board. Such initialing shall be construed as tentative agreement by both parties on that particular item or issue, subject to ratification by the Association membership and approval by the Board.

B. When a comprehensive agreement is reached, a proposed Agreement containing all tentative agreements shall be prepared. Both parties shall review the proposed Agreement in order to reach mutual agreement upon its completeness and accuracy. Thereafter, the proposed Agreement shall be submitted first to the Association membership for ratification and then to the Board for approval. Following its approval by the Board, the Agreement shall be binding upon both parties according to its effective date.

Section 2.09 – Dispute Resolution

A. In the event the parties are unable to reach agreement on one or more sections of the Agreement, either party may declare impasse.

B. Upon declaration of impasse, the parties shall jointly prepare a request for the appointment of a mediator and direct such request to the Federal Mediation and Conciliation Services ("FMCS"). The mediator shall have no authority to extend the time limits of the current Agreement or to bind either party to any agreements.

C. Mediation as described herein constitutes the parties' mutually-agreed dispute resolution procedure under ORC 4117.14(C) and supersedes the dispute settlement procedures contained in ORC 4117.14.

D. If the parties have not reached complete agreement on a successor contract by the expiration of the current agreement, the TCEA may proceed in accordance with ORC 4117.14(D)(2).

Section 2.10 – Contrary to Law

If any specific provision of this contract shall be found to be contrary to law, then the specific provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect for the term of this Agreement.

Any specific provision of this Agreement found to be unlawful shall be renegotiated by the parties. Negotiations on such a specific provision only shall commence within fifteen (15) days of the determination that the specific provision is unlawful. Negotiations shall be in conformance with the procedure outlined in this Agreement.

ARTICLE 3 – ASSOCIATION RIGHTS

During the term of this Agreement the Association shall have the following rights:

A. The building representatives of the Association in each individual school will have the use of a bulletin board located in the teacher lounge designated for Association business.

B. As time permits, representatives of the Association may make a brief announcement during faculty meetings.

C. Upon prior notification to the building administrator, representatives of the Association may make brief announcements on school building public address systems before or after the school day regarding meeting times and Association deadlines.

D. TCEA officers shall be provided a copy code for the use of the district copying machines for association business. All costs shall be assumed by the Association.

E. The TCEA President shall receive a copy of the agenda and Treasurer's Monthly Financial Report by email or hard copy for a forthcoming Board meeting as soon as they are ready to distribute to members of the Board.

F. The TCEA shall be permitted to use the Board's established inter-school mail system to distribute TCEA, WOEA, OEA, NEA, UniServ materials. In the event that such an inter-school mail service is found to be in violation of U.S. Postal Service rules, the service shall be discontinued.

G. The Association Building Representative(s) may call meetings of Association members assigned to the building before or after the workday. Absent an emergency, the building representative(s) shall notify the principal at least three (3) days prior to the date of the meeting.

H. The Board shall reasonably comply with the Association's request for a private room to conference with a member, as the need may arise.

I. The Board shall provide a link to access this Agreement, all subsequent MOUs, and current seniority list on the District's website. Paper copies shall be provided to TCEA Officers.

J. Unit members may use District email during non-instructional work hours to communicate concerning the business of the Association. Said members shall refrain from political discussions or speech that can reasonably be interpreted to be critical of administration, the Board, its individual Board members, Board policy or administrative guidelines. All unit members shall comply with the Board's Acceptable Use Policy, as it may be amended from time to time.

K. The Association President or designee will be scheduled to meet with new bargaining unit members for up to thirty (30) minutes during orientation day activities.

L. The Association Officers (5) may be granted a maximum of three (3) Association days annually, as needed, at no cost to the Association, during the school year. Said days may be taken in half-day (1/2) day increments. The Association Officers shall notify the Superintendent by filing for professional leave in KIOSK.

M. When changes to existing Board Policies or Administrative Regulations in the Neola 2000 and/or 3000 policy series, which affect bargaining unit members, are included on the Board's agenda for consideration, the administration will notify the Association President in writing not later than the date when the Board agenda is published.

N. TCEA shall establish a Labor Relation Committee (LRC) for the purpose of providing ongoing communication between TCEA, the Superintendent and the Board.

1. The LRC shall meet after the contractual hours during the month of September and as often as deemed necessary by the Parties. But not less than once each quarter.

2. The TCEA President/Designee and the Superintendent and their representatives, nominated by the TCEA President and the Superintendent respectively, shall meet to discuss issues on an agenda. The agenda shall be composed of items submitted by both parties. Items for the agenda shall be submitted to the TCEA President/Designee within five (5) days prior to the scheduled meeting. Emergency items may be presented by mutual agreement.

3. Responsibility for "facilitating" the meeting, taking minutes of the meeting, and distributing the minutes of the meeting shall fall upon the TCEA President/Designee. Minutes of the meeting shall be distributed to all members of the committee not less than ten (10) days after the meeting has been held.

4. The parties agree that the participation and concurrence with actions taken by this committee do not waive the contractual provisions of the negotiated master agreement. No contractual provisions shall be waived to allow this committee to function. Furthermore, participation in and discussion of issues within this committee does not constitute a waiver of the right to bargain under ORC 4117.10. Any issues, such as wages, hires, terms and conditions of employment must be bargained.

ARTICLE 4 - MANAGEMENT RIGHTS

The Board, by mutual agreement with the Association, commits itself to such Association recognition and other conditions of employment as incorporated in this Agreement; and except as specifically abridged, delegated, granted or modified by specific and express terms of this Agreement, the Board, on behalf of the electors of the District, retains and reserves unto itself, the Superintendent, and other administrative and supervisory personnel all powers, rights, authority and the ultimate responsibilities for the proper management of the school district conferred upon and vested in it by the Revised Code of Ohio and Constitution of the State of Ohio and the United States, including, but not limited to the responsibility for, and the right:

A. To maintain managerial and administrative control of the school system and its properties and facilities, and the professional activities of its employees. This shall include but not be limited to areas of discretion or policy such as functions, programs, and services of the Board, standards of service, its budget, utilization of technology and organizational structure.

B. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment.

C. To suspend, dismiss, or demote, non-renew, promote, retain and transfer all employees.

D. To determine the adequacy of and effectively manage the work force according to current law and Board policy.

E. To determine job schedules, the hours of employment, duties, responsibilities, and assignments of employees with respect thereto, and the terms and conditions of employment.

F. To issue, implement, and modify work rules through Board policy and administrative guidelines.

G. Maintain and improve the efficiency and effectiveness of school operations.

The Superintendent and/or designee maintains the right to direct, assign, supervise, evaluate, schedule and transfer employees, and to direct, assign and schedule pupils and their instruction.

The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms thereof are in conformance with the Constitution and Laws of the State of Ohio and the Constitution and Laws of the United States.

The exercise of any of the foregoing management rights requires neither prior negotiation with nor agreement of the Association.

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

ARTICLE 5 – GRIEVANCE PROCEDURE

Section 5.01 – Definitions

A. A grievance is a complaint involving an alleged violation, misinterpretation, or misapplication of the expressed terms of this Negotiated Agreement.

B. A grievant shall mean a bargaining unit member, or group of bargaining unit members alleging that a violation, misrepresentation, or misapplication of the Negotiated Agreement has occurred.

C. A "group" grievance shall have arisen out of and be confined to substantially similar circumstances affecting each member of said group.

D. A "workday" shall be defined as business hours Monday thru Friday

Section 5.02 – Factors and Conditions

A. All grievances will be presented to the appropriate administrator who has authority to grant the relief being sought.

B. Any action by the Board to terminate, renew or not renew the contract of any unit member whether any such unit member is under a limited or continuing contract with the Board, or any recommendation by the Superintendent to terminate, renew, or not renew any such contract shall not be deemed a grievance and may not be processed as such.

C. No grievance may be filed concerning a matter, which has been made the subject of a charge with a state or federal agency or a complaint in a state or federal court of record by a Tipp City Exempted Village Schools unit member.

D. This procedure must begin within ten (10) workdays of the alleged grievable act.

E. The grievant shall not be denied the right to union representation at Steps I, II, III and at step IV shall have the option to retain legal counsel.

F. A grievant must accept the answer given or appeal within the time limits set forth and may withdraw the grievance at any level without prejudice.

G. If the administrator does not abide by the time limits set forth, the grievant may proceed to the next step.

H. Failure of the grievant to proceed within the specified time limits to the next level of procedure shall act as a bar to any further appeal on the grievance.

I. There will be no reprisals taken against any participant in the grievance procedure by reason of such participation.

J. The number of workdays set forth in each step shall be considered a maximum unless otherwise extended by mutual agreement by the parties involved.

K. All notices to the grievant of hearings or disposition of grievance shall be hand-delivered with return receipt or emailed for purposes for documentation of date and time of delivery.

L. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits results in hardship to either party, both parties shall use their best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

M. All grievances shall begin at Step I. If the Superintendent or his/her designee hears Step I, the grievant may proceed to Step III if not satisfied with the response given at that step. If a group grievance proceeds to Step IV only members of said group essential to establish the facts of the grievance shall be present at the hearing if during school hours.

N. The Board shall release on a limited basis, any personnel required as witnesses without loss of pay if administration schedules the grievance hearing during the regular contract day.

O. Grievance forms are available in the school offices and from the TCEA Grievance Committee.

Section 5.03 – Procedure

INFORMAL (Step 1)

Within ten (10) workdays of the event giving rise to an alleged grievance, the grievant shall request an informal meeting with his/her immediate supervisor for the purpose of attempting to resolve the matter. Failure of the grievant to act within the ten (10) workday time period shall preempt the filing of a grievance. A statement of the date and time of such meeting shall be signed by both parties at that meeting and a copy shall be retained by each. During this meeting, the grievant shall identify:

1. The specific contract provision(s) alleged to have been violated, misapplied or misinterpreted;

2. A brief description of the grievance and the time, place and date the acts or omissions giving rise to the grievance occurred; and

3. Relief sought.

The administrator shall give a response within seven (7) workdays of this meeting. If it is a verbal response, a statement of the date and time of this response shall be signed by both parties and a copy shall be retained by each.

FORMAL (Step II)

If a satisfactory solution is not affected, the grievant shall present the grievance in writing to the administrator within seven (7) workdays after the response from the informal meeting. The written grievance must contain a concise statement of the grievance citing the situation giving rise to the grievance, stating the specific alleged violation, misinterpretation, or misapplication of the Negotiated Agreement. It must state the remedy sought and be signed by the grievant, or in the case of a group grievance, by the chairperson of the TCEA Grievance Committee and each unit member wishing to participate.

The administrator shall render a written response to the grievant within seven (7) workdays of the Step II meeting. A copy of the response shall be forwarded to the Superintendent.

INTERMEDIATE (Step III)

If a satisfactory solution is not affected, the grievant shall present the written grievance to the Superintendent within seven (7) workdays of the receipt of the Step II response. The Superintendent or his/her designee shall, within ten (10) workdays of the receipt of the grievance, hold a meeting to hear the grievance. Within seven (7) workdays of this meeting, the Superintendent shall issue a response in writing to the grievant.

PRESENTATION TO THE BOARD (Step IV)

If the grievant is not satisfied with the disposition made by the Superintendent, or if no disposition has been made within the above stated time limits, then the grievant may submit the grievance to the Board by submitting a copy with the Treasurer of the Board of Education. Notification of such appeal shall be given to the Superintendent and the TCEA President by the grievant.

The Board, at its next regularly scheduled meeting shall meet in executive session with the aggrieved person, his/her chosen representative, and the Superintendent. Sufficient time will be afforded during the executive session for the Board to hear a presentation of the grievance. Upon hearing the presentation, the Board shall decide to affirm or deny the grievance by the next regularly scheduled Board meeting.

ARBITRATION (Step V)

If Step IV does not resolve the grievance to the satisfaction of the grievant, the Association may submit the grievance to arbitration. The Association shall notify the Board in writing of its intent to submit the grievance to arbitration within fourteen (14) working days of the response from the Board. Only grievances approved by the TCEA Grievance Committee will be taken forward by TCEA.

The request for Arbitration shall be made to the American Arbitration Association ("AAA") with in thirty (30) days following the notice to the Board. The arbitrator shall be chosen using AAA's procedures.

In the event it is claimed by the administration that any matter filed as a grievance is not a grievance as defined under "Definitions", such a disputed may be appealed to arbitration with the arbitrator having the authority only to rule on the arbitrability of the dispute prior to convening a hearing on the merits of the dispute. The arbitrator shall not have the power to add to, subtract from, disregard, alter or modify any of the terms of this agreement.

All costs associated with an arbitration such as arbitrator fees (i.e. travel, per diem, review of briefs, writing a decision), court reporter fees, and transcription costs shall be solely born by the party failing to win its favorable decision by the arbitrator. Each party, however, shall be separately responsible for all costs associated with materials, consultant fees, printing costs and other expenses acquired by the party to sustain their own position. Unless contrary to law, the decision of the arbitrator shall be final and binding upon the Board, the Administration, the Association, and the grievant involved in the matter.

ARTICLE 6 – REDUCTION IN FORCE

Section 6.01 – Procedure

A. The Board may adopt a resolution ordering reasonable reductions in the number of teaching employees for any of the reasons for which a board of education may make reductions under Ohio law.

B. In making a reduction, the Board shall proceed to suspend contracts in accordance with the recommendations of the Superintendent who shall, within each teaching field affected, give preference to unit members under continuing contracts. The Board shall not give preference to any unit member based on seniority, except when making a decision between unit members who have comparable evaluations as determined by an objective comparison of the unit members' OTES Teacher performance rating on their most recent formal OTES or similar evaluation. Comparable evaluations shall be defined as follows:

1. Final summative rating of "Ineffective"

2. Final summative rating of "Developing" or "Non-Rating" status

3. Final summative rating of "Skilled" or "Accomplished"

C. On a case-by-case basis, in lieu of suspending a contract in whole, the Board may suspend a contract in part, so that an individual is required to work a percentage of the time the unit member otherwise is required to work under the contract and receives a commensurate percentage of the full compensation the unit member otherwise would receive under a full-time contract. If an employee who was previously employed as full time is recalled to a position that is less than full time, the employee may accept or reject the part time position without loss of recall rights stipulated within Article 6. An employee who accepts recall to a part time position shall not suffer a loss of rights to the next available full-time position for which he/she is properly certified / licensed.

Section 6.02 – Recall Rights

A. A unit member whose continuing contract is suspended by the Board shall have the right of restoration to continuing service status on the basis of the unit member's teacher performance rating on their most recent OTES evaluation if and when a teaching position becomes vacant or is created for which any such unit member is qualified. No unit member whose continuing contract has been suspended shall lose that right of restoration to continuing service status by reason of having declined recall to a position that is less than full-time or, if the unit member was not employed full-time just prior to suspension of the unit member's continuing contract, to a position requiring a lesser percentage of full-time employment than the position the unit member last held while employed with the Board. Seniority shall not be the basis for rehiring a unit member, except when making a decision between unit members who have comparable evaluations.

B. A continuing contract unit member shall remain on the recall list, as a result of Reduction in Force, for a period of three (3) years from the effective date of contract suspension. Vacancies that occur in a position for which the suspended unit member is qualified will be offered to and accepted by the unit member within seven (7) workdays of receipt of notice. The Board shall provide notice of recall via attempted certified mail, email and telephone. The unit member on the recall list shall be responsible for apprising the Board of his/her current address, email and telephone number. Any unit member who declines reinstatement or fails to respond within seven (7) workdays of receipt of notice shall be removed from the recall list.

Section 6.03 – Seniority

A. Except that holders of continuing contracts always have seniority over holders of limited contracts, seniority will be defined as the length of continuous service as a certificated employee under regular contract in the Tipp City District:

1. Board-approved leaves of absence will not interrupt seniority, but time spent on such leave shall not count toward seniority.

2. If two (2) or more unit members have the same length of continuous service, seniority shall be determined by the following sequential steps:

   - the first day of work in a non-supplemental bargaining unit position, and then by
   - the date of the Board meeting at which the unit member was hired, and then by
   - the date of the initial employment contract in the District, and then by
   - any remaining ties will be broken by lot.

3. Part time employees shall earn seniority credit as follows: one (1) year of part time employment (minimum 184 workdays – see Section 7.01) shall earn one (1) full year of seniority credit for each year employed.

C. Seniority shall be lost when a unit member resigns or leaves the employ of the Board due to non-renewal or termination of their contract and/or who fails to report to work upon being offered recall following a reduction in force. Unit members who have had their contracts suspended as part of a reduction in staff shall have recall rights and shall not be considered a break in service for seniority purposes.

D. In the event a unit member resigns, retires or is discharged and then is re-employed, his/her seniority shall reset to the first date of rehire. All years before the break in employment shall not accrue toward seniority.

Section 6.04 – Seniority List

A. A seniority list shall be prepared by October 15th of each contract year ranking all continuing contract unit members in the District by seniority, giving areas of certification, followed by all limited contract unit members in the District in a like manner. The TCEA President shall be supplied a copy of this list upon completion by the Board. The Association shall notify the Board by December 1st as to any errors, omissions or discrepancies on the list in need of correction. Failure of the Association to notify the Board as to the need to correct the list within this time frame shall result in the list becoming final and binding upon the Association and its members.

B. In the event of a reduction in force, the Board shall prepare an updated seniority list, using the most recent seniority list as set forth above, with modifications only as to unit members who have been hired, separated from employment, attained continuing contract status, or earned additional certifications since the approval of the most recent seniority list. The seniority list shall include the most recent completed formal evaluation rating. The Board shall share this list with the TCEA President no later than sixty (60) days prior to Board action to implement a reduction in force. The Association shall have thirty (30) days from its receipt of this list to notify the Board as to any errors, omissions or discrepancies on the list in need of correction. Failure of the Association to notify the Board as to the need to correct the list within this 30-day window shall result in the list becoming final and binding upon the Association and its members.

C. "Areas of certification" shown on the seniority list or its updates shall be deemed accurate unless, within thirty (30) days following the publication of such list, a unit member presents evidence of additional areas of certification.

D. These procedures shall not apply to the non-renewal of limited unit member contracts for reasons other than Reduction in Force. Only procedural compliance with this section (Reduction in Force) shall be subject to the grievance procedure.

E. This article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedures of the District.

ARTICLE 7 – WORKING CONDITIONS

Section 7.01 – Contract Year / School Calendar

A. The contractual work year will not exceed one hundred eighty-six (186) days, unless extended days are stated in the unit member's employment contract.

1. Newly employed bargaining unit members shall have one (1) extended day for a half district orientation day and a half for onboarding.

B. Unit members shall be provided a minimum of fourteen (14) hours of self-directed unit member workdays per year, free from mandatory in-service or professional development training. Designated teacher workdays shall be included in the district calendar.

1. For the purpose of clarity, the following definitions apply:

a. Teacher Workday – self-directed time for duties such as room set-up, completion of student records, classroom administrative paperwork, assessment documentation, completion of other accountability documents, etc.

b. Inservice Day – District wide meetings established by the Superintendent/Designee for the purpose of sharing information and expertise.

c. Professional Development Day – Professional learning developed and established by the Professional Development Committee (cf. Section 7.10) and administration for the purpose of growth and improvement of teaching practices.

2. Two (2) half day teacher workdays shall be provided at the beginning of the school year and one (1) half day teacher workday at the end of each school year.

3. One (1) early release or late arrival shall be provided at the end of each semester based on each building schedule. Every effort shall be made to provide K-5 sufficient time to complete grades/ documentation at the end of quarters one (1) and three (3) within the contractual day.

4. One (1) half flex day shall be provided during winter break for the purpose of grade completion. The completion of grades by the determined district due date shall be proof of the unit member's work.

5. Additional teacher workdays may be provided upon approval of the Board of Education.

C. The TCEA President/Designee shall participate in in the district Calendar Committee to provide the Superintendent and Calendar Committee input from the TCEA.

1. The Superintendent shall notify in writing the Calendar Committee of any changes to any recommended or Board approved calendars.

Section 7.02 – Teacher Day

A. The unit member's work week shall be thirty-seven and one half (37 $^{1}/_{2}$) hours with workdays starting no earlier than 7:00 a.m. and ending no later than 4:00 p.m., with the exception of scheduled parent/teacher conferences, scheduled open houses (i.e., Smartstart) This work week is inclusive of a daily, 30-minute, uninterrupted, duty-free lunch.

1. Administration shall schedule parent/teacher conferences a total of fourteen (14) hours. These days shall result in compensatory days scheduled on the Wednesday before Thanksgiving and President's Day.

B. Unit members shall be provided a minimum of two hundred (200) minutes per week of planning time for designing and preparing their work, evaluating student progress, conferencing, team planning, communicating with parents, preparing WEP and RIMPS, and/or district-required documentation. The Board will allot additional time as needed for unit members to pursue collaborative planning, student data, professional development and shared learning.

1. Unit members shall have a minimum of forty (40) continuous minutes of planning time allotted daily.

2. Traveling unit members shall be provided a minimum of fifteen (15) minutes travel time between buildings.

C. The administration will take all reasonable steps to provide unit members with a minimum of ten (10) minutes at the start of the school day to prepare for the arrival of students.

D. Administration will use reasonable efforts to avoid assigning other duties to unit members when such supervision conflicts with the unit member's minimum weekly planning time.

E. Barring unforeseen circumstances, the administration shall:

1. Refrain from requiring a unit member to attend more than two (2) principal-led and/or assistant principal-led building faculty meetings per month. A building level meeting shall be defined as a meeting that includes all unit members. A reasonable time limit of no more than a total of sixty (60) minutes beyond the contractual workday will be respected. In lieu of an in-person meeting(s), the administrator may communicate to staff through electronic means, requiring a staff response to

confirm receipt, review of information provided and acknowledgement that any required action will be taken.

2. Give one (1) week advance notice to staff of administrative-led building level meetings and team meetings. For all professional learning, an agenda shall be provided three (3) days in advance by the administrator to the unit members.

3. The aforementioned requirements shall not apply to in-service meetings reflected in the District's school calendar.

F. Unit members will be guaranteed thirty (30) uninterrupted minutes of duty-free lunch time and will be permitted to leave the premises after notifying in advance the principal, or in his/her absence, his/her office secretary.

G. Written requests for independent or group professional development shall be submitted to administration twenty (20) workdays prior to a Teacher Workday and/or In-service Day and/or Professional Development Day. When able to do so, members shall receive partial time to pursue such collaborative work.

H. When special area teachers (art, music, physical education) in elementary are assigned as substitutes for regular classroom teachers (where feasible), a rotation system shall be used by the building principal. The administration will take all reasonable steps to not use Special Education teachers as lunch monitors and/or recess monitors unless such member volunteers for such duty.

I. When a unit member attends an educational planning meeting (*i.e.*, ETR, IEP, WEP, IAT, 504, early entrance, acceleration, RIMP, data meeting, etc.) the following compensation guidelines will be applied:

1. During the contracted school day – no compensation
2. During the student day – no compensation
3. Before or after the school day if thirty (30) minutes or more outside the contracted day – compensation at the hourly rate of .00077 of the base salary rate.
4. At the direction of the administration and outside the school year – compensation at the hourly rate of .00077of the base salary rate.

Scheduled meeting times will not interrupt a unit member's lunch period without the member's agreement.

Section 7.03 – Professional Release Time

A. The Board shall provide up to four (4) professional days per contract year to intervention specialists for the purpose of IEP preparation, progress reports, alternate assessments, and tending to all other matters regarding assessment and evaluation of special needs and/or disabled students. Counselors shall be provided up to two (2) professional days per

contract year for preparation, monitoring, and assessments needed for preparation of Section 504 evaluations and development of Section 504 Plans for student with disabilities. The scheduling of these professional days shall be by mutual agreement of the intervention specialists and administration. Intervention specialists shall report to work on these professional days. Upon request of the intervention specialist, a location to perform the duties set forth in this Section shall be provided by the building administrator.

B. In the event a time conflict occurs between a unit member's contractual, non-instructional hours and his/her supplemental duties, which requires the supervision of students during the contractual workday, the unit member may be allowed to leave before the end of his/her contract day. The amount of time needed shall be determined through agreement between the unit member and building administrator.

Section 7.04 – Days of School Closure

A. Employees shall be paid for all time lost, up to a maximum of five (5) workdays each contract year, in the event that the schools in which they are employed are closed for both staff and students, on a short- term basis, due to disease epidemic, hazardous weather conditions, law enforcement emergency, inoperability of school buses or other equipment necessary to the school's operation, damage to a school building, temporary circumstances due to utility failure rendering the school building unfit for school use, or other circumstances deemed appropriate by the Superintendent.

B. On days when school is closed or delayed, district-wide or one (1) or more buildings, unit members shall work remotely on matters such as lesson planning, grading student work, updating their work website, completing necessary on-line training, and tending to similar school-related matters that can be handled from home.

C. The Board reserves the right to make-up days that exceed five (5) days when schools are closed at the direction of the Superintendent, as described in paragraph A., above, in a given school year. Unit members shall not be paid additionally if required to work on a make-up day as designated by the Board. Nothing in this paragraph shall be construed to prohibit the Superintendent from scheduling a make-up day, by virtual instructional means, on the same day as the day of closure.

D. A unit member shall not be charged with the use of approved leave that falls on a day in which their assigned school is closed, as described in paragraph A. above.

E. The above provisions do not apply to a long-term closure of schools for students, of three (3) or more consecutive days and/or the anticipated closure of schools for students that is expected to exceed three (3) or more consecutive days, due to a pandemic pursuant to Orders from the Governor and/or state or local departments of health or other extraordinary event. In the event schools are closed for students as outlined in this Section D., unit members are expected to work in their buildings to deliver remote learning opportunities/remote instruction to students as directed by the Superintendent.

Section 7.05 – Payroll

The Board shall pay unit members by direct deposit into an account of up to two (2) financial institution(s) chosen by the unit member. Unit members shall receive bi-weekly or semimonthly pays, equally divided over a 12-month period, as approved by the Board. The Treasurer shall provide notification of any change in pay intervals at least three (3) months prior to implementation. Deductions shall be made in accordance with this Agreement. All appropriate and required federal, state, local, city and municipality taxes as required by law, shall be properly deducted from unit members' paycheck at regular intervals. The first payday shall occur no later than the 15th day of work. Notification of skip years shall be provided by the Treasurer.

Section 7.06 – Payroll Deductions

The Board shall provide for payroll deductions for unit members as required by law, as well as deductions made on equal basis from each check as authorized in writing, by the unit member, for the following items:

A. Board-approved insurance
B. Board-approved tax-sheltered annuities
C. United Way
D. Tipp City Schools' Education Endowment contributions
E. Professional dues and assessments

Professional dues and assessments shall be deducted for TCEA, WOEA, OEA, NEA and all affiliated organizations. The TCEA will provide the Treasurer with appropriately signed authorizations at least ten (10) working days prior to the initial deduction date. Any authorization form that is checked "continuous dues" shall remain in effect continuously while the unit member is in the employ of the Board of Education. Unit Member cancellation of payroll deductions for professional dues must be made by the unit member in writing. Such cancellation shall be made on forms obtainable from the Treasurer of the Board. The Treasurer of the Board will notify the President of the Association of such cancellation.

Monies deducted will be transmitted to the Association Treasurer at the end of the month. TCEA, WOEA, OEA, NEA and all affiliated organizations, as applicable, shall indemnify, defend and hold the Board, its individual Board members and employees harmless from any and all losses, liabilities, damages and claims, and all related costs and expenses, including reasonable legal fees and cost of litigation arising out of the Board deducting professional dues and assessments per the terms of this Agreement.

Any assessment need which arises during the year shall be deducted within thirty (30) days' notice by the Association and in accordance with the schedule submitted by the Association to the Treasurer.

Section 7.07 – Vacancies and Newly Created Positions

A. Prior to posting a vacancy in the bargaining unit through outside means of communication, the Superintendent/designee shall provide email notice of the vacancy to all unit members and shall post notice of the vacancy on the District's website. For purposes of this paragraph, the term "vacancy" shall mean an open position in the bargaining unit the Board chooses to fill which arises out of an employee's resignation, non-renewal, termination, death or transfer, or which results from the creation of a new position within the bargaining unit. Nothing in this Agreement shall require the Board to fill a vacancy.

B. All minimally qualified internal applicants will be afforded the first opportunity for an interview. The Board reserves the right to hire the most qualified internal or external applicant.

C. The Superintendent/designee shall also send unit members email notice of administrative and classified vacancies at the same time such vacancies are publicly posted. This action shall not be grievable.

D. The following provisions shall govern the reemployment of certified/licensed bargaining unit members who have retired from employment with the Tipp City Exempted School Village.

1. Any person who has retired and reemployed will be automatically considered as being non-renewed at the end of each one (1) year contract and said position will be posted, advertised, and applications accepted. Personnel in that position may state their intent to reapply for said position but must go through the identical process as all other applicants.

2. Retired unit members must declare their retirement prior to rehiring and be currently certified/licensed.

3. Unit members who have retired from Tipp City Exempted School Village and are reemployed shall be placed on the salary schedule no higher than Step Ten (10) with their appropriate level of education acknowledged by their place in the appropriate column.

4. For the purpose of seniority, retirement for a period of not less than sixty (60) days constitutes a break in service, thereby the retired employee must begin again to accrue seniority of service in the district.

5. Employees of the district, who have received severance pay based on their accrued, unused sick leave days, upon retirement, shall be deemed to have closed the sick leave account. A retired unit member reemployed by the Board shall begin to accumulate new sick leave days as provided by this agreement.

6. Retired unit members who are reemployed by the district shall receive the full terms and conditions of the collective bargaining agreement except for the provisions contained in this article.

7. Retired unit members reemployed shall not be eligible for severance.

E. Bargaining unit work shall not be assigned to non-bargaining unit members without prior notice and the opportunity to negotiate. No bargaining unit members shall be transferred from their current position or be nonrenewed as a result of Board approved subcontracting.

Section 7.08 – Assignment and Transfers

Each unit member shall be assigned to a specific position by, or under, the direction of the Superintendent and may be transferred to any other position for any purposes which, in the judgment of the Superintendent is for the welfare of the unit member, the school, or the District. Notwithstanding any of the provisions below, the parties agree that unit member assignment and transfer is the sole and statutory prerogative of the Superintendent.

Voluntary Transfer

A. Notice of intent to transfer shall be delivered to the Superintendent/designee, indicating in order of preference: school or schools desired, grade level, subject area (within certification limitation), and the reason for the transfer request.

B. Vacancies occurring during the school year shall be available for transfer requests.

C. In deciding upon a transfer request, the best interests of the District, as determined by the Superintendent in his/her sole discretion, shall control. To the extent such interests can be met, the Superintendent will consider the aspirations and desires of the individual unit member.

D. Transfers within grade level and/or within a building may require an interview of established unit members.

E. Administration may request an interview of a current unit member whose change of assignment is to a different school building.

Involuntary Transfer

A. An involuntary transfer is any change of assignment or site which was not initiated by the unit member. Involuntary transfers are within the sole prerogative of the Superintendent and are made in the best interests of the District.

B. When involuntary transfers must take place, transfers will be sought on a voluntary basis, as applicable.

C. Unit members to be involuntarily transferred shall be informed in writing of the proposed transfer including specific reasons for said transfer and will be given at least twenty (20) days' notice except in emergency situations. Every effort will be made to notify the unit member prior to June 1st.

D. Upon request, the Superintendent will meet with the unit member within ten (10) days of receipt of involuntary transfer notice, or within a time mutually agreed to discuss the reasons which necessitated the transfer.

E. Unit members to be involuntarily transferred outside the unit members current building shall not be expected to transport school materials and equipment to the newly located classroom. Cost of and responsibility of transporting Board owned property shall be incurred by the Board.

Section 7.09 – Faculty Council

A. In each building there shall be a Faculty Council ("FC") comprised of unit members, Association building representatives, administration, and staff selected by administration. FC members shall be solicited as volunteers.

B. The purpose of the FC is to foster communication among staff and administration, and provide collaboration on building initiatives, school improvement and related activities. Any item of concern to the building staff shall be discussed at these meetings without reprisal.

C. The FC shall meet on a monthly basis or as needed.

D. Administration will promptly communicate to relevant staff the outcomes and decisions resulting from FC meetings.

Section 7.10 –Unit Member Input

A. Unit members, selected by the Association President, shall have a role in recommending to the Superintendent/designee new and/or amended curricular programs, which will affect education improvement in the Tipp City School District.

B. The Board and TCEA recognize the importance of providing staff member input through district and building level committees. Committees shall include and be defined as, but are not limited to:

1. Curriculum

a. A team selected by administration who at the direction of the Curriculum Director/administration reflects on the expiring curriculum, evaluates new programs that align with state standards, ensures vertical alignment of standards between grade levels, facilitates completion of curriculum maps

and reports recommendations to the administration for Board approval/adoption.

2. Professional Development

   a. A team selected by administration with input from TCEA under the direction of the administration shall develop and evaluate programs that promote growth and improvement of instructional practice.

3. Evaluation Committee

   a. As defined in Article 10 – Establishment of Evaluation Committee

Section 7.11 – Job Security / Disciplinary Actions / Non-Renewal

A. Job Security

1. Upon initial employment of a unit member, the Board shall issue employment contracts as follows:

   1st contract – one-year limited
   2nd contract – one-year limited
   3rd contract – one-year limited
   4th contract – one-year limited
   5th and all succeeding contracts – three-year limited

   Should a unit member become eligible for a continuing contract as stipulated in ORC 3319.08, 3319.11, and as indicated in Board Policy 3142 and in Section 7.11 (A)(3), on the condition that he/she has been renewed for employment, said unit member shall be awarded a continuing contract.

2. The Board may interrupt the above sequence upon the recommendation of the Superintendent in the event of documented deficiencies identified through the evaluation procedure and may grant a one-year limited contract. In granting a one-year limited contract, the following procedure will be utilized:

   a. The Superintendent/designee will provide written notice to the unit member of his/her intent to recommend a one-year limited contract on or before June 1st. Directives explaining the necessary improvement of noted deficiencies will be included in the notice.

   b. The Superintendent/designee reserves the right to recommend subsequent one-year limited contracts or to resume multi-year limited contracts based upon the unit member's correction of noted deficiencies.

3. Continuing contracts shall be issued as provided by ORC 3319.11. Upon the unit member receiving his/her certificate/license and becoming eligible for continuing contract status, he/she may apply to the Superintendent/designee for consideration.

   a. A unit member shall not be eligible for a continuing contract, nor be deemed employed under a continuing contract by operation of law, unless the unit member, no later than November 30th of the contract year in which the unit member's employment contract is scheduled to expire, files with the Superintendent/designee, written notice that he/she will meet all legal qualifications for a continuing contract prior to the regularly-scheduled March Board meeting. Failure to do so shall result in the unit member being eligible only for a limited contract should the unit member's contract be renewed. That unit member may then reapply for a continuing contract by November 30th of the contract year in which said limited contract expires.

   b. Unit members eligible for a continuing contract shall provide the Superintendent/designee with their official transcripts and certificate/license no later than March 30th of the school year in which the unit member's employment contract is scheduled to expire.

   c. The Board may take action during the term of a limited contract to grant an eligible unit member a continuing contract. To do so, the unit member shall provide the Board with proof of eligibility on or before September 30th.

   d. The requirements in this Article are in addition to the requirements for continuing contract eligibility under ORC 3319.08 and 3319.11.

4. The Superintendent/designee shall make reasonable efforts to notify the unit member, on or before May 15th, of the intent to not re-employ the unit member's limited contract.

5. If the Board fails to notify a unit member, on or before June 1st, of its intent to not renew his/her limited contract, the unit member shall be deemed reemployed under a one (1) year limited contract. The decision of the Board to not reemploy a unit member shall not be subject to the grievance procedure.

B. Disciplinary Actions

1. Prior to the imposition of discipline, the administration shall conduct an investigation of the incident or infraction(s) upon which any such discipline will be based., IF the investigation reveals an alleged infraction, the affected unit member shall be notified of the pre-disciplinary hearing with details of the alleged infraction. The pre-discipline hearing shall be conducted by the appropriate administrator. The unit member may bring union representation to such pre-

discipline hearings, and any meeting in which the administration notifies the unit member of his/her discipline.

2. The Superintendent, or his/her designee, shall have the power and right to reprimand, suspend with or without pay, or otherwise discipline a unit member for good and just cause. All disciplinary action, other than verbal warnings, shall be given in writing to the affected unit member within three (3) working days of taking such action.

3. Discipline shall be applied in a progressive and corrective manner, except that more serious discipline may be imposed for acts or omissions which are deemed to be of such a serious nature as to make progressive discipline inappropriate.

4. The following steps shall be followed when disciplinary action against a unit member is deemed necessary by the building principal and/or immediate supervisor. Discipline shall be applied in a progressive and corrective manner, unless the offense is deemed serious in nature as to make progressive discipline inappropriate.

   STEP 1:

   A verbal warning of the improper act shall be given in private to the unit member and a conference with the building administrator or immediate supervisor shall be held. Such verbal warning shall not be recorded in the unit member's official personnel file, but may be recorded, dated, and kept by the administrator with the unit member's or TCEA representative's signature acknowledging the verbal warning.

   STEP 2:

   A written warning or reprimand signed and dated by the building administrator shall be given to the unit member with a copy forwarded to the Superintendent. The written warning or reprimand signed and dated by the unit member; such signature shall indicate the unit member acknowledges the warning or reprimand, but may not necessarily agree with the content. A copy of a signed written warning or reprimand may be placed in the unit member's personnel file. The unit member may attach a rebuttal statement to the file copy of the reprimand. Only compliance with these procedures may be grieved, not the substance of a reprimand.

   STEP 3: Further Action

   After a verbal warning given in private, and a written reprimand, the Superintendent may extend further discipline.

   Before implementing a suspension of a unit member, the Superintendent or his designee shall hold a hearing with the unit member. The unit member has the

right to be accompanied at the hearing by Association representatives. The hearing will be scheduled as promptly as possible by the Superintendent or his designee.

Within ten (10) workdays following the hearing, the Superintendent/Designee will provide the unit member with determination and judgment thereon. The ten (10) workdays may be extended upon agreement between the Superintendent and TCEA. Before imposing a suspension, the Superintendent shall sign a written notice of suspension. The statement shall state the grounds for the action. The Superintendent shall furnish a copy of the statement to the unit members and to the Association President. Disciplinary action is effective according to the terms of the notice.

C. Non-Renewal

1. Nonrenewal of unit member limited contracts shall be in accordance with R.C. 3319.11. No later than May 15th, the Superintendent/designee shall notify any unit member so affected of his/her intent not to recommend renewal of their limited teaching contract.

D. Modifications to ORC 3319.16

ORC 3319.16 shall apply to the termination of unit member contracts for good and just cause. For those unit members, only one departure from the procedure set forth in R.C. 3319.16 shall be permitted by this contract, and that is that a hearing before the Board or the Referee, as the case may be, may be held at any time during the year.

Section 7.12 – Complaints Against Unit Members / Coaches

A. The procedure of Board Policy 9130 will govern the processing of complaints against unit members and/or coaches. However, this complaint procedure shall not apply when a complaint against a unit member and/or coach alleges suspected child abuse, substance abuse, a violation of the law, or any other serious allegation which may require investigation or inquiry by school officials and/or law enforcement.

B. Notwithstanding the exceptions noted above, complaints against unit members and/or coaches will be processed as follows:

1. Members of the Board of Education and/or board office administration who initially receive a complaint regarding a unit member and/or coach shall direct the complainant to communicate concerns to the unit member or unit member's building principal or supervisor. The building principal or supervisor shall provide the unit member with the identity of the complainant and the complaint for the purpose of resolving the situation. The unit member shall make every effort to resolve the conflict with support from the building principal or supervisor. If the complainant declines to meet or have communication with the unit member and/or coach, The complaint shall be considered resolved and no further action by the unit member or building principal shall occur.

2. If a satisfactory resolution is not achieved through discussion with the building principal/athletic director/supervisor, then the complainant may be referred to the Superintendent/designee. In the case of a complaint against a coach, the Superintendent's designee may be the building principal. The Superintendent/designee may then review the building principal's disposition of the complaint against a coach and may take further action to address the complaint.

3. Should the matter still be unresolved, the Board of Education may elect to hear the complaint. Any decision of the Board in response to the complaint shall be final.

C. Beginning with step B.2., administration shall keep the unit member apprised of the progress/resolution of the complaint in a timely manner. Periodic conversations are encouraged between the administrator and the unit member as to the status of the complaint with evidence the conversation occurred.

D. The Board of Education has a duty to protect its staff from unnecessary harassment. Any anonymous complaint pursued by the administration that is not investigated in accordance with paragraph A. above, shall not be placed in the unit member's personnel file, considered part of a performance evaluation nor form the basis for disciplinary action.

Section 7.13 – Personnel File

A. A unit member interested in reviewing their personnel file may schedule a time to do so with the Superintendent/designee. A representative of the administration shall be present during the review. A unit member will be provided copies of any materials in their personnel file at the reproduction cost otherwise charged to individuals receiving public records. One hundred (100) pages will be provided at no cost.

B. A unit member may be accompanied by a representative of his/her choice when inspecting personnel file information.

C. A unit member will be given an opportunity to review and initial any materials placed in their personnel file. A unit member's initials shall not be deemed to necessarily connote agreement with the contents of the document.

D. In accordance with R.C. 1347.09, if a unit member disputes the accuracy, relevance, timeliness, or completeness of information in his/her personnel file, the unit member may request that the Board investigate the current status of the information. The Board shall, within a reasonable time but not later than ninety (90) days after receiving the request, undertake a reasonable investigation to determine whether the disputed information is accurate, relevant, timely, and complete, and shall notify the unit member of the results of the investigation and of the action that the Board plans to take with respect to the disputed information. The Board shall submit any information that it cannot verify or that it finds to be inaccurate to the District Records Commission for disposal in accordance with Board Policy 8320.

E. If after the Board's determination, the unit member is not satisfied, the Board shall:

1. Permit the unit member to include a brief statement of his/her position regarding the disputed information;

2. Permit the unit member to include brief statement that the unit member protests that the information is inaccurate, irrelevant, outdated, or incomplete.

The Board shall maintain a copy of the unit member's statement of the dispute, affixed to the information at issue, in the unit member's personnel file.

F. If after the Board's determination, the unit member is not satisfied, the Board shall do either of the following:

1. Permit the unit member to include a brief statement of his/her position regarding the disputed information or permit the unit member to include brief statement that the unit member protests that the information is inaccurate, irrelevant, outdated, or incomplete. The Board shall maintain a copy of the unit member's statement of the dispute, affixed to the information at issue, in the unit member's personnel file.

G. Disciplinary records, including records related to verbal and/or written reprimands, suspensions and/or disciplinary transfers shall be removed from a unit member's personnel file after five (5) years so long as there has been no further disciplinary action taken against the unit member. Such records shall be transferred to a separate "stale" file to be kept by the Treasurer.

Step #1 The unit member may schedule an appointment with the Superintendent/designee. The file must be reviewed in the presence of an Administer/designee. Personnel files may not be removed from the Central Office.

Step #2 The unit member shall prepare a list of records proposed for removal from the personnel file and provide a copy to the Superintendent/ designee.

Step #3 Any records approved for removal by the Superintendent/designee shall be placed in a "stale" file to be maintained by the Treasurer. Records removed shall be initialed by the unit member and the administrative representative. A copy of any records approved for removal by the Superintendent shall be provided to the unit member at no cost.

Section 7.14 – College Credit Plus ("CCP")

A. The Board and the TCEA recognize that opportunities to participate in CCP classes provides students with educational benefits that might not otherwise be available as part of the Tipp City Exempted Village School District curricular offerings.

B. Participation as a CCP instructor is at the discretion of the unit member.

C. The District may pay all tuition costs, fees, and supplies for College Credit Plus ("CCP") certification coursework for unit members who need CCP certification in order to comply with the requirements of the Ohio Department of Education, The Ohio Board of Regents, The District's partnering college(s), or the Ohio Revised Code. Any unit member who desires to seek payment for CCP certification coursework tuition costs, fees, and supplies must submit an application in advance to the Superintendent. The decision to grant or deny payment for CCP certification coursework shall be solely at the discretion of the Superintendent. Payment for coursework will be provided upon completion of the class and submission of transcripts showing a passing grade.

D. A unit member's performance evaluation by a participating college or university, if any, shall not be utilized as part of the unit member's OTES evaluation.

E. The District will take all reasonable steps to ensure that CCP and non-CCP students shall not be scheduled within the same class in which college credit is being granted.

F. Unit members serving as CCP instructors shall be provided up to four (4) professional days per school year for the purpose of developing and/or planning course work in accordance with the cooperating college guidelines.

G. It is the intention of the parties to this Agreement that no existing bargaining unit position will be eliminated and no bargaining unit employee displaced as a result of the District's participation in College Credit Plus. This paragraph is a non-binding provision.

Section 7.15 – Personal Freedom

A. Unit members are free to engage in personal activities, interests, and associations when such activities, interests and associations do not directly and negatively impact or prevent a unit member's ability to effectively perform the duties of his/her teaching assignment. The Board of Education recognizes unit members' right to privacy in their personal lives.

B. All unit members understand and agree that they serve as a role models for students in how to conduct themselves as citizens and as responsible, intelligent human beings.

C. All unit members are legally responsible to help instill in students the belief in and the practice of ethical principles and democratic values in accordance with R.C. 3313.602.

Section 7.16 – Class Size

A. The Superintendent has the sole authority to assign students and staff to school buildings and classrooms.

B. Class sizes shall not exceed limits required by the Ohio Revised Code.

C. Building principals shall develop, with input from the Association representatives, a mechanism for staff member input regarding class assignments for the subsequent school year.

D. Unit members are encouraged to report class size issues and concerns to building administration as early as possible. Such reports shall be given priority. If a unit member believes class size issues and concerns have not been resolved, he/she may request to meet with the Superintendent.

Section 7.17 – Service as Acting Building Principal

A. A unit member who holds a building appropriate principal's license may be appointed by the Superintendent as acting building principal (principal-in-charge) of a building to perform the duties of the principal, except as they relate to evaluation or discipline of other staff members, on days when the building principal is absent from the district or temporarily assigned to other duties. The principal-in-charge will be responsible for school safety and general supervision, including any emergencies affecting the building, but shall not issue formal discipline to students. The acting principal may take steps to ensure the safety of students, including removal of a student from a curricular activity.

B. The Board shall provide a substitute unit member to perform the staff member's regular duties.

C. Interested and qualified candidates shall apply yearly directly to the Superintendent with a letter of intent and include a copy of their administrative license or approved course work and any renewals of said license.

D. The building principals shall rotate qualified selected candidates throughout the school year to ensure all candidates receive an opportunity to gain leadership experience.

Section 7.18 – Student Teacher

A. Upon receipt from higher education institutions, monies paid to the district for field placement candidates (student-teacher/student-observers) shall be used to purchase classroom or department supplies or resources with approval by the Superintendent.

ARTICLE 8 - LEAVES

Section 8.01 – Sick Leave

A. Accumulation of Credit.

1. All regular, full-time unit members shall be entitled to accrue fifteen (15) days of paid sick leave for each contract year, at a rate of one and one-quarter (1.25) days per month. Unit members who are employed for less than a full contract year shall earn sick leave in proportion to the fractional part of the contract year that remains.

2. Unused sick leave shall accumulate to a maximum of two hundred and ten (210) days. The Board shall accept the transfer of accumulated sick leave up to two hundred and ten (210) days for any new employee who acquired sick leave in another position of public service in Ohio, provided that the termination of such service occurred within ten (10) years of hire.

B. Sick Leave Use

1. Upon approval of administration, an employee may use sick leave for absence due to personal illness, pregnancy, injury and exposure to contagious disease which could be communicated to others. For the purposes of administrative documentation, members shall specify the illness as either a member illness or family illness. No additional details of illness are required. A unit member will make every reasonable effort to enter a sick leave request in KIOSK the evening prior to the expected need, except in the case of an emergency. If an emergency exists, the employee will notify his/her supervisor as soon as possible.

2. Upon approval of administration, sick leave shall also be granted for absence due to illness, injury or death in the unit member's immediate family, which for purposes of this Article is defined as parents, spouse, children and relatives living within the household of the employee.

3. Routine doctor, dental and visual care appointments of the unit member and/or his/her immediate family (which require the unit member's presence) that cannot be scheduled outside the contractual workday are acceptable uses when limited to one-half (1/2) day per absence. Full day absences are available when necessary.

4. Up to five (5) sick leave days may be given when a death occurs in the unit member's immediate family (as defined in Section 8.01.B.2.), as well as for the death of a sibling, parent-in-law, grandparent and grandchild. Up to two (2) sick leave days may be given for the death of a unit member's relative. Additional days may be given by the Superintendent/designee, as needed, on a case-by-case basis.

5. A unit member shall certify the use of sick leave via the Board's kiosk within not later than the date the unit member returns to duty. If medical attention is required, the unit member's certification shall list the name and address of the attending

physician and the dates when the physician was consulted. Failure to certify the use of sick leave within the aforementioned timelines may result in a per diem deduction in pay.

6. Unit members who have been absent for more than three (3) consecutive working days due to illness or injury may be required to present a statement listing the name and address of the attending physician and prognosis for return.

7. Falsification or improper use of sick leave will be grounds for immediate suspension or termination of employment.

C. Sick Leave Bank

The Board shall maintain a sick leave bank for use by eligible unit members. Said bank shall be established, maintained and administered per Board policy 3432.01.

The purpose of the sick leave bank is to provide additional days of sick leave to district employees who experience personal or immediate family member accidental injury, surgery, serious illness, or complications arising from pregnancy or childbirth, and have used all personal sick leave days as well as available sick leave day advances. These circumstances shall be of a prolonged nature.

1. Donations of one to five (1-5) days per certified employee per year shall be received on a voluntary basis. Days contributed to the sick leave bank are non-returnable. When the bank drops to twenty-five (25) days, employees shall be notified of the need for more donations.

2. Requests for use of donated sick leave, under this program, shall be limited to catastrophic or serious illness or injuries of the employee or family. “Catastrophic” is intended to mean a life-threatening illness or injury documented by a doctor’s letter as per Board policy 3432.01. “Serious Illness” or “Injury” is intended to mean an illness or injury that is not life-threatening but requires inpatient hospitalization or confinement to home on doctor’s orders.

3. The sick leave bank shall be used only for absences under the individual’s normal contract and shall not be considered for absences during programs such as summer school, extended services, or any other part-time or second position held by a district employee with a full-time contract.

4. In order to be eligible for a donation of sick leave days, the employee must have used all of their accumulated sick leave days and all possible advances of sick leave days.

5. An employee who receives worker’s compensation disability or other paid leave, or by virtue of age and/or service, may be eligible for disability retirement or service retirement, will not be eligible for receipt of donated sick leave, unless

the employee has applied for disability or service retirement by the State Teachers' Retirement System (STRS).

a. Applications to STRS for disability or service retirement is required of all sick leave bank applicants.

b. STRS notification of denial of disability or service retirement is not required prior to sick leave bank request.

6. An employee requesting use of donated sick leave shall submit the appropriate sick leave bank application to the Superintendent/Designee.

7. The employee shall not be granted more than twenty-five (25) days per request. Multiple requests shall be considered.

8. The determination of eligibility for use of donated sick leave days shall be made by the Sick Leave Committee volunteers which consists of the Superintendent/Designee and 2 unit member reps appointed by TCEA. The decision is final and shall not be subject to grievance or other action. Appeals may be made if new or additional medical information is available. The decision made by the committee shall not establish precedence for sick leave bank usage.

Section 8.02 – Assault Leave

A. Upon a request that is supported by medical certification, the Superintendent shall provide leave for unit members who are absent due to physical disability caused by wrongful physical violence inflicted on the unit member without the unit member's consent, and having occurred, while the unit member is in the performance of his or her duties for the Board. In such instance, the unit member shall be entitled up to ten (10) workdays of assault leave with full pay. Upon a request that is supported by medical certification, the Board may grant up to ten (10) additional workdays of paid assault leave.

B. To qualify for assault leave, the unit member must furnish a signed statement on prescribed forms to justify the use of assault leave, including a statement from a licensed physician stating the nature and duration of the disability. Falsification of such statement is grounds for suspension or termination of employment.

C. The Board may require the unit member to file a complaint with local law enforcement against the party or parties who inflicted the physical violence against the unit member.

D. If the assault of a unit member is the result of an action by a student identified with a disability under the IDEA or Section 504 of the Rehabilitation Act, the unit member shall meet with the Superintendent or designee prior to filing a complaint with local law enforcement.

Section 8.03 – Personal Leave

A. All regularly-employed unit members are eligible to accrue three (3) days of personal leave each contract year. Personal leave may be taken in whole or half day increments.

B. Use of Personal Leave

1. Personal leave usage shall not be restricted nor limited to specific reasons. The following conditions apply:

a. Personal leave will not be approved during the first two (2) weeks or the last two (2) weeks that school is open for instruction each year, or for three (3) workdays in succession, unless it is deemed an emergency as approved by the Superintendent or designee. Examples of exemptions include, but are not limited to: graduations or military honors in the unit member's immediate family, school-related events for the unit member's immediate family, weddings in the unit member's immediate family, transporting the unit member's child to/from college and death not coved by sick leave.

b. Personal leave is restricted for use of two (2) people per grade band K-2, 3-5, and 6-8 and three (3) people for grade band 9-12 per day, additional requests will be considered by the building principal and Superintendent.

C. For purposes of this Article, "emergency" is defined as a serious, unexpected situation, outside of the unit member's control, that requires immediate action.

D. Unit members who are newly-employed for less than a full contract year shall earn personal leave in proportion to the fractional part of the contract year that remains.

E. The Board reserves the right to deny a personal leave day request should staffing needs in a particular building dictate the unit member work that day.

F. If the Superintendent/designee does not approve the request, he/she shall indicate the reason for the denial and return it to the staff member. The decision of the Superintendent/designee shall be final.

G. Absent an emergency, the unit member shall enter the personal leave request into the HR Kiosk at least seventy-two (72) hours in advance of taking a personal leave day. In case of emergencies, the Superintendent/designee may waive the 72-hour requirement. Use of personal leave, in violation of Sections A. and B., above shall be grounds for disciplinary action, up to and including termination of employment.

H. Any unit member who is on personal leave when schools are closed due to severe weather or other emergency conditions shall receive the same salary as the unit member would have received if school had been in session.

I. Personal leave will not be cumulative from year to year.

J. Unused personal leave shall be converted at the end of each contract year at a ratio of one (1) personal leave day converted to one (1) sick leave day or representative fractional part thereof.

Section 8.04 – Court Appearances

A unit member selected as a juror or ordered to appear for jury selection shall be paid the difference between the court payment and his/her regular salary. The unit member will receive his/her full daily wage from the Board by endorsing the jury duty check to the Board.

Any unit member subpoenaed as a witness in a court or governmental agency proceeding involving the unit member's employment with the Board shall be paid the difference between the court/agency payment and his/her regular salary. The unit member will receive his/her full daily wage from the Board by endorsing the witness payment to the Board.

The Board may require the unit member to produce appropriate, written documentation from the court or governmental agency to support paid leave under this Section.

Section 8.05 – Professional Meetings and Conferences

Any unit member requesting to attend any conference, convention, or meeting may be absent for such purpose without loss of pay, if such attendance is in the interest of the District and within the scope of the unit member's area of employment. All requests by unit members must be on the approved District form and submitted in advance for approval by the building principal.

Requests to attend conferences, conventions, or meetings should be made as early as possible inasmuch as consideration will be given to the date such request is made. If attendance at a conference, meeting or other professional development event is a directive of the administration and not the voluntary request of a unit member, the administration shall pre-approve the cost of transportation, parking, lodging, meals and registration. Unit member shall provide all itemized receipts.

Section 8.06 – Child Care Leave

A. In accordance with Board Policy 3431 and FMLA, eligible unit members may take up to twelve (12) nonconsecutive work weeks of job-protected leave for: (1) the birth and/or care of a newborn child of the unit member, within one (1) year of the child's birth; or (2) the placement with the unit member of a child for adoption or foster care, within one (1) year of the child's placement. The Board shall run sick leave concurrent with such FMLA leave, when applicable.

B. In addition, the Board may grant an unpaid leave of absence for care of a newborn infant and/or for the care of a newly-adopted child. To be eligible, the unit member shall give at least thirty (30) days advance notice of the intent to take leave, indicating the anticipated starting and end dates of said leave. The unit member's leave shall not exceed three hundred

sixty-five (365) consecutive calendar days in length or the expiration of his/her limited contract, whichever occurs first. The notice requirements shall be waived in the case of adoption, provided the member notifies the administration within five (5) days of his/her confirmation of placement of the child(ren) leading to adoption.

1. The individual employment contract of the employee on leave of absence shall continue to run during the period of such leave and shall, therefore, be subject to renewal, non-renewal, or suspension or as otherwise provided by law.

2. A unit member intending to resume teaching or to request to extend the leave for another year shall, by March 1st of the year in which the leave ends, send notification of said intent to the Superintendent/designee.

3. A unit member may continue to participate in District group insurance programs providing he/she is willing to assume the full premium cost of such coverage. Such payments shall be made, in advance, by the unit member in a manner prescribed by the Treasurer's Office. Unit members wishing to continue their participation in the District group insurance programs shall state such intentions with their request for leave of absence.

4. Upon return from child care leave, reasonable effort shall be made to assign the member to their original or comparable position within their area of licensure. Unless otherwise approved by the Superintendent, the date of return shall be scheduled to coincide with the end of a nine (9) week grading period.

Section 8.07 – Extended Illness Leave

Subject to the recommendation of the Superintendent and approval by the Board, a unit member may be granted a leave of absence without pay for one (1) year for reasons of a personal illness, illness in the immediate family, elder care, or disability as the reason for the request and may be extended one (1) more year upon written request to the Superintendent and approval by the Board.

Section 8.08 – Military Leave

Military leave shall be granted to any unit member who may be drafted or recalled to active duty in the armed forces in accordance with Section 3319.14 of the Revised Code of Ohio. Leave for military service shall be valid for salary increments.

Section 8.09 – Sabbatical Leave

A. A unit member who has completed five (5) years of service may, with the permission of the Board and the Superintendent, take a leave of absence without pay, for one (1) or two (2) semesters, but not longer than one (1) school year, subject to the following restrictions:

1. An application for sabbatical leave shall be submitted to the Superintendent not less than sixty (60) days prior to commencement of the intended leave;

2. The dates of any sabbatical leave must coincide with the beginning and ending dates of a semester and/or school year;
3. With the application, the unit member shall present to the Superintendent for approval, a plan for professional growth applicable to proposed sabbatical leave;

4. At the conclusion of the sabbatical leave provide to the Superintendent evidence that the plan was followed; and

5. Notice of intent to return must be provided to the Superintendent by December 1 for a return at the start of the second semester of a school year or by March 1 for a return at the start of the first semester of the next school year. Absent proper notice, the unit member's return to duty shall not be approved.

B. Leave under this provision shall not be granted unless there is available a satisfactory substitute for the duration of the leave.

C. Sabbatical leave shall not be granted to any unit member more often than once for each five (5) years of service, nor granted a second time to the same unit member when other members of the bargaining unit have filed a request for such a leave.

D. During the period of sabbatical leave, the unit member shall not advance on the salary schedule but shall retain the seniority he/she held on the date the sabbatical leave commenced. Upon return from sabbatical leave, the unit member shall be entitled to any salary increase applicable to members of the bargaining unit for that school year.

E. Upon return from sabbatical leave, a unit member shall be reinstated to a position for which he/she is licensed.

F. The provisions of Section 8.09 are intended to supersede R.C. 3319.131.

ARTICLE 9 – COMPENSATION & BENEFITS

Section 9.01 – Severance Pay Upon Retirement

A. A unit member with ten (10) or more years of service to the Board shall, at the time of retirement, be paid for twenty-seven (27%) of the value of his/her accrued sick leave credit, not to exceed fifty-six and seven-tenths (56.7) days. Such payment shall be made only once to any unit member.

B. In addition, if a unit member qualifies for severance pay and submits written notice of retirement by November 1st of their final school year the unit member shall qualify for a merit service retirement award. Such award shall be paid in addition to the severance payment referenced above. The award shall be calculated based upon twenty-seven (27%) of the unit member's remaining unused sick leave day balance beyond those days paid as a retirement severance payment.

C. Payments under this Article shall be based on the unit member's regular daily rate of pay at the time of retirement. Such payment shall eliminate all sick leave credit accrued but unused by the unit member at the time payment is made.

D. For purposes of this Article, the term "retire" or "retirement" shall mean that the unit member has been approved for service retirement by the Board of the State Teachers Retirement System (STRS).

E. All payments shall be made only after the Treasurer of the Board receives written certification from the unit member that STRS has begun payment of benefits. Any such benefits to a unit member must be affected by the unit member within ninety (90) days from his/her last day of active service with the Board. Payment of benefits may be elected by the retiree to be made according to the following options:

1. A payment of benefits in one (1) lump sum in the pay period following evidence of retirement;

2. A partial payment of benefits in the pay period following evidence of retirement, with the balance of the benefit deferred to the first pay period in the next succeeding calendar year; or

3. Deferred payment of total benefits to the first pay period in the next succeeding calendar year following retirement.

F. In the event a unit member who is eligible to retire dies, his/her severance accrued to the date of death will be paid to the established beneficiary.

Section 9.02 – Mileage

Unit members who, as a part of their assignment, are required to travel by their personal motor vehicle for school district business shall be compensated for the mileage they travel at the current IRS rate. Unit members shall not be reimbursed for routine travel between home and school.

Mileage shall also not be reimbursed if the Board offers a unit member a means of transportation to/from the work location. Said members shall keep accurate logs of all said mileage accumulation using the set of standard distances between buildings already adopted by the Board.

Home instructors/tutors driving to/from their personal residence to an assigned student location; unit members driving to/from mandatory professional development workshops/conferences; and unit members driving to/from required meetings related to the unit member's assignment shall be reimbursed at the IRS rate. When traveling from the unit member's residence, reimbursable mileage will be calculated based on the lesser of either the unit member's residence or primary place of work.

Mileage reports shall be submitted on approved forms to the home base administrator on or before October 15, January 15, April 15, and June 15 of each year. Monies owed to individuals for in-district mileage shall be paid in the month following the filing of said report.

Section 9.03 – Tuition-Free Attendance of Full-Time Unit Members' Children

A. Full-time unit members who live outside the District will be permitted to enroll their natural, adopted or custodial children in the District's schools on a tuition-free basis under the following conditions:

   1. To the extent permitted by law, the children of full-time unit members will be given first consideration for available openings among non-resident students.

   2. The Superintendent receives a written application annually by March 1st.

   3. All such children shall maintain at least a cumulative 2.0 grade point average to remain eligible for continued tuition-free attendance in the District.

   4. No student shall be enrolled if the student has been suspended or expelled from another Ohio public school and the period of suspension or expulsion has not expired.

The Superintendent/designee will respond to written applications by June 1st each year.

Section 9.04 – Insurance Benefits

A. All full-time unit members (defined for purposes of this Article as regularly-employed for thirty-seven and one-half (37.5) or more hours per week) shall be entitled to participate in the health insurance plan(s) selected by the Board. To the fullest extent permitted by law, and notwithstanding any provisions in this Article to the contrary, the Board shall have the sole authority to: (1) select and change health, dental and life insurance carriers; (2) elect to become self-insured or to not remain self-insured; (3) select the levels of health, dental and life insurance coverage offered to its employees; (4) select the type(s) of health, dental and life insurance plan(s) to be offered to its employees; (5) take action to control and reduce insurance costs; and (6) determine the manner and means by which such insurance plans shall be implemented.

Contributions for 1.0 FTE unit members to the health plan(s) shall be as follows:

1. Single coverage: Board pays 80%; Employee pays 20%

2. Family Coverage: Board pays 80%; Employee pays 20%

3. Employee + Child: Board pays 80%; Employee pays 20%

B. Flexible Spending Account (IRS 125)

The Board will take such action as is necessary to implement a plan consistent with Section 125 of the Internal Revenue Code in order that employees may participate in pre-tax advantages relative to their portion of health insurance premiums, qualified medical expenses and dependent care.

The Board will provide a Flexible Spending Account/Health Savings Account for employee pre-tax contributions to medical and childcare expenses. The Board will also allow for employee pre-tax contributions to medical and dental insurance premiums.

C. Life Insurance

The Board will pay the full amount of the premium for $40,000 of group term life insurance for each full-time unit member, effective through the life of this Agreement.

D. Dental Insurance

The Board will pay no more than the following monthly premiums for dental insurance. Full-time unit members choosing dental insurance will pay the additional cost on a monthly basis through payroll deduction.

Single Core:	$10.36	Single Enhanced:	$10.36
Family Core:	$33.00	Family Enhanced:	$33.00

E. Part-time Service

Unit members who render part-time service shall be entitled to the above insurance benefits on a pro-rated formula based upon the percentage of full-time FTE status. The Board's insurance premium contributions shall be reduced accordingly to reflect the unit member's part-time status.

F. Benefits Committee

A Benefits Committee shall be established and will consist of no more than fifteen members: ten (10) members appointed by the Superintendent and five (5) members appointed by the Association President. The Committee will meet no more than two (2) times per contract year, unless it agrees to meet more frequently. The Committee will evaluate and make recommendations concerning insurance benefits. It shall also agree on necessary information to be conveyed to unit members concerning their insurance benefits, wellness initiatives, employee incentive plans, long-range employee health maintenance, potential plan modifications, and overall insurance cost containment and rate adjustment.

G. A cash payment in lieu of additional increased fringe benefits will be paid to regular, full-time unit members who were hired before July 1, 2000.

1. The Board will establish, for full-time employees, a maximum monthly payment which will not exceed an established annual payment. Those teaching staff who are contracted to work less than a six (6) hour day shall be pro-rated according to the schedule established by the Board.

2. Employees may elect to have this amount: a) applied directly to medical insurance as additional Board participation in medical insurance premiums to provide tax advantage, or b) to receive the amount as a cash payment through payroll without the employee's STRS deductions. The cash payment is still subject to appropriate Federal, State and local taxations.

Section 9.05 – Vision Plan

A. The Board will establish, for full-time employees, a maximum monthly payment which will not exceed an established annual payment. Those unit member staff who are contracted to work less than six (6) hour days shall be pro-rated according to the schedule established by the Board.

B. Employees may elect to have this amount:

1. applied directly to medical insurance as additional Board participation medical insurance premiums to provide tax advantage, or

2. to receive the amount as a cash payment through payroll without the employee's STRS deductions. The cash payment is still subject to appropriate Federal, State, and local taxations.

C. The Board shall provide vision insurance for unit members. The Board shall have sole authority, to the fullest extent permitted by law, to:

1. select and change the vision insurance carrier;
2. elect to become self-insured or not to remain self-insured;
3. select the levels of vision insurance coverage offered to its employees;
4. select the type(s) of vision insurance plan(s) offered to its employees;
5. take action to control and reduce insurance costs; and
6. determine the manner and means by which vision insurance shall be implemented.

The Board shall select vision insurance coverage that offers single (employee) coverage, employee plus spouse coverage, employee plus child(ren) coverage, and family (employee plus spouse plus child(ren)) coverage.

D The Board may not increase the cost of the premium, nor reduce the benefit for single (employee) coverage, employee plus spouse coverage, employee plus child(ren) coverage, and family (employee plus spouse plus child(ren)) coverage, without first providing sixty (60) days of notice to unit members participating in the vision benefit program of forthcoming change(s) in coverage. Once such notice is given, the employee may choose to withdraw participation in their selected vision benefit plan by giving notice to the Board Treasurer within thirty (30) days of having been notified of the change(s), without penalty, or consequence. The Board Treasurer will make all necessary adjustments to withdrawing an employee's payroll deduction within forty-eight (48) hours of notification of the employee's withdrawal from the vision benefit program. It is the understanding of the Parties, that the deadlines specified here are contingent on the specific vision carrier selected by the Board. If the insurance carrier selected by the Board cannot or refuses to conduct its operations in accordance with these deadlines, then these deadlines shall have no effect. In such an event, the Parties will need to negotiate different deadlines acceptable to the insurance carrier.

E. Each full-time (i.e., regularly employed for 37.5 hours or more per week) unit member shall be entitled to participate in the vision insurance selected by the Board.

F. The Parties understand and agree that the Board is offering vision insurance at no cost to the Board, and that as a result all costs for such vision insurance program, including, but not limited to, premiums and administrative costs, shall be the responsibility of unit members who opt to participate in the vision insurance program.

G. Any unit member who opts to participate in vision insurance shall pay 100% of the unit member's cost of participation, which shall include, but not be limited to, the premium cost of the coverage selected by the employee and the employee's apportioned administrative cost. Each participating unit member's cost of participation shall be deducted from the unit member's pay in the same manner in which the employee's cost to participate in the other insurances is deducted from employee pay.

H. The Board will tack such action as is necessary to implement the vision insurance plan consistent with Section 125 of the Internal Revenue Code so that employees may participate in pre-tax advantages for payment of premiums and qualified vision expenses.

I. Any unit member who opts to participate in the vision insurance program may use the employee's established Flexible Spending Account or Health Savings Account to pay for qualified vision expenses.

Section 9.06 – State Teacher Retirement System Pick-up Utilizing the Salary Reduction Method

The Board agrees to pick-up, utilizing the salary reduction method, pension contributions to the State Teacher Retirement System (STRS) paid on behalf of the unit member under the following terms and conditions:

A. The amount to be "picked up" on behalf of each unit member shall be the percentage mandated by STRS. The unit member's annual compensation shall be reduced by an amount equal to the amount "picked up" by the Board only for purposes of state and federal taxes.

B. The pick-up percentage shall apply uniformly to all unit members as a condition of employment.

C. The pick-up shall apply to all compensation, including supplemental earnings.

D. The Board is not liable, nor will it be held responsible, for any related legal, IRS, STRS or other agency's penalties, fines, fees, costs, assessments, orders or expenses concerning the payment of STRS contributions under this plan.

E. The Association and its members, both severally and individually, agree to indemnify and hold the Board harmless from and against any and all liability, damages, penalties, fees, claims and actions that may arise out of any action taken by the Board in compliance with the provision of this Article.

Section 9.07 – Summer School, Home Instruction & After-School Supervision Pay

Teachers of summer school, home instruction and after-school supervision will be paid at a rate equivalent to .00077 of the base salary for the current contract year. Each summer school teacher will have a thirty (30) minute paid planning period during each day summer school is in session with students.

Section 9.08 – Mentor Program Compensation

Unit members authorized by their building principal and trained to serve as mentors of resident educators in the Resident Educators Program, shall be paid the following stipend per contract year:

RE Year 1: $1,000
RE Year 2: $500
RE Year 3: $250

Section 9.09 – Educational Column Movement on Salary Schedule

Unit members who submit official transcripts to the Superintendent/designee on or before September 15th shall have their salary adjusted for additional training as recognized in the Board-approved salary schedule. Coursework must be taken through a college or university recognized by the State Board of Education for certification/licensure purposes.

Section 9.10 – Salary Schedules

See Addendum A for Certified Base Salary Schedules for **2024-2025, 2025-2026, 2026-2027** contract years.

*Base Salary Increases:

2024-2025	1.5%
2025-2026	1.5%
2026-2027	2%

*New salary schedule with addition of steps 15 and 17.

Section 9.11 – Supplemental Salaries

See Addendum B for the Supplemental Salary Schedule for the 2024-2025, 2025-2026, 2026-2027 contract years. In addition, supplemental compensation shall be provided for the following committee members and newly created supplemental positions.

1) LPDC Committee Members: refer to Section 12.03 – Compensation.
2) Evaluation Committee: refer to Section 10.04 – Compensation.
3) Curriculum Committee: shall be compensated at a rate of .00077 of the base salary will be retained for purposes of hourly pay computation.
4) Professional Development Committee: Professional Development Team Leaders shall receive a Supplemental Salary based on .00077 of the base salary for purposes of hourly pay. The Superintendent shall have the option to substitute the hourly pay for pay at level II of the supplementary salary schedule.

5) K-5 Grade Level Coordinator shall be compensated at level VII on the supplemental salary schedule.

6) Instructional Technology Coach (K-12) shall be compensated at a rate of $1,000 per contractual year.

Section 9.12– Supplementary Attendance Compensation

Annually in lieu of earned but unused sick leave credit beyond the maximum allowed accumulation credit identified in 8.01(A)(2), the Board will award a stipend to regular, full-time employees based on their per diem rate of pay during the contract year in which the stipend was earned. The stipend will be calculated and paid in the pay period following August 31st for teaching employees according to the following scale:

Full time unit members:	Percent of earned, but unused sick leave to be awarded beyond maximum accumulation allowed
Those working up to ten (10) months (206 day contract)	Twenty-seven percent (27%) of days beyond maximum accumulation allowed
Those working up to ten and a half (10 1/2) months – eleven (11) months (216-226 day contract)	Thirty-three percent (33%) of days beyond maximum accumulation allowed
Those working twelve (12) months (in excess of 226 day contract)	Thirty-nine percent (39%) of days beyond maximum accumulation allowed

Section 9.13– Certified Extended Contract Days

Specific certified job descriptions require unit members to work additional days beyond the contracted school year of one hundred eighty-six (186) days. Annually, a separate contract specifying the number of extended days, a calendar of specific extended days, and the per diem rate of compensation shall be determined in consultation with the unit member. Once agreed, said contract will be approved by the Board and signed by the unit member no later than June 30th preceding the contract year.

Section 9.14– Placement of Unit Member on Salary Schedule

Unless otherwise agreed between the Board and Association, each newly-hired unit member shall be credited with "years of service" for placement on the teacher salary schedule as defined in ORC 3317.13. For purposes of measuring such prior service, a "year" shall consist of at least one hundred twenty (120) full-time school days. In addition, a unit member shall be credited with all years of active military service up to a maximum of five (5) years (eight [8] continuous months or more in active military service shall be counted as a full year). Each unit member shall also be placed on the salary schedule according to the appropriate academic training level column.

The Board shall recognize full credit for a minimum of five (5) years actual teaching and military experience. The Board may also recognize full credit for actual teaching and military experience in excess of five (5) years. To this end, the Board and an external job applicant may agree to recognize more than ten (10) years of actual teaching and military experience for initial placement of the applicant on the Board's salary schedule. Such agreement may be made only at the time of the external applicant's initial employment. This Article shall supersede and control over any conflicting provision of the Ohio Revised Code.

Section 9.15 – Internal Substitute

A. Middle School and High School. A unit member who is assigned to cover another unit member's class shall be additionally compensated based upon 0.1429 of the external substitute rate for the loss of the unit member's plan period or assignment.

B. Elementary School. A unit member, including related arts teachers, who is assigned another unit member's students on account of absence shall be additionally compensated. The cost of the external substitute that otherwise would have been retained shall be apportioned evenly across the unit members who were assigned these additional students.

C. Additional compensation under this section will be paid within thirty (30) days of submission of the unit member's timesheet.

ARTICLE 10 – EVALUATION COMMITTEE

Section 10.01 – Establishment of Evaluation Committee

The Association and the Board agree to establish a standing joint Evaluation Committee (**"**EC**"**) for the purpose of establishing the policies, procedures and processing, including the evaluation instrument and determination of High Quality Student Data ("HQSD"), in accordance with local decision-making authority and Ohio Department of Education ("ODE") requirements, for maintaining, and recommending necessary changes to the policy and procedures, for the evaluation of bargaining unit members and to regularly review the effectiveness of the evaluation instrument, for the evaluation of bargaining unit members of the Tipp City Exempted Village School District.

Section 10.02 – Committee Composition

The EC shall be comprised of up to five (5) Association representatives appointed by the Association President and five (5) representatives appointed by the Superintendent/ designee.

Section 10.03 – Operation

A. The EC shall be chaired jointly by an EC member from the Association and an EC member chosen by the Superintendent/designee.

B. Members of the EC shall possess knowledge of OTES 2.0, the state's most recently adopted evaluation framework, and the standards for the teaching profession prior to beginning their work. Knowledge and training in the determination and/or implementation of HQSD is of primary importance for all members of the EC. The administration will provide training including but not limited to materials, tuition, travel, etc., as appropriate.

C. As necessary, the EC shall establish by mutual agreement a meeting calendar, tasks for the EC to complete, and timelines for the completion of specific tasks. The EC shall establish an OTES Review Committee, as needed, whose sole function shall be to hear procedural appeals as set forth in the Teacher Evaluation Article. The OTES Review Committee shall establish its own rules and procedures under consultation and with the final approval of the EC.

D. Agendas shall be developed jointly by the co-chairpersons of the EC.

E. At the initial EC meeting, members shall develop the ground rules by which the EC shall perform its responsibilities. These ground rules shall be reviewed annually and a copy of the ground rules shall be provided to each EC member, TCEA Executives, and Superintendent.

F. As approved by the Superintendent/designee, members of the EC shall receive release time for committee work.

G. The EC shall establish a review committee, when needed, whose sole function shall be to hear procedural appeals, as set forth in Section 11.11, Teacher Evaluation of this Master

Agreement. The Review Committee shall establish its own rules and procedures in consultation with and final approval of the EC.

1. A copy of the approved rules and procedures shall be provided to all EC committee members.

2. A copy of the approved rules and procedures shall be provided to both the unit members filing an appeal and the evaluator named in the appeal.

3. Within ten (10) days of receiving an appeal, the review committee shall review and issue a report with recommendations to the Superintendent or designee. The Superintendent/Designee shall provide a final statement to the unit members and evaluator no later than five (5) workdays after receiving recommendation from the review committee. Failure of the Superintendent/Designee to provide a statement to the evaluator and evaluate within the allotted days, may result in a grievance on the timeline.

H. The Committee may establish sub-committees to assist with their work.

I. The EC shall be authorized to utilize consultant(s) (examples include, but are not limited to, educational consultants, software consultants, credentialing trainers, etc.) as it deems appropriate.

J. In the event that legislative action by the Ohio General Assembly impacts educator evaluations in a way that is not resolved by the EC, the Association and the Board agree to reconvene bargaining to address necessary changes to the evaluation system language, policy, procedures, instrument, and forms, as required in accordance with R.C. Chapter 4117.

Section 10.04 – Compensation

All TCEA Committee representatives shall be compensated at the rate of .00077 of the base salary will be retained for purposes of hourly pay computation.

Section 10.05 – Committee Authority

A. The EC is responsible for jointly reviewing, revising and recommending the policy and procedures, including the determination and verification of HQSD in accordance with ODE requirements for the purpose of teacher evaluation.

B. The EC has the power and responsibility to establish ad hoc committees and maintain standing committees in service to the work of the EC.

C. The EC shall not have the authority to negotiate wages, hours, or terms and conditions of employment.

D. If either party wishes to consider any change or revision to the evaluation procedure and/or content, including the evaluation instrument, during the term of this agreement, it shall discuss the matter with the Committee. If the discussion results in a recommendation by the EC to revise the evaluation procedure and/or content, including the evaluation instrument, during the term of the agreement, then said recommendation shall be subject to ratification by the Board.

ARTICLE 11 – TEACHER EVALUATION

The Board shall evaluate its teachers and counselors in compliance with the framework for the evaluation of teachers as approved by the State Board of Education, as amended, and in alignment with the "Standards for the Teaching Profession" as set forth in State law.

Unit members shall be evaluated according to the Ohio Teacher Evaluation System ("OTES") 2.0 model as approved by the State Board of Education, with modifications and adaptations set forth herein.

Section 11.01 – Definitions

"OTES" – stands for the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2011, or as otherwise modified by the State Board of Education with the development and adoptions of OTES 2.0 in 2018.

"Teacher" – For purposes of this Article, "teacher" means a licensed instructor who spends at least fifty percent (50%) of his/her time providing student instruction and who is working under one of the following:

1. A license issued under R.C. 3319.22, 3319.26, 3319.222 and 3319.226; or

2. A professional or permanent certificate issued under former R.C. 3319.222.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this Article.

"Credentialed Evaluator" – Each teacher subject to evaluation will be evaluated by a person who is credentialed as defined in R.C. 3319.111(D). Teachers who teach in multiple school buildings will be assigned one credentialed evaluator. Informal and formal observations, walkthroughs, and final holistic ratings shall be completed by contracted administrative employees of the Tipp City Exempted Village School District or an administrator from the MCESC. The evaluator shall not be a bargaining unit member.

Section 11.02 – Standards Based Teacher Evaluation

A. Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based in equal part upon teacher performance and student growth. The purposes of teacher evaluations are:

1. To serve as a tool to advance the professional development of teachers;
2. To inform and improve instruction;
3. To assist teachers and administrators in identifying and developing best educational practices to provide the greatest opportunity for student learning and achievement; and
4. To make a record of teacher performance.

B. Each teacher evaluation will result in an effectiveness rating of:

1. "Accomplished";
2. "Skilled";
3. "Developing"; or
4. "Ineffective".

C. The specific standards and criteria for distinguishing between the above-referenced ratings/levels of performance shall be the same as those developed by the State Board of Education, as amended from time to time, which are incorporated herein by reference.

D. The Board may elect not to evaluate a teacher who was on leave of absence for fifty percent (50%) or more of the school year.

E. The Board may elect not to evaluate a teacher who has submitted notice of retirement that was accepted by the Board not later than December 1st of the year the teacher was scheduled to be evaluated.

F. Walkthroughs are required as part of OTES. However, walkthroughs may be waived if it is determined by the assigned evaluator, or administrator, that a third, formal observation is needed. A third, formal observation will continue to apply the same requirements of a formal observation, as specified herein.

Section 11.03 – Assessment of Teacher Performance

Teacher performance will be evaluated during formal observations, informal observations also known as "classroom walkthroughs," and other methods of gathering teacher performance data that shall include a pre- and post-conferences with the teacher for each formal observation. Such performance will be assessed by trained and credentialed evaluators based upon the *Ohio Standards for the Teaching Profession* and the adopted standards and practices of OTES 2.0.

The District shall use the OTES 2.0 Rubric and forms provided by the Ohio Department of Education. The Ohio Evaluation System ("ES") and OTES resources will be linked/accessible in the forms area of the staff portal. Counselors will be evaluated using the Ohio School Counselor Evaluation System ("OSCES"). Metrics are created by the Counselors on an individual basis. Documents will be electronically signed using the Ohio Evaluation System ("ES").

Section 11.04 – Observations and Walkthroughs

A. In a Full Cycle Year Evaluation:

1. The teacher completes a professional growth plan ("PGP")/Improvement Plan;
2. The teacher participates in a minimum of two (2) formal observations;
3. The teacher participates in a pre and post conference for each formal observation;
4. The teacher participates in a minimum of two (2) informal observations (walkthroughs).

B. In a Less Frequent Year Evaluation:

1. The teacher completes a PGP;
2. The teacher participates in one scheduled informal observation or, at the teacher's request, a formal observation;
3. The teacher participates in a post conference for the observation.

C. Teachers on a limited contract who are under consideration for nonrenewal shall receive three (3) formal observations, in addition to classroom walkthroughs. A written explanation, listing the reason(s) for a third formal observation, will be provided to the teacher at least one (1) month prior to the third, scheduled observation.

D. A pre-observation and a post-observation conference will be conducted for each formal observation. The teacher and the evaluator will agree on the date and time for each conference to be scheduled. Formal observations shall be announced, and walk-throughs announced, or unannounced, per agreement with the teacher being evaluated.

E. A teacher who received a rating of "Accomplished" on his/her most recent evaluation may be evaluated once every three (3) years. Teachers scoring "Accomplished" in the past may choose to complete the self-assessment tool.

F. A teacher who received a rating of "Skilled" on his/her most recent evaluation may be evaluated once every two (2) years. Teachers scoring "Skilled" in the past may choose to complete the self-assessment tool.

G. Teachers scoring "Developing" or "Ineffective" in the past are strongly encouraged to complete the self-assessment tool.

H. Walkthrough feedback will be provided to the unit member within five (5) workdays following the walkthrough. Feedback shall be provided during pre/post-observation meetings. All information will be reviewed and presented along with OTES 2.0 documentation.

Section 11.05 – Calculating Teacher Performance

A. Teacher performance is evaluated during the school year using evidence from formal and informal observations by the evaluator, evidence provide by the teacher during required pre-observation and post-observation conferences and periodic classroom walkthroughs. All meetings, walkthroughs and sources of evidence must be completed and compiled by May 1. The effectiveness rating will be attributed to teacher performance rubric through a holistic and collaborative process.

B. Following the first formal observation the evaluator and teacher, working in collaboration, will develop and agree upon a single focus area. This focus area must be specific to the individual teacher's job assignment, professional duties, responsibilities and evaluation goals.

Section 11.06 – Determining and Implementing High Quality Student Data

A. The high-quality student data instrument used must be rigorously reviewed by experts in the field of education, and meet the following criteria:

1. Aligned to learning standards;

2. Measure what is intended to be measured;

3. Not offend or be driven by bias;

4. Be attributable to the specific teacher for course(s) and grade level(s) taught;

5. Demonstrate evidence of student learning (achievement and/or academic growth);

6. Follow protocols for administration and scoring; and

7. Provide trustworthy results.

B. Types of High-Quality student data:

1. Value-Added: Ohio's state tests provide value-added data which research supports as a high-quality source of student data. When value-added data is available for a teacher it must be one of the sources of high-quality student data used in the teacher's evaluation.

2. Approved Vendor Assessments: Districts or schools can use other assessments provided by national testing vendors and approved for use in Ohio.

3. District-Determined Instruments: Districts or schools may identify measures of high-quality student data other than value-added and vendor assessments. These measures must adhere to the requirements outlined above in the definition of high-quality student data.

4. The teacher and evaluator will work collaboratively to determine if a chosen instrument is appropriate and applicable.

5. Once an instrument is chosen the teacher must submit it to their evaluator no later than April 10th.

6. Having received the instrument, the evaluator must notify the teacher by May 10th as to the acceptability and approval of the instrument or the need for it to be modified.

7. The teacher and evaluator may request assistance from teachers within the same grade level, or colleagues within the same department. Under these circumstances,

such assistance would be provided by "experts in the field" as evidenced by their professional experience and station.

8. As disputes arise, they must be presented before the evaluation committee for determination. Dispute decisions by the Evaluation Committee are final and not grievable.

C. Use of High-Quality Student Data:

The teacher must use the data generated from the high-quality student data instrument to:

1. Critically reflect upon and analyze available data, using the information as part of an ongoing cycle of support for student learning;

2. Consider student needs and styles, identifying the strengths and weaknesses of an entire class as well as individual students;

3. Inform instruction, adapting instruction to meet student needs based upon the information gained from the data analysis;

4. Measure student learning (achievement and/or academic growth) and progress toward achieving state/local standards.

Section 11.07 – Final Evaluation Procedures

Each teacher's performance rating will be based upon criteria developed by the Ohio Department of Education, as amended from time to time. Evaluations will be completed by May 1st and each teacher will be provided a written report of the results of his/her evaluation by May 10th. Written notice of nonrenewal will be provided by June 1st.

Section 11.08 – Professional Growth Plans and Professional Improvement Plans

Based upon the results of the annual teacher evaluation, each teacher must develop either a Professional Growth Plan ("PGP") or Professional Improvement Plan ("PIP") as set forth in the Ohio Department of Education's framework and guidance.

A. PGP and PIP shall be developed as follows:

1. Teachers rated "Accomplished" will develop a self-directed PGP and submit it to their evaluator by October 1.

2. Teachers rated "Skilled" will develop a PGP collaboratively with the credentialed evaluator and submit it to their evaluator by October 1.

3. Teachers with a summative rating of "Developing" will develop a PIP guided by their credentialed evaluator and submitted by October 1.

4. Teachers with a summative rating of "Ineffective" will have an improvement plan developed by their credentialed evaluator to begin during the first semester.

5. As provided under paragraph D below, the teacher has the right to request TCEA assistance through this process, including during meetings with his/her assigned evaluator.

B. PGPs and PIPs will include not more than two (2) achievable goals per evaluation cycle.

1. The PGP must align to any District and/or Building Improvement Plan(s).

2. At least one goal must connect to academics and/or instruction.

3. Progress on one's PGP or PIP will be determined during the collaborative discussions between the evaluator and the teacher applying available evidence and data.

4. Only the OTES-Certified evaluator may attend/participate in these discussions. Other school personnel may participate by mutual agreement of the evaluator and evaluatee.

C. The PIP will follow the adopted OTES 2.0 form.

D. The recommendation for a teacher's placement on a PIP will be made by the evaluator of record for any of the following:

1. The receipt of an "Ineffective" rating on the Final Holistic Rating of Teacher Effectiveness.

2. At any time based on deficiencies in any individual component of the evaluation system.

3. Consultation between the teacher and evaluator shall occur prior to the development of the PIP. The PIP shall be created by the evaluator using the ODE approved forms. The teacher shall have the opportunity to respond to the PIP.

4. Once objectives and tasks specified within the PIP have been achieved, the PIP will terminate. PIPs shall not be extended beyond the applicable school year. If warranted, a new improvement may be developed for the succeeding school year.

5. An Improvement Plan will include:

a. Specific measurable instructional practices to be observed;

b. Clear timelines for the completion of the plan.

6. Not later than May 10 of the applicable school year, the evaluator will complete a final summative evaluation report, meet with and provide a copy of it to the teacher. If the final summative evaluation report indicates the teacher has met the criteria for satisfactory performance as outlined in the Improvement Plan, the evaluator will recommend that the teacher be returned to a non-improvement plan status.

Section 11.09 – Professional Development Plan

In accordance with the Ohio State Board of Education's statewide evaluation framework, the Board will adopt a specific plan for the allocation of financial resources to support the professional development of teachers covered by this Article.

Section 11.10 – Removal of Poorly Performing Teachers

A. A teacher who receives a second final summative evaluation rating of "Ineffective" for two (2) consecutive years, and has not met the criteria of the Improvement Plan based on the determination of his/her evaluator, including consultation with the Superintendent, may be dismissed from employment. In addition, the Board may consider termination of a teacher for good and just cause under R.C. 3319.16 for persistently poor job performance.

B. Nothing herein shall prevent the Board from exercising its rights to non-renew, terminate, or suspend a teaching contract as provided by law.

C. The evaluation system and procedures set forth herein shall not create an expectation of continued employment for teachers on a limited contract that are evaluated under this Article.

Section 11.11 – Procedural Appeal Process

A. Failure of the Board, Superintendent/Designee, and/or the evaluator to follow the provisions of this Article or the Ohio Revised Code that govern teacher evaluation shall be subject to appeal to the Evaluation Committee, as per their established procedures.

B. The teacher shall have the right to make a rebuttal to the evaluation and to have it attached to the evaluation report that shall be placed in the teacher's personnel file. The teacher also has the right to file an appeal with the Evaluation Committee based upon evidence of violations of OTES 2.0 procedures. The teacher must file the appeal with the Evaluation Committee prior to the May 10 completion deadline.

C. A review committee established by the Evaluation Committee shall hear a unit member's appeal and shall issue a report with recommendations to the Superintendent or designee. The Superintendent/designee shall provide a written final statement of resolution to the teacher and evaluator no later than five (5) workdays after receiving recommendation from the review committee. Failure of the Superintendent/Designee to provide a statement to the evaluator and evaluatee within the allotted days, may result in a grievance on the timeline.

D. Teachers, at any rating level, may request, with cause, a new evaluator for the succeeding school year. The Superintendent has the final decision as to the assignment of OTES evaluators.

Section 11.12 – Teacher Evaluation Policy

Prior to the Board resolving to amend its Teacher Evaluation Policy, any such amendments shall be discussed by the Evaluation Committee. The Evaluation Committee, in turn, shall make recommendations to the Superintendent on any proposed changes to the Teacher Evaluation Policy.

Section 11.13– School Counselor Evaluation

A. Each counselor will be evaluated in accordance with the Board's standards-based school counselor evaluation policy that conforms with the State Board of Education's standards-based framework for the evaluation of school counselors.

B. Each school counselor will be evaluated based on multiple factors including performance on all areas identified by the standards for school counselors and the ability to produce positive student outcomes using metrics, which will determine the holistic final summative rating of effectiveness according to the State Board of Education's requirements. The school counselor must clearly demonstrate and provide evidence of having planned and implemented programs with the goal of impacting student outcomes, encouraging academic success, fostering emotional well-being and supporting post-secondary aspirations.

C. School counselors will be assigned a rating of "Accomplished", "Skilled", "Developing", or "Ineffective".

D. The following provisions in Article 11 of the Master Agreement for teachers shall also apply to school counselors:

1. Formal observation, pre-observation and post-observation conferences and walk-through sequence.
2. Considerations for retention, promotion, removal, and professional development.
3. Circumstances in which the Board/administration may elect not to evaluate.
4. Procedural appeal process.

E. Unit members not subject to OTES 2.0 shall be evaluated under the OTES 2.0 timeline and will utilize a rubric approved by the Evaluation Committee as it reflects their job duties. Teachers shall include, but not limited to, instructional coach, school nurse, and caseworker.

ARTICLE 12 – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

Section 12.01 – Structure

A. Governance

The Tipp City Exempted Village Schools Local Professional Development Committee ("LPDC") shall, by statute, be the official licensing body for the Tipp City Exempted Village School District. Proposals to the LPDC and approvals/denials by the LPDC shall not override the Negotiated Agreement, state law, and/or District policy. The decisions of the appeals committee shall be binding and not subject to the grievance procedure.

B. Membership

The Committee will be comprised of a minimum of one (1) unit member grade band comprised of K-2, 3-5, 6-8, 9-12 and up to two (2) administrators to a maximum of ten (10) members. Vacancies among the classroom teacher members are elected by unit members assigned to the building they are running to represent. Administrative members will be appointed by the Superintendent or designee.

Section 12.02 – Bylaws

The LPDC shall adopt and/or amend bylaws by a majority vote of all of its members to govern its operation.

Section 12.03 – Compensation

Unit members serving on the LPDC will be paid for attendance at scheduled meetings outside the contract day as follows: $1,600 for the chair; $1,350 for the Secretary and $1,100 for each member.

Section 12.04 – Master Contract Compatibility/Board Policy

Decisions of the LPDC and determinations on appeals therefrom shall not be subject to the grievance procedure.

The Committee shall have no authority to supersede any section of the Master Agreement between the Board and the Association or supersede Board policy.

Section 12.05 – Ethical Commitment

The membership of the LPDC will agree to conduct all LPDC business so as to:

- impartially and consistently apply the standards and guidelines
- maintain their confidentiality
- communicate as a group or through the chairperson
- maintain their own professional development in the foundations of teaching and learning in order to provide a basis for understanding IPDP's and applying the standards and guidelines
- not discriminate on the basis of race, creed, color, religion, national origin, disability, sex, or sexual orientation.

ARTICLE 13 – IMPLEMENTATION

It is acknowledged that during negotiations leading to this Agreement, the Association has had the full right and opportunity to submit all items appropriate to collective bargaining, and the Association agrees accordingly that for the life of this Agreement the Board shall not be obligated to bargain collectively with respect to any subject or matter, irrespective of whether the item was discussed during the course of negotiations leading to this Agreement or was within the knowledge or contemplation of either or both of the parties hereto at the time of those negotiations.

This Agreement constitutes the entire Agreement between the Board and the Association and as of its effective date supersedes and cancels all previous agreements and understandings between them. Any amendment or supplemental agreement shall not be binding unless executed in writing on behalf of the parties hereto.

ARTICLE 14 — DURATION OF CONTRACT

This Agreement shall be effective from August 1, 2024 through July 31, 2027.

IN WITNESS WHEREOF, the duly authorized representatives of the Tipp City Exempted Village School District Board of Education and the Tipp City Education Association have executed this Master Agreement on the date(s) set forth below.

TIPP CITY EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION:

By: _____ 8-28-24
Superintendent Date

By: _____ 8-30-24
President Date

By: _____ 8/28/2024
Treasurer Date

TIPP CITY EDUCATION ASSOCIATION:

By: _____ 9/3/2024
President Date

By: _____ 9/3/2024
Vice President Date

ADDENDUM A – CERTIFIED BASE SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
CERTIFIED BASE SALARY SCHEDULE
(August 1, 2024 through July 31, 2025)

BASE: **$ 45,829** (1.5% increase)

STEP		BA	BA+150	MA	MA+15	MA+30	Ed.D
0	Salary	$45,829	$48,121	$50,412	$51,558	$52,704	$55,454
	Index	*1.0000*	*1.0500*	*1.1000*	*1.1250*	*1.1500*	*1.2100*
1	Salary	$47,708	$50,137	$52,796	$53,987	$55,179	$58,020
	Index	*1.0410*	*1.0940*	*1.1520*	*1.1780*	*1.2040*	*1.2660*
2	Salary	$49,587	$52,154	$55,179	$56,416	$57,653	$60,586
	Index	*1.0820*	*1.1380*	*1.2040*	*1.2310*	*1.2580*	*1.3220*
3	Salary	$51,466	$54,170	$57,562	$58,845	$60,128	$63,153
	Index	*1.1230*	*1.1820*	*1.2560*	*1.2840*	*1.3120*	*1.3780*
4	Salary	$53,345	$56,187	$59,945	$61,274	$62,603	$65,719
	Index	*1.1640*	*1.2260*	*1.3080*	*1.3370*	*1.3660*	*1.4340*
5	Salary	$55,224	$58,203	$62,328	$63,703	$65,078	$68,286
	Index	*1.2050*	*1.2700*	*1.3600*	*1.3900*	*1.4200*	*1.4900*
6	Salary	$57,103	$60,220	$64,711	$66,132	$67,552	$70,852
	Index	*1.2460*	*1.3140*	*1.4120*	*1.4430*	*1.4740*	*1.5460*
7	Salary	$58,982	$62,236	$67,094	$68,561	$70,027	$73,419
	Index	*1.2870*	*1.3580*	*1.4640*	*1.4960*	*1.5280*	*1.6020*
8	Salary	$60,861	$64,253	$69,477	$70,990	$72,502	$75,985
	Index	*1.3280*	*1.4020*	*1.5160*	*1.5490*	*1.5820*	*1.6580*
9	Salary	$62,740	$66,269	$71,860	$73,419	$74,977	$78,551
	Index	*1.3690*	*1.4460*	*1.5680*	*1.6020*	*1.6360*	*1.7140*
10	Salary	$64,619	$68,652	$74,243	$75,847	$77,452	$81,118
	Index	*1.4100*	*1.4980*	*1.6200*	*1.6550*	*1.6900*	*1.7700*
11	Salary	$66,498	$70,715	$76,627	$78,276	$79,926	$83,684
	Index	*1.4510*	*1.5430*	*1.6720*	*1.7080*	*1.7440*	*1.8260*
12	Salary	$68,377	$72,983	$79,010	$80,705	$82,401	$86,251
	Index	*1.4920*	*1.5925*	*1.7240*	*1.7610*	*1.7980*	*1.8820*
13	Salary	$70,256	$75,206	$81,393	$83,134	$85,517	$88,817
	Index	*1.5330*	*1.6410*	*1.7760*	*1.8140*	*1.8660*	*1.9380*
15	Salary	$71,196	$76,214	$82,584	$84,349	$86,755	$90,100
	Index	*1.5535*	*1.6630*	*1.8020*	*1.8405*	*1.8930*	*1.9660*
17	Salary	$72,135	$77,222	$83,776	$85,563	$87,992	$91,384
	Index	*1.5740*	*1.6850*	*1.8280*	*1.8670*	*1.9200*	*1.9940*
20	Salary	$74,014	$79,468	$86,159	$87,992	$90,467	$93,950
	Index	*1.6150*	*1.7340*	*1.8800*	*1.9200*	*1.9740*	*2.0500*
24	Salary	$75,893	$81,759	$88,542	$90,421	$92,942	$96,516
	Index	*1.6560*	*1.7840*	*1.9320*	*1.9730*	*2.0280*	*2.1060*
27	Salary	$77,772	$84,051	$90,925	$92,850	$95,416	$99,083
	Index	*1.6970*	*1.8340*	*1.9840*	*2.0260*	*2.0820*	*2.1620*

ADDENDUM A – CERTIFIED BASE SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
CERTIFIED BASE SALARY SCHEDULE
(August 1, 2025 through July 31, 2026)

BASE: **$ 46,517** (1.5% increase)

STEP		BA	BA+150	MA	MA+15	MA+30	Ed.D
0	Salary	$46,517	$48,843	$51,169	$52,332	$53,495	$ 56,286
	Index	*1.0000*	*1.0500*	*1.1000*	*1.1250*	*1.1500*	*1.2100*
1	Salary	$48,425	$50,890	$53,588	$54,798	$56,007	$ 58,891
	Index	*1.0410*	*1.0940*	*1.1520*	*1.1780*	*1.2040*	*1.2660*
2	Salary	$50,332	$52,937	$56,007	$57,263	$58,519	$ 61,496
	Index	*1.0820*	*1.1380*	*1.2040*	*1.2310*	*1.2580*	*1.3220*
3	Salary	$52,239	$54,984	$58,426	$59,728	$61,031	$ 64,101
	Index	*1.1230*	*1.1820*	*1.2560*	*1.2840*	*1.3120*	*1.3780*
4	Salary	$54,146	$57,030	$60,845	$62,194	$63,543	$ 66,706
	Index	*1.1640*	*1.2260*	*1.3080*	*1.3370*	*1.3660*	*1.4340*
5	Salary	$56,053	$59,077	$63,264	$64,659	$66,055	$ 69,311
	Index	*1.2050*	*1.2700*	*1.3600*	*1.3900*	*1.4200*	*1.4900*
6	Salary	$57,961	$61,124	$65,683	$67,125	$68,567	$ 71,916
	Index	*1.2460*	*1.3140*	*1.4120*	*1.4430*	*1.4740*	*1.5460*
7	Salary	$59,868	$63,171	$68,101	$69,590	$71,078	$ 74,521
	Index	*1.2870*	*1.3580*	*1.4640*	*1.4960*	*1.5280*	*1.6020*
8	Salary	$61,775	$65,217	$70,520	$72,055	$73,590	$ 77,126
	Index	*1.3280*	*1.4020*	*1.5160*	*1.5490*	*1.5820*	*1.6580*
9	Salary	$63,682	$67,264	$72,939	$74,521	$76,102	$ 79,731
	Index	*1.3690*	*1.4460*	*1.5680*	*1.6020*	*1.6360*	*1.7140*
10	Salary	$65,589	$69,683	$75,358	$76,986	$78,614	$ 82,336
	Index	*1.4100*	*1.4980*	*1.6200*	*1.6550*	*1.6900*	*1.7700*
11	Salary	$67,497	$71,776	$77,777	$79,452	$81,126	$ 84,941
	Index	*1.4510*	*1.5430*	*1.6720*	*1.7080*	*1.7440*	*1.8260*
12	Salary	$69,404	$74,079	$80,196	$81,917	$83,638	$ 87,545
	Index	*1.4920*	*1.5925*	*1.7240*	*1.7610*	*1.7980*	*1.8820*
13	Salary	$71,311	$76,335	$82,615	$84,382	$86,801	$ 90,150
	Index	*1.5330*	*1.6410*	*1.7760*	*1.8140*	*1.8660*	*1.9380*
15	Salary	$72,265	$77,358	$83,824	$85,615	$88,057	$ 91,453
	Index	*1.5535*	*1.6630*	*1.8020*	*1.8405*	*1.8930*	*1.9660*
17	Salary	$73,218	$78,382	$85,034	$86,848	$89,313	$ 92,755
	Index	*1.5740*	*1.6850*	*1.8280*	*1.8670*	*1.9200*	*1.9940*
20	Salary	$75,125	$80,661	$87,452	$89,313	$91,825	$ 95,360
	Index	*1.6150*	*1.7340*	*1.8800*	*1.9200*	*1.9740*	*2.0500*
24	Salary	$77,033	$82,987	$89,871	$91,779	$94,337	$ 97,965
	Index	*1.6560*	*1.7840*	*1.9320*	*1.9730*	*2.0280*	*2.1060*
27	Salary	$78,940	$85,313	$92,290	$94,244	$96,849	$ 100,570
	Index	*1.6970*	*1.8340*	*1.9840*	*2.0260*	*2.0820*	*2.1620*

ADDENDUM A – CERTIFIED BASE SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
CERTIFIED BASE SALARY SCHEDULE
(August 1, 2026 through July 31, 2027)

BASE: **$ 47,448** (2.0% increase)

STEP		BA	BA+150	MA	MA+15	MA+30	Ed.D
0	Salary	$47,448	$49,821	$52,193	$53,379	$54,566	$ 57,413
	Index	*1.0000*	*1.0500*	*1.1000*	*1.1250*	*1.1500*	*1.2100*
1	Salary	$49,394	$51,909	$54,661	$55,894	$57,128	$ 60,070
	Index	*1.0410*	*1.0940*	*1.1520*	*1.1780*	*1.2040*	*1.2660*
2	Salary	$51,339	$53,996	$57,128	$58,409	$59,690	$ 62,727
	Index	*1.0820*	*1.1380*	*1.2040*	*1.2310*	*1.2580*	*1.3220*
3	Salary	$53,285	$56,084	$59,595	$60,924	$62,252	$ 65,384
	Index	*1.1230*	*1.1820*	*1.2560*	*1.2840*	*1.3120*	*1.3780*
4	Salary	$55,230	$58,172	$62,062	$63,438	$64,814	$ 68,041
	Index	*1.1640*	*1.2260*	*1.3080*	*1.3370*	*1.3660*	*1.4340*
5	Salary	$57,175	$60,259	$64,530	$65,953	$67,377	$ 70,698
	Index	*1.2050*	*1.2700*	*1.3600*	*1.3900*	*1.4200*	*1.4900*
6	Salary	$59,121	$62,347	$66,997	$68,468	$69,939	$ 73,355
	Index	*1.2460*	*1.3140*	*1.4120*	*1.4430*	*1.4740*	*1.5460*
7	Salary	$61,066	$64,435	$69,464	$70,983	$72,501	$ 76,012
	Index	*1.2870*	*1.3580*	*1.4640*	*1.4960*	*1.5280*	*1.6020*
8	Salary	$63,011	$66,523	$71,932	$73,497	$75,063	$ 78,669
	Index	*1.3280*	*1.4020*	*1.5160*	*1.5490*	*1.5820*	*1.6580*
9	Salary	$64,957	$68,610	$74,399	$76,012	$77,625	$ 81,326
	Index	*1.3690*	*1.4460*	*1.5680*	*1.6020*	*1.6360*	*1.7140*
10	Salary	$66,902	$71,078	$76,866	$78,527	$80,188	$ 83,983
	Index	*1.4100*	*1.4980*	*1.6200*	*1.6550*	*1.6900*	*1.7700*
11	Salary	$68,848	$73,213	$79,334	$81,042	$82,750	$ 86,641
	Index	*1.4510*	*1.5430*	*1.6720*	*1.7080*	*1.7440*	*1.8260*
12	Salary	$70,793	$75,561	$81,801	$83,556	$85,312	$ 89,298
	Index	*1.4920*	*1.5925*	*1.7240*	*1.7610*	*1.7980*	*1.8820*
13	Salary	$72,738	$77,863	$84,268	$86,071	$88,538	$ 91,955
	Index	*1.5330*	*1.6410*	*1.7760*	*1.8140*	*1.8660*	*1.9380*
15	Salary	$73,711	$78,907	$85,502	$87,329	$89,820	$ 93,283
	Index	*1.5535*	*1.6630*	*1.8020*	*1.8405*	*1.8930*	*1.9660*
17	Salary	$74,684	$79,950	$86,735	$88,586	$91,101	$ 94,612
	Index	*1.5740*	*1.6850*	*1.8280*	*1.8670*	*1.9200*	*1.9940*
20	Salary	$76,629	$82,275	$89,203	$91,101	$93,663	$ 97,269
	Index	*1.6150*	*1.7340*	*1.8800*	*1.9200*	*1.9740*	*2.0500*
24	Salary	$78,574	$84,648	$91,670	$93,615	$96,225	$ 99,926
	Index	*1.6560*	*1.7840*	*1.9320*	*1.9730*	*2.0280*	*2.1060*
27	Salary	$80,520	$87,020	$94,137	$96,130	$98,787	$ 102,583
	Index	*1.6970*	*1.8340*	*1.9840*	*2.0260*	*2.0820*	*2.1620*

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ADDENDUM B – SUPPLEMENTAL SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2024 through July 31, 2025)

Base Salary: **$45,829**	**Base Rate %**	STEP 0 *1.00*	STEP 1 *1.05*	STEP 2 *1.10*	STEP 3 *1.15*	STEP 4 *1.20*	STEP 5 *1.25*
Level I Hd. H.S. Football (1) Hd. H.S. Boys Basketball (1) Hd. H.S. Girls Basketball (1) Hd. H.S. Wrestling (1) Auditorium Supervisor (1) Hd. H. S. Track (1) Marching Band (1)	14.75%	**$6,760**	**$7,098**	**$7,436**	**$7,774**	**$8,112**	**$8,450**
LEVEL II Asst. H.S. Football (7) Asst. H.S. Boys Basketball (2) Asst. H.S. Girls Basketball (2) Asst. H.S. Wrestling (1) Hd. H.S. Boys Soccer (1) Hd. H.S. Girls Soccer (1) Hd. H.S. Volleyball (1) Hd. H.S. Baseball (1) Hd. H.S. Softball (1)	9.25%	**$4,240**	**$4,452**	**$4,664**	**$4,876**	**$5,088**	**$5,299**
LEVEL III Hd. Cross Country (1) Hd. H.S. Golf (1) Hd. H.S. Boys Tennis (1) Hd. H.S. Girls Tennis (1) Freshman Boys Basketball (1) Freshman Girls Basketball (1) Hd. J.H. Football (2) J.H. Boys Basketball (2) J.H. Girls Basketball (2) Hd. J.H. Wrestling (1) Vocal Music (1) Hd. Swim Team Coach (1) Hd. Girls Golf Coach (1) H.S. Academic Quiz Team (1) H.S. Bowling Team (1) Hd. J.H. Track (1) Asst. Marching Band (1) Instrumental Music (1) H.S. Musical (1) Asst. Auditorium Supervisor (1)	6.50%	**$2,979**	**$3,128**	**$3,277**	**$3,426**	**$3,575**	**$3,724**
LEVEL IV Asst. H.S. Baseball (3) Asst. H.S. Boys Soccer (2) Asst. H.S. Girls Soccer (2) Asst. H.S. Softball (1) Asst. H.S. Boys/Girls Track (4) Asst. H.S. Volleyball (3) J.H. Athletic Coordinator (1) J.H. Volleyball (2) J.H. Baseball (1) J.H. Softball (1) H.S. Guards Advisor (1) all year H.S. Yearbook Advisor (1) H.S. Model United Nations Advisor (1) Asst. H.S. Musical (1) District Wellness Coordinator (2)	5.75%	**$2,636**	**$2,767**	**$2,899**	**$3,031**	**$3,163**	**$3,294**

ADDENDUM B – SUPPLEMENTAL SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2024 through July 31, 2025)

Base Salary: **$45,829**	**Base Rate %**	STEP 0 *1.00*	STEP 1 *1.05*	STEP 2 *1.10*	STEP 3 *1.15*	STEP 4 *1.20*	STEP 5 *1.25*
LEVEL V Head H.S. Cheer Fall (1), Winter (1) Competition Cheer Coach (1) Asst. Cross Country (1) Head J.H. Cross Country (1) Asst. H.S. Golf (1) Asst. H.S. Boys Tennis (1) Asst. H.S. Girls Tennis (1) Asst. J.H. Football (2) Asst. J.H. Wrestling (1) Asst. H.S. Swimming (1) Asst. H.S. Bowling (1) H.S. Play(s) - per production(s) - (2) H.S. Devilaire Advisor (1) all year H.S. Student Senate (1) Asst. Instrumental Music (1) H.S. Link Crew (2)	4.50%	**$2,063**	**$2,166**	**$2,269**	**$2,372**	**$2,475**	**$2,578**
LEVEL VI Junior Class Advisor (1) Destination Imagination Coordinator (1) Asst. H.S. Musical (3) J.H. Intramurals (2)	3.50%	**$1,605**	**$1,685**	**$1,765**	**$1,845**	**$1,925**	**$2,006**
LEVEL VII J.H. Cheerleading Advisor (2) Asst. J.H. Track (4) Asst. J.H. Cross County (1) (Use only if team exceeds 30 students) Asst. Athletic Supervision (2)* One Act Play(s) Director (1) Senior Class Advisor (1) Assistant Fall Cheerleading (3) Assistant Winter Cheerleading (1) H.S. Student Senate Asst. (1) H.S. National Honor Society (1) M.S. Power of the Pen (2) M.S. Yearbook (2) Winter Percussion (1) El. Department Coordinators (6) H.S. Department Coordinators (8) M.S. Department Coordinators (5) Project MORE (8)	2.75%	**$1,261**	**$1,324**	**$1,387**	**$1,450**	**$1,513**	**$1,576**
LEVEL VIII Acapella Choir Advisor (1) H.S. Clubs (10) J.H. Clubs (10) Intermediate School Clubs (7) Elementary School Clubs (1) H.S. Science Fair (2) M.S. Science Fair (1) Tippecanoe Academic Challenge Adv. (1)	2.25%	**$1,032**	**$1,083**	**$1,135**	**$1,186**	**$1,238**	**$1,289**
LEVEL IX							
Instructional Technology Coach	*Fixed Rate*	**$1,000**	**$1,000**	**$1,000**	**$1,000**	**$1,000**	**$1,000**
Curriculum Committee K-12		**per Article 9.11**					
Evaluation Committee		**per Article 10.04 (.00077 of the base salary for hourly pay)**					
Professional Development Team Leaders		**.00077 of the base salary for purposes of hourly pay. The Superintendent shall have the option to substitute the hourly pay for pay at Level II of the Supplemental Salary Schedule per Article 9.11**					
LPDC Committee		**per to Article 12.03**					

**Athletic Director shall have discretion to place these positions.*

ADDENDUM B – SUPPLEMENTAL SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2025 through July 31, 2026)

Base Salary: **$46,517**	**Base Rate %**	STEP 0 *1.00*	STEP 1 *1.05*	STEP 2 *1.10*	STEP 3 *1.15*	STEP 4 *1.20*	STEP 5 *1.25*
Level I Hd. H.S. Football (1) Hd. H.S. Boys Basketball (1) Hd. H.S. Girls Basketball (1) Hd. H.S. Wrestling (1) Auditorium Supervisor (1) Hd. H. S. Track (1) Marching Band (1)	14.75%	**$6,862**	**$7,205**	**$7,548**	**$7,891**	**$8,234**	**$8,577**
LEVEL II Asst. H.S. Football (7) Asst. H.S. Boys Basketball (2) Asst. H.S. Girls Basketball (2) Asst. H.S. Wrestling (1) Hd. H.S. Boys Soccer (1) Hd. H.S. Girls Soccer (1) Hd. H.S. Volleyball (1) Hd. H.S. Baseball (1) Hd. H.S. Softball (1)	9.25%	**$4,303**	**$4,518**	**$4,734**	**$4,949**	**$5,164**	**$5,379**
LEVEL III Hd. Cross Country (1) Hd. H.S. Golf (1) Hd. H.S. Boys Tennis (1) Hd. H.S. Girls Tennis (1) Freshman Boys Basketball (1) Freshman Girls Basketball (1) Hd. J.H. Football (2) J.H. Boys Basketball (2) J.H. Girls Basketball (2) Hd. J.H. Wrestling (1) Vocal Music (1) Hd. Swim Team Coach (1) Hd. Girls Golf Coach (1) H.S. Academic Quiz Team (1) H.S. Bowling Team (1) Hd. J.H. Track (1) Asst. Marching Band (1) Instrumental Music (1) H.S. Musical (1) Asst. Auditorium Supervisor (1)	6.50%	**$3,024**	**$3,175**	**$3,326**	**$3,478**	**$3,629**	**$3,780**
LEVEL IV Asst. H.S. Baseball (3) Asst. H.S. Boys Soccer (2) Asst. H.S. Girls Soccer (2) Asst. H.S. Softball (1) Asst. H.S. Boys/Girls Track (4) Asst. H.S. Volleyball (3) J.H. Athletic Coordinator (1) J.H. Volleyball (2) J.H. Baseball (1) J.H. Softball (1) H.S. Guards Advisor (1) all year H.S. Yearbook Advisor (1) H.S. Model United Nations Advisor (1) Asst. H.S. Musical (1) District Wellness Coordinator (2)	5.75%	**$2,675**	**$2,809**	**$2,943**	**$3,076**	**$3,210**	**$3,344**

ADDENDUM B – SUPPLEMENTAL SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2025 through July 31, 2026)

Base Salary: **$46,517**	**Base Rate %**	STEP 0 *1.00*	STEP 1 *1.05*	STEP 2 *1.10*	STEP 3 *1.15*	STEP 4 *1.20*	STEP 5 *1.25*
LEVEL V Head H.S. Cheer Fall (1), Winter (1) Competition Cheer Coach (1) Asst. Cross Country (1) Head J.H. Cross Country (1) Asst. H.S. Golf (1) Asst. H.S. Boys Tennis (1) Asst. H.S. Girls Tennis (1) Asst. J.H. Football (2) Asst. J.H. Wrestling (1) Asst. H.S. Swimming (1) Asst. H.S. Bowling (1) H.S. Play(s) - per production(s) - (2) H.S. Devilaire Advisor (1) all year H.S. Student Senate (1) Asst. Instrumental Music (1) H.S. Link Crew (2)	4.50%	**$2,094**	**$2,198**	**$2,303**	**$2,408**	**$2,512**	**$2,617**
LEVEL VI Junior Class Advisor (1) Destination Imagination Coordinator (1) Asst. H.S. Musical (3) J.H. Intramurals (2)	3.50%	**$1,629**	**$1,710**	**$1,791**	**$1,873**	**$1,954**	**$2,036**
LEVEL VII J.H. Cheerleading Advisor (2) Asst. J.H. Track (4) Asst. J.H. Cross County (1) (Use only if team exceeds 30 students) Asst. Athletic Supervision (2)* One Act Play(s) Director (1) Senior Class Advisor (1) Assistant Fall Cheerleading (3) Assistant Winter Cheerleading (1) H.S. Student Senate Asst. (1) H.S. National Honor Society (1) M.S. Power of the Pen (2) M.S. Yearbook (2) Winter Percussion (1) El. Department Coordinators (6) H.S. Department Coordinators (8) M.S. Department Coordinators (5) Project MORE (8)	2.75%	**$1,280**	**$1,344**	**$1,408**	**$1,472**	**$1,536**	**$1,600**
LEVEL VIII Acapella Choir Advisor (1) H.S. Clubs (10) J.H. Clubs (10) Intermediate School Clubs (7) Elementary School Clubs (1) H.S. Science Fair (2) M.S. Science Fair (1) Tippecanoe Academic Challenge Adv. (1)	2.25%	**$1,047**	**$1,099**	**$1,152**	**$1,204**	**$1,256**	**$1,309**
LEVEL IX Instructional Technology Coach	*Fixed Rate*	**$1,000**	**$1,000**	**$1,000**	**$1,000**	**$1,000**	**$1,000**
Curriculum Committee K-12		**per Article 9.11**					
Evaluation Committee		**per Article 10.04 (.00077 of the base salary for hourly pay)**					
Professional Development Team Leaders		**.00077 of the base salary for purposes of hourly pay. The Superintendent shall have the option to substitute the hourly pay for pay at Level II of the Supplemental Salary Schedule per Article 9.11**					
LPDC Committee		**per to Article 12.03**					

**Athletic Director shall have discretion to place these positions.*

ADDENDUM B – SUPPLEMENTAL SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2026 through July 31, 2027)

Base Salary: **$47,448**	**Base Rate %**	STEP 0 *1.00*	STEP 1 *1.05*	STEP 2 *1.10*	STEP 3 *1.15*	STEP 4 *1.20*	STEP 5 *1.25*
Level I	14.75%	**$6,999**	**$7,349**	**$7,699**	**$8,049**	**$8,399**	**$8,749**
Hd. H.S. Football (1)							
Hd. H.S. Boys Basketball (1)							
Hd. H.S. Girls Basketball (1)							
Hd. H.S. Wrestling (1)							
Auditorium Supervisor (1)							
Hd. H. S. Track (1)							
Marching Band (1)							
LEVEL II	9.25%	**$4,389**	**$4,609**	**$4,828**	**$5,048**	**$5,267**	**$5,487**
Asst. H.S. Football (7)							
Asst. H.S. Boys Basketball (2)							
Asst. H.S. Girls Basketball (2)							
Asst. H.S. Wrestling (1)							
Hd. H.S. Boys Soccer (1)							
Hd. H.S. Girls Soccer (1)							
Hd. H.S. Volleyball (1)							
Hd. H.S. Baseball (1)							
Hd. H.S. Softball (1)							
LEVEL III	6.50%	**$3,085**	**$3,239**	**$3,393**	**$3,547**	**$3,701**	**$3,856**
Hd. Cross Country (1)							
Hd. H.S. Golf (1)							
Hd. H.S. Boys Tennis (1)							
Hd. H.S. Girls Tennis (1)							
Freshman Boys Basketball (1)							
Freshman Girls Basketball (1)							
Hd. J.H. Football (2)							
J.H. Boys Basketball (2)							
J.H. Girls Basketball (2)							
Hd. J.H. Wrestling (1)							
Vocal Music (1)							
Hd. Swim Team Coach (1)							
Hd. Girls Golf Coach (1)							
H.S. Academic Quiz Team (1)							
H.S. Bowling Team (1)							
Hd. J.H. Track (1)							
Asst. Marching Band (1)							
Instrumental Music (1)							
H.S. Musical (1)							
Asst. Auditorium Supervisor (1)							
LEVEL IV	5.75%	**$2,729**	**$2,865**	**$3,002**	**$3,138**	**$3,274**	**$3,411**
Asst. H.S. Baseball (3)							
Asst. H.S. Boys Soccer (2)							
Asst. H.S. Girls Soccer (2)							
Asst. H.S. Softball (1)							
Asst. H.S. Boys/Girls Track (4)							
Asst. H.S. Volleyball (3)							
J.H. Athletic Coordinator (1)							
J.H. Volleyball (2)							
J.H. Baseball (1)							
J.H. Softball (1)							
H.S. Guards Advisor (1) all year							
H.S. Yearbook Advisor (1)							
H.S. Model United Nations Advisor (1)							
Asst. H.S. Musical (1)							
District Wellness Coordinator (2)							

ADDENDUM B – SUPPLEMENTAL SALARY SCHEDULES

TIPP CITY EX. VILLAGE SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
(August 1, 2026 through July 31, 2027)

Base Salary: **$47,448**	**Base Rate %**	STEP 0 *1.00*	STEP 1 *1.05*	STEP 2 *1.10*	STEP 3 *1.15*	STEP 4 *1.20*	STEP 5 *1.25*
LEVEL V Head H.S. Cheer Fall (1), Winter (1) Competition Cheer Coach (1) Asst. Cross Country (1) Head J.H. Cross Country (1) Asst. H.S. Golf (1) Asst. H.S. Boys Tennis (1) Asst. H.S. Girls Tennis (1) Asst. J.H. Football (2) Asst. J.H. Wrestling (1) Asst. H.S. Swimming (1) Asst. H.S. Bowling (1) H.S. Play(s) - per production(s) - (2) H.S. Devilaire Advisor (1) all year H.S. Student Senate (1) Asst. Instrumental Music (1) H.S. Link Crew (2)	4.50%	**$2,136**	**$2,242**	**$2,349**	**$2,456**	**$2,563**	**$2,669**
LEVEL VI Junior Class Advisor (1) Destination Imagination Coordinator (1) Asst. H.S. Musical (3) J.H. Intramurals (2)	3.50%	**$1,661**	**$1,744**	**$1,827**	**$1,910**	**$1,993**	**$2,076**
LEVEL VII J.H. Cheerleading Advisor (2) Asst. J.H. Track (4) Asst. J.H. Cross County (1) (Use only if team exceeds 30 students) Asst. Athletic Supervision (2)* One Act Play(s) Director (1) Senior Class Advisor (1) Assistant Fall Cheerleading (3) Assistant Winter Cheerleading (1) H.S. Student Senate Asst. (1) H.S. National Honor Society (1) M.S. Power of the Pen (2) M.S. Yearbook (2) Winter Percussion (1) El. Department Coordinators (6) H.S. Department Coordinators (8) M.S. Department Coordinators (5) Project MORE (8)	2.75%	**$1,305**	**$1,371**	**$1,436**	**$1,501**	**$1,566**	**$1,632**
LEVEL VIII Acapella Choir Advisor (1) H.S. Clubs (10) J.H. Clubs (10) Intermediate School Clubs (7) Elementary School Clubs (1) H.S. Science Fair (2) M.S. Science Fair (1) Tippecanoe Academic Challenge Adv. (1)	2.25%	**$1,068**	**$1,121**	**$1,175**	**$1,228**	**$1,282**	**$1,335**
LEVEL IX Instructional Technology Coach	*Fixed Rate*	**$1,000**	**$1,000**	**$1,000**	**$1,000**	**$1,000**	**$1,000**
Curriculum Committee K-12		**per Article 9.11**					
Evaluation Committee		**per Article 10.04 (.00077 of the base salary for hourly pay)**					
Professional Development Team Leaders		**.00077 of the base salary for purposes of hourly pay. The Superintendent shall have the option to substitute the hourly pay for pay at Level II of the Supplemental Salary Schedule per Article 9.11**					
LPDC Committee		**per to Article 12.03**					

**Athletic Director shall have discretion to place these positions.*