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MASTER CONTRACT

BETWEEN

THE DEFIANCE CITY BOARD OF EDUCATION

AND

THE DEFIANCE CITY EDUCATION ASSOCIATION

AUGUST 15, 2024

TO

AUGUST 14, 2027

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ARTICLE I
PROFESSIONAL NEGOTIATIONS AGREEMENT

A. RECOGNITION

1. The Board recognizes the Defiance City Education Association, an Affiliate of the OEA/NEA, as the sole and exclusive bargaining agent for all bargaining unit members employed by the Board for the duration of this Agreement.

2. The "Bargaining Unit" shall be comprised of all licensed/certified personnel employed full or part-time by the board excluding the Superintendent, Assistant Superintendent/Administrative Assistant, Director of Student Services, Treasurer, Psychologists, Principals, Assistant Principals, Athletic Director and Supervisors as defined in 4117 O.R.C., substitutes, tutors, Title One teachers, teachers' aides, and those who are employed directly or indirectly by the Board where the Board acts solely as fiscal agent for parochial schools.

B. ELECTIONS

Elections to determine the exclusive bargaining unit representative shall be held in accordance with Section 4117.07 of the Ohio Revised Code.

C. SCOPE OF BARGAINING

The parties agree to negotiate matters in accordance with O.R.C. 4117.08.

D. AGREEMENT

When negotiations result in an agreement, it shall be reduced to writing and submitted to the Association and if ratified, then to the Board for formal approval. Following board approval, the Agreement shall then be signed by the parties and the official board minutes shall reflect the board's approval of the Agreement. The resulting Agreement shall be binding on both parties.

E. DISPUTE RESOLUTION PROCEDURE

1. If agreement is not reached within fifty-one (51) days prior to the expiration date of the contract, then a state of impasse shall be declared to exist unless the parties mutually agree to negotiate beyond the 51 days.

2. When impasse has been declared, the parties shall jointly contact the Federal Mediation & Conciliation Service (FMCS) to appoint a federal mediator for the purpose of assisting the parties.

3. The Association may exercise its right to strike upon expiration of the contract by serving the Board and the State Employment Relations Board with notice of its intent to do so ten (10) days prior to such action.

4. This is the dispute resolution procedure agreed to by the parties in accordance with 4117.14 C (1) (f) which is intended to supersede the procedures contained in Section 4117.14 C (2) and any related sections of the Ohio Revised Code.

F. PROCEDURES

1. Requests for Negotiations

If either of the parties desires to negotiate changes in subjects of negotiations as defined in the Scope of Bargaining, it shall notify the other party in writing not earlier than 110 days nor later than 90 days prior to the expiration of the contract. Notification in writing from the Association shall be served on the Superintendent and notification from the Board shall be addressed to the President of the Association. At the same time the request to begin negotiations is made, the parties will jointly notify SERB of the commencement of negotiations and of the exclusive impasse procedures identified in this Agreement in place of the procedures alternatively provided and then in effect under Revised Code Section 4117.14 and related sections. A copy of this Agreement shall be sent to SERB with the notification of the commencement of negotiations.

Within fifteen (15) days after receipt of such notice, an initial meeting will be held for the purpose of exchanging negotiations packages and establishing a date for the next session.

2. Representatives

Representatives of the Board shall meet with designated representatives of the Association and the parties shall agree to negotiate in good faith. Representation shall be limited to four (4) representatives each of the Board and the Association and may include one (1) additional consultant for each party. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. While no final agreement shall be executed without ratification by both parties, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to

make proposals, consider proposals and make concessions in the course of negotiations.

3. Information

Within a reasonable period of time after a request by the chairperson of the negotiating team, the Board shall make available to the Association copies of public records pertaining to the financial status of the district if the release is not prohibited by state or federal law. Copies of such records in such form as they exist constitutes compliance with this section, and there shall be no obligation to develop data or information not in existence or to rework, redraft, summarize, compute, or otherwise develop records other than in their existing forms.

The Association agrees to furnish, within a reasonable time after the request has been made, available documentation and financial analysis of the association's proposed package referred to or discussed during negotiations.

Neither the Board nor the Association is obligated to supply data or written information which has been prepared principally for its own confidential use in the course of negotiations.

4. Recesses

The chairman of either group may recess his/her group for independent caucus at any time. Caucus shall be of reasonable length not to exceed one-half (1/2) hour, unless a longer period is mutually agreed upon.

5. Item Agreement

As items receive tentative agreement, they shall be reduced to writing and initialed by each party.

6. Schedule of Meeting

Until all negotiation meetings are completed, each meeting shall include a mutually agreed time and place for the next subsequent meeting which will not disrupt normal work hours of the employees unless mutually agreed upon.

7. Observers

Each party may have up to two (2) observers at any meeting. Said observers are in addition to the regular negotiation teams. Observers have no speaking privileges.

G. GENERAL

1. Executive Session

Any and all negotiation sessions shall be conducted in executive session unless both parties mutually agree to do otherwise.

2. Final Form

As soon as practicable, but not later than sixty (60) days after ratification, the Agreement shall be printed with a Table of Contents including all appendices, in booklet form and distributed to all certificated personnel. The Association shall be provided twenty-five (25) additional copies for its use. The contract book shall be approximately 8 1/2 by 11 in size. It shall contain a card stock cover displaying the title and duration of the agreement.

The cost of printing shall be borne by the Board.

ARTICLE II
GRIEVANCE PROCEDURE

A. DEFINITION

A "Grievance" is defined as a claim by the Association on behalf of a teacher or group of teachers, that there has been a violation, misinterpretation or misapplication of any provision of this Master Agreement.

B. PURPOSES

The following purposes are presented as a frame work from which the grievance procedures hereinafter set forth have been developed, and according to which they are to be conducted:

1. To secure, at the lowest possible administrative level, solutions to grievances which arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. To insure that a complaint is considered, with all due speed, and without prejudice or reprisal.

3. This shall be the exclusive formal procedure for the resolution of alleged violations, misinterpretations, or misapplications of the Master Agreement.

C. INFORMAL PROCEDURE

In the event that the grievant believes there is a basis for a grievance, he/she and/or the Association representative must first discuss the alleged grievance with the immediate administrative person who has the authority to bring about a resolution of the alleged problem. Said discussion will be held confidentially and personally by the grievant, and/or the Association representative.

D. FORMAL PROCEDURES

<u>STEP I</u>

No later than fifteen (15) days after the grievant knew or could reasonably be expected to know about the occurrence of the alleged violation giving rise to the grievance, the Association on behalf of the grievant may submit to the proper immediate administrative authority, who has the authority to bring about a resolution of the alleged problem, a complete and signed STEP I grievance. A copy of the completed form shall be given to the grievant and to the Association. Within five (5) days of receipt of

the Grievance Report, the administrator shall meet with the grievant and his/her Association representative, in an effort to resolve the grievance. The administrator shall indicate in writing his/her disposition to the grievant and the Association within five (5) days after such meeting.

STEP II

If the grievant is not satisfied or if no disposition of the grievance has been made within the time limits set forth in STEP I, the grievant, and the Association representative shall complete a written Grievance Report Form, STEP II, and submit the same to the Superintendent. Within five (5) days the Superintendent and/or his/her designated representative shall meet with the grievant and/or his/her Association representative. Within five (5) days of the meeting, the Superintendent or designated representative shall indicate in writing his/her disposition, and forward a copy thereof to the grievant, the Association, and Administrator(s) involved.

STEP III

If the Association is not satisfied with the disposition of the Superintendent, or if no disposition has been made within the above stated time limits in Step II, the Association representative may submit the grievance to an impartial arbitrator by filing with AAA a request for arbitration with a copy of the same provided to the Superintendent. The request for arbitration must be made within five (5) days of the Superintendent's disposition at Level II.

A request for a list of seven (7) arbitrators shall be submitted to the American Arbitration Association in accordance with its rules, which rules shall likewise govern the arbitration proceeding. If no arbitrator is available from American Arbitration Association, one will be sought through the Federal Mediation and Conciliation Service, using the same process.

A second list may be requested by either party.

The arbitrator shall have no power to alter, add to, or subtract from the provisions of this Agreement and his/her award shall be final and binding upon the parties. Either or both parties may be represented at the arbitration hearing.

The fees and expenses of the arbitrator, as well as charges assessed by the provider of the arbitration services shall be borne by the unsuccessful party in the arbitration.

E. GENERAL PROVISION

1. Grievances that relate to more than one building shall commence at STEP II.

2. The time limits provided for in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Superintendent shall use his/her best efforts to process such grievance prior to the end of the school term or as soon thereafter as reasonably possible.

3. Nothing herein contained shall be construed to limit the right of an individual teacher to discuss a personal complaint with a supervisory person without recourse to grievance procedure except that the Association will be informed of any results that affect the Agreement.

4. The grievant shall be represented at all stages of the grievance procedure by the Association.

5. No reprisal, of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

6. Hearings and conferences under this procedure will be conducted at a time and place agreeable to all parties which will afford a fair and reasonable opportunity for all persons, including witnesses, to be present.

7. Days shall mean actual working school days unless specified differently.

8. If a decision on a grievance is not appealed within the time limits specified at any step of the procedure, the grievance shall be deemed settled on the basis of the disposition at that step and further appeal shall be barred.

9. If any grievance arises, there shall be no stoppage or suspension of work, for it is intended that it shall be submitted to this Grievance Procedure.

ARTICLE III
ASSOCIATION RIGHTS

A. EXCLUSIVE RIGHTS

The rights and privileges of the Association and its representatives as set forth in this agreement shall be granted only to the Association as the exclusive representative of employees, and to no other organization.

B. USE OF BUILDINGS, FACILITIES, EQUIPMENT AND SERVICE

1. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meeting upon twenty-four (24) hour notice, so long as it does not interfere with the normal conduct of a school day or previously scheduled activities. The Association or its representative will complete the building use form and submit it to the principal.

2. The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use. Should any equipment be damaged due to negligence on the part of the Association, then the Association will pay for any necessary repairs.

C. DISSEMINATION OF INFORMATION

1. The Association shall have the right to post reasonable notices of activities and matters of Association concern on designated bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service and employee mailboxes for communication to bargaining unit members.

2. Under extenuating circumstances the Association shall have the right to use the P.A. system to announce Association related activities and/or meetings. Such use shall be limited to before and after school hours.

3. An Association representative shall be placed on the written agenda of a general district faculty meeting held at the beginning and end of each school year.

D. PAYROLL DEDUCTION OF ASSOCIATION DUES

1. The employer agrees to deduct dues from the salaries of members of the Association and to transmit the money by check promptly to the Association.

2. Deductions will commence with the first pay period in October and extend through the remainder of the year for a period of twenty (20) pay periods, or from the number of pays to coincide with that pay period. The deductions will be as nearly equal in amount as possible for the individual.

3. The employer, within seven (7) school days of the deduction, shall transmit to the Association a single check in the amount of all dues so deducted.

4. Should any employee sever their relationship, either voluntarily or otherwise, with the district in mid-year the Board shall deduct the remaining annual dues from the employee's last paycheck and transmit that amount to the Association pursuant to the above procedure.

5. The Association agrees to indemnify and hold the Board harmless against any and all claims that arise out of or are in any way related to dues deduction.

E. NON-DISCRIMINATION/NO REPRISALS

Pursuant to Ohio Revised Code 4117, the Board hereby agrees that every employee of the Board shall have the right to or not to organize or join the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. Neither the Association nor the board shall discourage, deprive or coerce any employee in the enjoyment of any rights conferred by ORC 4117, or the Constitutions of Ohio and the United States.

F. RECEIPT OF BOARD INFORMATION

Upon request, the Board agrees to furnish to the Association all available public information concerning (1) the financial resources of the District, including annual financial reports and audits, (2) agendas and any addenda which shall serve notice of the meeting, and minutes of all school Board meetings, and (3) names and addresses of all bargaining unit members, except that the Board need not disclose addresses and telephone numbers of bargaining unit members who so request in writing.

G. ASSOCIATION-ADMINISTRATIVE COMMUNICATIONS COMMITTEE

A committee comprised of the Superintendent, Assistant Superintendent/-Administrative Assistant, Director of Student Services, Association President, Officers of the Association and Building Representatives of the Association shall meet on a day mutually agreed upon following the regular Board meeting each month during the school year. The purpose of the meeting shall be to discuss any items which may be of concern to the Association and/or Administration.

H. ACCESS TO MEMBERS OF BARGAINING UNIT

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations or assigned duties. Such representatives must follow normal procedures and report to the principal's office prior to conducting any activity.

I. NEW TEACHER ORIENTATION

The Association shall be placed on the agenda of the new teacher orientation meeting. The Association shall be given sufficient time to address the new teachers concerning membership in the Association.

ARTICLE IV
VACANCIES AND TRANSFERS

A. VACANCIES

1. Vacancies occurring within the bargaining unit and within the total professional staff, including but not limited to, newly created positions, and supplemental Salary Schedule positions, shall be sent to each bargaining unit member's District email address. Positions as above described shall be posted at least three (3) business days prior to being filled. Bargaining unit members, along with other applicants, may apply for such positions by submitting a written application to the Superintendent's Office. Bargaining unit members who apply shall be given preference over other certificated individuals if after consideration of the applicants' experience, training, certification, and needs of the district, as designated in the posting of the vacancy, their qualifications are substantially equal.

2. If more than one (1) qualified bargaining unit member applies for the vacancy, the vacancy shall be filled after consideration of the applicant's qualifications for the position in the following order:

    a. Certification
    b. Seniority - the length of continuous service within the District
    c. Education - type and kind of educational degree one holds, i.e. - MA÷30, MA+1 5, MA, BA+1 50, BA

3. During the summer months when regular school is not in session, the employer will post all vacancies as above described. Prior to July 31, positions posted shall remain open at least three (3) calendar days prior to being filled. Beginning August 1, this posting period may be waived to facilitate an orderly beginning of school. Vacancies will be posted on the district's web site and employees may contact the superintendent's office to inquire about and/or apply for the new posting. However, the waiving of the posting period must be designated at all postings and notices. Application may be made in the same manner as above described (paragraph 1). Likewise, these positions shall be filled on the same basis as provided in paragraph 1 above.

    Further, when a staff member bids upon and is awarded a position, he/she will not be eligible to return to his/her previous position, if available, for one school year unless approved by the Superintendent. However, a staff member will be permitted to move from one position to another as long as this person does not return to his/her previous position.

4. A vacancy shall be defined for purposes of this Agreement as an open position of the bargaining unit which the Board determines to fill or a new position in the bargaining unit created by the Board.

5. Any bargaining unit member applying for a vacant position (supplemental and/or teaching) will be given personal notification if they do or do not receive the position within three (3) days of official board action.

6. The Association recognizes the authority of the Superintendent of the Defiance City Schools to direct and assign teachers as prescribed by the ORC.

B. TRANSFERS

1. For transfers initiated by the Administration, a meeting shall be held between the affected teacher and the Superintendent or his/her designee. At such meeting, the needs of the system and the personal concerns of the teacher including his/her seniority and desires will be taken into account. However, the decision of the Superintendent or his/her designee shall be final so long as it does not conflict with #2 below. An involuntary transfer is the movement of any employee to a different assignment, grade level, subject area or building done contrary to the choice or consent of the employee. No employee shall be involuntarily transferred more than twice every three (3) years.

2. When involuntary transfers are effected for a necessary reduction in a school's staff allocation due to reduced student enrollments or the closing and/or consolidation of a building, said transfers will be made on the basis of years of service in the District; that teacher in the affected building possessing the least amount of service and applicable certification being transferred first.

3. A teacher being involuntarily transferred will be placed only in an equivalent position (not be reduced in pay, nor be assigned to a position for which the teacher is not certificated), nor will the transfer impair tenure.

ARTICLE V
EMPLOYMENT PRACTICES

A. CONTRACTS

All members of the bargaining unit shall be issued contracts for teaching or supplemental duties performed. Contracts shall state the amount to be paid the teacher. Contracts shall be of two kinds: Limited and Continuing.

1. Limited Contracts: Teaching

A limited contract for teaching is a contract of five (5) years or less in duration.

a. Upon initial employment, a one-year contract shall be issued by the Board.
b. The second and third contracts issued by the Board shall be one-year contracts.
c. The fourth contract issued by the Board and all thereafter shall be for two (2) years.

2. Limited Contracts: Supplemental Duties

All Supplemental duties contracts are limited contracts.

a. Each Supplemental duty contract will be issued for one (1) year's duration.
b. All Supplemental duty contracts will automatically expire on April 30 of the contract year (even though contractual duties are yet to be completed by the member).
c. When a member's supplemental duty contract is issued, the member must sign and return the Supplemental duty position within thirty (30) days of issuance or face forfeiture of his/her right to the supplemental duty position.
d. The Athletic Director has the right to evaluate coaches with Supplemental contracts.

3. Continuing Contracts: Teaching

a. A continuing contract is a contract that remains in effect until the teacher resigns, elects to retire, or is retired pursuant to former section 3307.37 of the Revised Code, or until it is terminated for suspended and shall be granted only to the following:

1) Any teacher holding a professional, permanent or life teacher's certificate;

2) Any teacher who meets the following conditions:

   a. The teacher was initially issued a teachers' certificate or educator license prior to January 1, 2021.

   b. The teacher holds a professional educator license issued under section 3319.22 or 3319.222 or former section 3319.22 of the Revised Code or a senior professional educator license or lead professional educator license under section 3319.22 of the Revised Code.

   c. The teacher has completed the applicable one of the following:

      i. If the teacher did not hold a master's degree at the time of initially receiving a teacher's certificate under former law or an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the state board of education shall adopt;

      ii. If the teacher held a master's degree at the time of initially receiving a teacher's certificate under former law or an educator license, six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the state board shall adopt.

3) Any teacher who meets the following conditions:

   a. The teacher never held a teacher's certificate and was initially issued an educator license on or after January 1, 2011.

   b. The teacher holds a professional educator license, senior professional educator license, or lead professional educator license issued under section 3319.22 of the Revised Code.

c. The teacher has held an educator license for at least seven years.

d. The teacher has completed the applicable one of the following:

i. If the teacher did not hold a master's degree at the time of initially receiving an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of that license, as specified in rules which the state board shall adopt;

ii. If the teacher held a master's degree at the time of initially receiving an educator license, six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of that license, as specified in rules which the state board shall adopt.

e. Division (d) of this section applies only to continuing contracts entered into on or after October 16, 2009. Nothing in that division shall be construed to void or otherwise affect a continuing contract entered into prior to that date.

Notwithstanding any provisions to the contrary in Chapter 4117 of the Revised Code, the requirements of division (D)(3) of this section prevail over any conflicting provisions of a collective bargaining agreement entered into on or after October 16, 2009.

f. Wherever the term "educator license" is used in this section without reference to a specific type of educator license, the term does not include an educator license for substitute teaching issued under section 3319.226 of the Revised Code.

b. To be eligible for a continuing contract, it is necessary that the unit member hold either a professional, permanent, life teaching certificate or 5-year license/professional educator license required by law and/or ODE regulations and meet the following experience qualifications:

1) For unit members whose only experience has been services for the Defiance City School System: The member must teach five years for the Defiance City School District in the subject area of his or her professional, permanent, or life certification license.

2) For unit members with teaching experience in other school districts who are then employed by the Defiance City School District:

a. If the unit member has been working under a continuing contract in another school district prior to his/her employment by the Defiance City School District: the unit member must meet certification requirements, and as a general rule, must serve two years for the Defiance City School District prior to receiving a continuing contract. The Board of Education may, however, upon recommendation of the Superintendent of Schools, at the time of employment or during the two-year period, issue a continuing contract to the unit member.

b. If the unit member has not been working under a continuing contract in another school district prior to being employed by the Defiance City School District, the unit member must meet certification requirements and teach three years within a five year period for the Defiance City School District.

c. In the year in which the unit member has completed the prescribed qualifications for a continuing contract as defined above and has on file written notification of their eligibility with the Superintendent by April 1, the Board shall take one of the steps allowed by ORC 3319.11.

d. The unit member may be awarded a continuing contract during the term of the member's limited employment contract.

3) A unit member must keep on file with the Superintendent a copy of all his or her current certificates and licensures. The unit member who fails to notify the Superintendent by April 10 of receipt of a professional or permanent certificate or notice from the State Department of Education to that effect waives any right to a continuing contract until the following April.

4) Teachers who believe they will be eligible for a continuing contract must give written notice of their eligibility to the superintendent on or before April 1, or they will be deemed to have waived their eligibility until the following April.

B. MAINTENANCE OF CERTIFICATIONS/LICENSES

Each member of the bargaining unit shall maintain all teaching certifications/licenses. Failure to maintain these teaching certifications/licenses may result in dismissal if the Superintendent determines that the remaining certifications are not sufficient for the District's current or anticipated needs. (Certifications/licenses may be allowed to expire but only with the approval of the superintendent)

C. SUMMER SCHOOL -- STANDARD CURRICULUM

1. Recommendations for summer school teaching positions will be made by the building principal or his/her designee to the Superintendent and presented to the Board for its consideration for appointment. In making the recommendations for summer school teaching positions, the following criteria will be considered by the principal (or designee):

   a. The quality of past service rendered by the applicant and the applicant's ability as a teacher to relate well with the pupils to be enrolled must be considered satisfactory during the current school year. In addition, a recommendation of the principal may be considered.

2. A standardized Summer School Teaching application form will be made available in all buildings by May 1 of each year. Teachers will be asked to indicate their areas of teaching preference in descending order. Teachers must be certificated in the areas listed.

3. Based on projected enrollment, teachers will be given a tentative notification of intent to hire by May 15.

4. All teachers who have applied for summer school and who have received tentative notification of intent to hire will be assembled on the first day of each summer session. Based on enrollment, teachers meeting certification

requirements will be assigned according to district-wide seniority in the Defiance City Schools.

Personnel from other school districts who are properly certificated will be considered last.

5. High School Summer school teachers are expected to follow the course of study for high school courses. Teachers of remedial courses are expected to address student deficiencies by selecting appropriate topics from the course of study to meet the students' needs.

6. Appointments for summer school teaching positions will be made contingent upon student enrollment. Whenever it is determined that not enough students are enrolled, the summer school staff will be cut accordingly. Every effort will be made to notify applicants of tentative summer school appointments.

D. TEACHER EVALUATION

A. OTES 2.0 Evaluated Professional Staff

Teachers as defined by the Ohio Revised Code Section 3319.111 shall be evaluated in accordance with the Board-adopted evaluation policy and the evaluation committee agreed upon memorandum of understanding supplementing this Agreement. If OTES is rescinded, teachers will be evaluated in accordance with Article V(D)(C).

B. School Counselors

School Counselors as defined by the Ohio Revised Code section 3319.113 shall be evaluated in accordance with the Board adopted evaluation policy and the memorandum of understanding supplementing this Agreement. If OSCES is rescinded, the parties will meet to negotiate new processes.

C. Non-OTES Evaluated Professional Staff

1. All evaluations shall be performed only by properly certificated administrators, certificated supervisors or persons mutually agreed to.

2. Evaluation of bargaining unit members not subject to Ohio Revised Code 3319.111 shall be evaluated using the provisions of this Article (C) and shall be evaluated according to the following guidelines: New staff members will be evaluated at least twice during their first year, staff members on limited contracts will be evaluated at least twice during the

last year of their contract. Staff members who are on the 1st year of a 2-year contract or are on a continuing contract may be evaluated.

a. One evaluation in the first semester to be completed by January 25.

   i. Two observations (classroom and/or respective professional setting), a minimum of thirty (30) minutes each, to be completed by January 15.

      Observations (classroom and/or respective professional setting) will be summarized in a written evaluation and presented to the teacher in a post-observation conference by January 25.

      This evaluation shall not be required for staff members who are not required to be evaluated twice during a school year.

b. One evaluation in the second semester to be completed by May 1.

   i. Two observations (classroom and/or respective professional setting), a minimum of thirty (30) minutes each, to be completed by May 1.

      Observations (classroom and/or respective professional setting) will be summarized in a written evaluation and presented to the teacher in a post-observation conference by May 10.

c. Each teacher shall receive a written report of the evaluation which shall set forth recommendations, if needed, regarding improvements needed in the teachers performance, and suggestions for making the improvements.

d. Evaluators will use as one measure of appraisal, the employees job description, and the performance expectations of the district as stated in the district's board policy handbook. The use of public address, cameras, audio systems, and similar surveillance devices shall be strictly prohibited except that nothing shall prevent the District from using such equipment with the agreement of the teacher.

E. COMPLAINT PROCEDURE

1. Procedural Requirement

Any complaints regarding an employee made to any member of the administration or board by any parent, student, or other person which could negatively affect an employee's status, shall be reduced to writing by the complaining party before it is to be considered a "complaint" for purposes of this agreement, and shall be processed according to the procedure outlined below:

a. Meeting with Concerned Parent or Student — First Level (Verbal)
The staff member shall meet with a parent or student who has a concern to try to resolve the concern informally. The building principal may meet with the staff member and parent/student to attempt to informally resolve the concern. At this level the staff member may bring one third party of his/her choice to this meeting.

b. Level Two Procedure

Step 1

In the event that a concern is unresolved at the first level to the satisfaction of all parties, the concerned student or parent, who wishes to proceed further, will be asked to complete the administrative appeal form. When this is completed, the concern shall be considered as a "complaint" and will follow the board adopted administrative appeal process.

Step 2

If the administrative appeal process results in any action which is placed in the personnel file of the employee, the employee shall have a right to submit a written statement responding to a complaint which shall be included in the employee's personnel file.

2. No Reprisal/Legal Relief

The unit member agrees not to attempt any reprisal against a parent or student because of a complaint except that nothing in this Section shall prevent a unit member from seeking legal relief.

3. Right to Representation

The employee shall have the right to be represented by the Association at any meetings or conferences regarding any such complaints.

4. Written Complaints

Written complaints only become part of the personnel file when they result in verbal or written reprimands or other disciplinary actions(s).

F. PERSONNEL FILES

1. Any postemployment materials in a teacher's personnel file may be reviewed by the teacher upon twenty-four (24) hour notice to the supervisor. Said teacher shall be entitled to have a representative of his/her choosing accompany him/her during such review. An administrator shall be present whenever a teacher inspects his/her personnel file.

2. The teacher shall receive upon request one completed copy of all material in the file.

3. Anonymous letters or reports shall not be included in any evaluation nor placed in the teacher's personnel file.

4. All entries into the personnel file shall be dated as to entry.

5. The teacher may respond in writing to any information contained in his/her personnel file and may have the response affixed to the information.

6. The examination of an employee's personnel file shall be subject to state law.

7. There shall be only one official personnel file in the District. Personally identifiable information regarding the teacher may be kept by other administrative personnel in the ordinary course and requirement of their duties. However, until such time as a given document is entered into the official personnel file, it may not be used to the professional disadvantage of the teacher. The employee shall receive a copy of all entries placed in the official personnel file prior to filing.

G. PROVISIONS FOR ESTABLISHING/REVISING SUPPLEMENTAL CONTRACT POSITIONS

The Board agrees to establish procedures for establishing a new supplemental activity or sport position and/or for the revision of an existing program which requires a supplemental contract. Input from DCEA negotiating team members will be sought in the development of these procedures.

H. PERSONNEL DIRECTORY AND POLICY MANUAL

The Board shall distribute to the Association President on or about October 1 of each year the following:

1. A personnel directory showing the name, address, e-mail address and telephone number for each bargaining unit member of the Board except that the Board need not disclose addresses and telephone numbers of bargaining unit members who so request in writing.

2. The Board shall make available on its website a policy manual.

I. RELATED TEACHERS AND/OR EMPLOYEES

No bargaining unit member shall be discriminated against on the basis of his/her being related to another employee of the Board, although the Superintendent may consider such relationships in the assignment of members within the system.

J. CERTIFICATION

The Board will make every effort to have bargaining unit members teaching within their major and minor areas of study. Teachers will not be required to teach in an area for which they do not hold certification pursuant to State requirements.

K. ENROLLMENT

Any unit member who resides outside the Defiance City School District may choose to enroll his/her children in the Defiance City Schools in accordance with the Board's open enrollment policy.

L. SOLE PROCEDURES

The Board shall follow the procedures of the Ohio Revised Code for employment practices and the dismissal process.

ARTICLE VI
REDUCTION IN FORCE

A. STAFF REDUCTIONS

The following procedures shall govern the reduction of certified staff made necessary as a result of lack of sufficient operating funds, decreased enrollment of pupils, return to duty of regular teachers after leaves of absence, suspension of schools, or territorial changes affecting the District.

B. ATTRITION

To the extent possible, the number of persons affected by a reduction in force will be kept to a minimum by not employing replacements for employees who retire or resign or whose limited contracts are not renewed in accordance with Ohio Revised Code 3319.11 and other related sections of this Master Agreement.

C. REDUCTION OTHER THAN BY ATTRITION

To the extent that reductions under "B" above are not achieved through attrition or the non-renewal of limited contracts, reductions will be achieved by layoff. Layoff shall mean that a teacher's contract(s) will be suspended. When layoffs of members of the bargaining unit occur, the Administration shall identify areas of certification that will be reduced and then prepare a reduction in force list by areas of certification. A copy of the list of potentially affected employees shall be provided to the Association.

In each area of certification being reduced, limited contract teachers shall be reduced before continuing contract teachers. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. This does not mean, however, that the Board is required to non-renew all limited contracts available for nonrenewal prior to utilizing the Reduction in Force provision of this Article. In a certification area where all the bargaining unit members hold continuing contracts, the least senior bargaining unit member in that area of certification shall be reduced first.

Any teacher who has been laid off shall have his/her name placed on a recall list.

D. SENIORITY AND CERTIFICATION

A seniority list shall be established listing all members of the bargaining unit, the date a written contract was approved by the Board, and the areas of certification held by each teacher.

Seniority shall be determined by the length of continuous service in the school system as determined by the date of Board action to employ (Part-time teachers shall receive prorated service credit, i.e. 1/2 time equals 1/2 year service). Among those with the same length of continuous service, seniority shall be determined by:

1. The date of the Board meeting in which the teacher's written contract was approved; and then by
2. An agreed upon method of chance in which all affected parties have an equal opportunity.

Length of continuous service will not be interrupted or affected by authorized parental leave, educational leave, military leave or layoff under the provisions of this Contract. All other leaves of absence shall not be counted toward continuous service. However, once an individual's name is removed from the recall list pursuant to E-4 below, that person's seniority within the system is broken. The continuous service of a teacher who has returned to employment following resignation, or other termination of employment, will be measured from the date of return.

On or about January 30 of each school year, the Association President shall receive in writing a copy of the seniority list.

E. RECALL

1. Teachers on the Reduction in Force list shall be returned to active employment to fill full- or part-time vacancies for any position that becomes available for which they are or have become certified before any permanent teacher – full-, part-time or substitute is hired for such vacancy. Seniority shall not be the basis for rehiring a teacher, except when making a decision between teachers who have comparable evaluations.

2. In the event a vacancy becomes available, the Board shall recall the teacher to active employment status by giving written notice to the teacher.

3. A teacher on the Reduction in Force list shall have the right to accept or refuse a position which is offered. The teacher must accept or refuse said position within five (5) days from personal or registered letter notification of the opening. If the teacher refuses or does not respond within the time frame given, the position will then be offered to the next certificated teacher on the recall list.

4. A teacher's name shall remain on the Reduction in Force list for two (2) school years (July 1 to June 30) following the date he/she is first placed on the list.

ARTICLE VII
FAIR TREATMENT AND DISMISSAL

A. REQUIRED MEETINGS OR HEARINGS

Whenever any bargaining unit member is required to meet with any employer representative concerning any matter which the unit member reasonably expects to result in disciplinary action, the employee shall be given at least two (2) days written prior notice of the time and nature of the meeting and shall be entitled to have present an Association representative.

B. DISCIPLINE

No bargaining unit member shall be reprimanded, reduced in pay, or suspended without just cause. Any bargaining unit member subject to disciplinary action shall have the right to respond to the discipline by the Board. Prior to any formal action, the bargaining unit member or his/her representative shall have the right to respond at a hearing in which the disciplinary action is to be determined. The immediate supervisor/administrator and/or the superintendent will be present at the meeting.

If disciplinary action is to be taken, a written account will be placed in his/her personnel file as well as an optional rebuttal account. Notation will be made regarding the nature of actions to be taken and/or time to be given to correct the actions which were deemed to be violations. Among the actions may be an option for the removal of the written account of the disciplinary action(s) after a mutually agreed upon time period.

The following shall determine the disciplinary action to be taken.

Step 1: A written reprimand.

A written reprimand for alleged violation of reasonable Board regulations or rules, or reasons related to the bargaining unit member's professional performance or for other just cause shall be made in writing by the administrator making the charge or imposing the disciplinary action.

Step 2: Additional written reprimands.

If the same or other alleged violations occur, additional written reprimands may be issued.

Step 3: A suspension without pay for up to three days.

The superintendent or his/her designee may suspend a bargaining unit member for up to three (3) days without pay for violations of reasonable

Board regulations or rules, or reasons related to the bargaining unit member's professional performance or for other just cause when the written reprimand in steps 1 and 2 have previously been given and violations continue.

Step 4: A suspension without pay for up to ten days, or a suspension pending termination.

The superintendent or his/her designee may suspend a bargaining unit member for up to ten (10) days without pay for violations of reasonable Board regulations or rules, or reasons related to the member's professional performance or for other just cause when steps 1, 2 and 3 have been implemented and violations continue.

Severity Clause:

If in the opinion of the superintendent, the violation is severe enough to warrant immediate suspension or termination (violations such as, theft, embezzlement of public funds, using or being under the influence of alcohol or illegal or abusive drugs during working hours, physical violence, or other offenses involving gross misconduct or insubordination), the above disciplinary steps may be omitted, and the superintendent or his/her designee may suspend a bargaining unit member for up to ten (10) days without pay or suspend pending termination. Within ten (10) days a hearing will be scheduled by the Superintendent with the bargaining unit member, and his/her chosen representative, to respond to the charged violations. If after hearing all testimony the superintendent decides not to suspend or proceed with termination procedures, the bargaining unit member will receive pay for the days suspended, the notice of suspension will be removed from the bargaining unit member's file, and the member will return to his/her contractual duties.

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

C. NONRENEWAL

The Board shall follow the procedures of the Ohio Revised Code in all non-renewals.

D. TERMINATION OF CONTRACT

The termination of a contract during the term of such contract shall be only for those grounds as set forth in Section 3319.16, Ohio Revised Code. The procedures for termination of a contract and appeal shall be only as prescribed by Section 3319.16 and not through the grievance procedure of this Agreement.

E. SUSPENSION PENDING TERMINATION

A teacher suspended without pay pursuant to Section 3319.16, Ohio Revised Code, shall be paid his/her full salary for the period of suspension if, after the hearing held pursuant to that Section, the decision of the Board of Education is against termination.

ARTICLE VIII
LEAVES OF ABSENCE

A. SICK LEAVE

1. Each full-time member of the bargaining unit shall be entitled to sick leave of 8.44 work hours (6.75 hours x 1.25 days) with pay for each completed month of full-time service. This is equivalent to fifteen (15) full-time days of sick leave per year. For the purpose of this agreement, a work day for full-time members is defined as 6.75 hours. This time includes teaching and conference time but excludes the thirty-minute lunch time.

   Part-time members of the bargaining unit shall be entitled to sick leave prorated according to the contracted number of hours worked per week (contracted hours per week divided by 33.75 x 6.75 x 1.25 hours with pay for each completed month of regular service). [This is equivalent to fifteen (15) part-time days of sick leave per year.]

   Sick leave can be utilized in one-quarter (1/4) hour increments, any fractional part of a quarter (1/4) hour shall be rounded up when calculating the "charge off" against accumulated sick leave.

2. For full-time members of the bargaining unit, the unused portion of sick leave is subject to a maximum accumulation of 2025 hours (2025 hours is equivalent to 300 days). Certified employees without accumulated sick leave shall be advanced 67.5 hours for the remainder of the current contract year with the provision that such advanced sick leave be recovered from final settlement with any employee who departs or terminates prior to the completion of the current contract year. Those employees who remain employed by the Board will be allowed to restore advanced sick leave during subsequent years. Use of these advanced hours shall be approved in advance by the Superintendent.

3. For part-time members of the bargaining unit, the unused portion of sick leave is subject to a maximum hourly accumulation prorated according to the contracted number of hours worked per week. Certified employees without accumulated sick leave shall be advanced hours prorated according to the contracted number of hours worked per week (contracted hours per week divided by 33.75 x 6.75 x 10 hours) for the remainder of the current contract year with the provision that such advanced sick leave be recovered from final settlement with any employee who departs or terminates prior to the completion of the current contract year. Those employees who remain employed by the Board will be allowed to restore advanced sick leave during subsequent years. Use of these advanced hours shall be approved in advance by the Superintendent.

4. Bargaining unit members who are absent because of illness are still in the service of the District, and accumulate sick leave credit while absent. Bargaining unit members shall qualify for sick leave absences with full pay during any school year for any of the following reasons:

    a. Personal illness;

    b. Pregnancy - Sick leave for pregnancy may be used up to a maximum of eight consecutive weeks (56 calendar days) immediately after delivery. Additional use of sick leave will only be granted for medical complications as recommended by the attending physician.

    c. Injury (personal);

    d. Exposure to contagious disease which could be communicated to others;

    e. Absence due to illness or injury in the employee's immediate family. The immediate family is defined as husband, wife, children, mother, father, sister, brother, parent-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, or other members of the same household; or,

    f. Adoption: An employee may use up to a maximum of eight consecutive weeks (56 calendar days) for post-bonding purposes immediately after the child is placed with the employee.

5. For death of relatives in the immediate family as defined in 3. e., absence shall be approved not to exceed five (5) school days per occurrence without loss of pay.

6. Procedures:

    a. In order to use accumulated sick leave, notice must be given, if possible, to the building principal not later than 6:30 a.m. in the high school and junior high buildings, and 7:00 a.m. in the elementary buildings, of the date the unit member is absent.

    b. In the case of an absence of five (5) or more consecutive days, a doctor’s notice may be required. Notification shall be made to the Superintendent of Schools.

    c. In case of an extended absence (10 working days or more), a doctor's notice of on-going medical treatment may be required. Notification shall be made to the Superintendent of Schools.

d. In case of extended absence, beyond four (4) weeks, a doctor's certification of disability may be required. Notification shall be made to the Superintendent of Schools as to probable date of return to duties.

e. Application for grant of sick leave must be filed by the unit member within three (3) days after return to duty.

f. The Treasurer is not authorized to make payments for sick leave unless application for Sick Leave Payments is approved by the Superintendent of Schools.

g. The falsification of sick leave shall be just cause for disciplinary action which may include loss of pay, or suspension without pay for each violation. Repeated or severe violations may result in termination of a teaching contract

B. PROFESSIONAL LEAVE

1. Professional meetings are defined as conferences, conventions, school visitations or other activities which would enhance one's professional capabilities. The Association shall be granted up to four (4) total days for delegates to attend the OEA Representative Assembly with two weeks' notice. Up to one (1) mutually agreed upon day may be granted to the President to transact Association business with the Superintendent or Board representative.

2. Employees may be permitted to attend professional meetings. If a member of the bargaining unit is required to attend a professional meeting at the request of the Board and/or Administration, the employee shall be reimbursed for those reasonable expenses upon presentation of required documentation to the Treasurer's office for which the employee had obtained prior approval.

a. Conferences/workshops/activities **LESS** than 1.5 hours from Defiance:

1) For a **one (1) day** event, overnight accommodations will not be paid.

2) For a **multi-day** event, overnight accommodations will **not be paid for the night prior** to Day One (1) of the event.

3) Overnight accommodations will be paid for nights **in between** the conference/workshop/activity days.

4) Accommodations will not be paid the night after the event concludes.

b. Conferences/workshops/activities **MORE** than 1.5 hours from Defiance:

1) Overnight accommodations **prior** to each day of the conference/workshop/activity will be paid.

2) Accommodations will not be paid the night after the event concludes.

3. Attendance at any professional meeting shall have prior approval of the Board or its designee. Upon prior approval, a unit member who requests to attend a professional meeting may be reimbursed for his/her expenses upon presentation of required documentation to the Treasurer's office.

4. Attendance at professional meetings may be approved for meetings in subject matter area, in any area in which a teacher currently holds a supplementary contract, or when a teacher serves in an academic educational organization.

   The district will limit conferences/clinics/professional seminars to one (1) per person or sport or activity for those holding supplemental contracts.

5. In situations where teachers are expected to escort students to state or national conventions, meetings, etc., the Board will grant release time and pay necessary and reasonable expenses upon presentation of required documentation to the Treasurer's office for which the employee had obtained prior approval.

6. All requests must be turned in two (2) weeks in advance, except under unusual circumstances when a shorter notice is permissible. If the Board does not meet within this time, the Superintendent will be empowered to authorize the trip.

7. The teacher shall suffer no loss of pay while on professional leave.

C. ASSOCIATION LEAVE

Release time may be granted by the Superintendent to the president and vice-president or a designee of the Association for the purpose of educational lobbying and/or for negotiations training. The number of days is not to exceed a combined total of two (2) in any given school year.

D. PERSONAL LEAVE

1. Each full-time member of the bargaining unit shall be granted up to 20.25 unrestricted hours of non-cumulative personal leave per year. Personal leave can be utilized in one-quarter (1/4) hour increments, any fractional part of a quarter

(1/4) hour shall be rounded up when calculating the "charge off" against personal leave.

Each part-time member of the bargaining unit shall be granted personal leave prorated according to the contracted number of hours worked per week as defined as follows: The number of unrestricted hours shall be up to the contracted hours per week divided by 33.75 x 20.25 hours.

One personal leave day may be rolled over to the next school year in lieu of payment. No more than four (4) days can be accumulated and/or used in one school year.

Bargaining unit members who want payment under paragraph (D6) below must submit a request in writing to the Treasurer's Office on or before June 15th of each year. If no request for payment is received one unused personal leave day will be rolled over to the next school year.

2. No form of personal leave, with or without salary deductions, except in extenuating circumstances as approved by the Superintendent, shall be granted on the first and last day of school nor on a school day preceding or following vacation or a regularly scheduled holiday. Further, each employee may take no more than one of the three personal days during the month of May.

3. Except in emergency situations, a request to use personal leave must be made at least forty-eight (48) hours before the leave is to be used.

4. No more than three (3) consecutive personal leave days may be taken without the approval of the Superintendent.

5. Personal leave utilized in violations of the above standards and criteria shall be subject to appropriate disciplinary action which may include loss of pay, or suspension without pay for each violation. Repeated violations may result in termination of a teaching contract.

6. An employee may use personal leave for death outside the immediate family or death of a close friend.

7. Each full-time member of the bargaining unit will be reimbursed one hundred fifty ($150.00) dollars for each full unused personal leave day (6.75 hours) at the end of the school year by June 30th.

Each part-time member of the bargaining unit will be reimbursed for non-use of their personal leave according to the following formula: contracted hours per

week divided by 33.75 x $150.00 x number of full unused personal leave days at the end of the school year by June 30th.

E. PARENTAL LEAVE

1. Parental leave, which shall include adoption or rearing a child less than one (1) year of age, or within one year of adoption, shall be granted to a unit member, except that at no one time may both parents be on parental leave at the same time. Such leave shall be up to one (1) year, which may be extended by mutual agreement for an additional year. This leave shall be without pay.

   When an application has been approved and the unit member returns to work, he/she shall be placed in the work force at the same status which he/she held at the time the leave commenced, but not necessarily the same position.

   An employee, who because of a miscarriage or other unforeseen circumstance or a personal desire to return to service, and who is physically able to resume contractual duties before the "intended date of requesting return to service" may return at a date earlier than one (1) year if a position for which the unit member is qualified becomes available.

2. Application for the leave shall be in writing, and shall contain a statement of the expected date of birth, or in the case of adoption, the date of obtaining custody, the date on which the leave of absence is to commence and the intended date requesting return to service. Said written application shall be submitted forty-five (45) school days in advance of the beginning date of the leave. In case of adoption or emergency, a shorter notice will be acceptable.

3. The teacher shall return at the beginning of the next succeeding school year unless he/she mutually agrees with the Superintendent to return earlier or if the teacher desires an extension of said leave, it must be made in writing to the Superintendent by March 15.

F. MEDICAL LEAVE

A leave of absence without pay for a period of up to one (1) year shall be granted upon medical documentation of the need thereof.

1. The teacher shall supply a statement from a physician specifically stating in terms of months, weeks, and/or days, the period of time the teacher will be unable to return to work because of illness.

2. A teacher may be granted a leave of absence without pay for not more than two (2) years.

3. The teacher returning from said leave shall resume the same contract status and the same position in the same building which he/she held prior to leave.

G. FAMILY AND MEDICAL LEAVE

Nothing herein shall be construed as restricting or eliminating any rights or benefits to which a bargaining unit member is entitled under the Family and Medical Leave Act of 1993, P.L. 103-3. Under the Family Medical Leave Act, an eligible employee is entitled to twelve (12) work weeks of leave during a twelve (12) month period. The Board shall provide the same group health coverage to an eligible employee that was provided prior to the employee taking FMLA. The Board shall run paid leave concurrently with FMLA leave.

H. ASSAULT LEAVE

1. Any member of the bargaining unit who is assaulted while in the course of performing professional duties, and who sustains injuries as a result of the assault, may request assault leave to recuperate from the injuries.

2. Assault leave shall be for no longer than seven (7) contractual days.

3. Before assault leave can be approved, the certificated employee shall meet the following conditions:

   a. Furnish the Superintendent a written, signed statement describing the circumstances and events surrounding the assault;

   b. Obtain a certificate from a licensed physician describing the nature and duration of the injury sustained, and file this with the Superintendent;

   c. File a police report and/or file criminal charges against the person who committed the assault and/or agree to testify.

4. If a member's injuries require additional leave, the remaining leave will be charged against the individual's sick leave.

5. Any bargaining unit member who makes false application for and/or falsifies any information within the provision of this article shall be subject to Board discipline, suspension or termination.

I. LEGAL OBLIGATIONS

In the case of jury duty, or when subpoenaed by a court, or other legal authority, the Board shall grant a leave for legal purposes. Pay for days of such absences shall be based on the difference between such employee's regular compensation and the remuneration received for serving as a juror or a witness.

J. EDUCATIONAL LEAVE

Leaves of absence without pay may be granted by the Board upon the favorable recommendation of the Superintendent for purposes of professional development. When an application has been approved and the unit member returns to work, he/she shall be placed in the work force at the same status which he/she held at the time the leave commenced, but not necessarily the same position.

Only unit members who have served three (3) or more years in the Defiance City Schools are eligible to request a leave of absence.

K. BEREAVEMENT LEAVE - Certified employee absence from duty due to a death:

1. The teaching staff will be granted three (3) days absence from school not chargeable to sick leave for the death of a child or spouse.

2. The teaching staff will be granted two (2) days absence from school not chargeable to sick leave for the death of a parent, parent-in-law, death of a sister, sister-in-law, brother, brother-in-law, grandparents, grandparents-in-law, grandchildren, aunts, uncles, niece, nephew, and members of the same household.

L. GENERAL PROVISIONS

1. Individuals on any approved unpaid leave may continue any and all of their group benefits for the duration of said leave providing they reimburse the Board for premium costs at the beginning of each month. Those individuals on paid leaves shall have their premium costs paid by the Board pursuant to the related sections of the Contract.

2. Should a bargaining unit member deem it necessary to request that an approved leave of absence be adjusted or terminated prior to the expected date of termination, he/she should immediately make said request to the Superintendent.

3. All requests for leaves, or extensions or renewals thereof, must be in writing to the Superintendent. Usually, leaves of absence for any purpose will be granted for only one (1) calendar year (365 days). A request for a second year leave will be considered individually by the Superintendent and the Board.

4. The falsification of any leave shall be just cause for disciplinary action which may include loss of pay, or suspension, without pay for each violation. Repeated or significant violations may result in termination of a teaching contract.

ARTICLE IX
COMPENSATION AND REIMBURSEMENTS

A. SALARY SCHEDULE

1. Regular Salary Schedule

The salary and index of each full-time bargaining unit member covered by this Agreement is calculated according to Appendix "A" which is attached hereto and made a part hereof, and is effective for the 2024/2025, 2025/2026, 2026/2027 school year.

Employees covered by this Agreement shall receive the following base salary increases to the attached salary schedule:

2024-2025	3.25%
2025-2026	3.25%
2026-2027	3.25%

Part-time teachers (K-5) will be paid beginning ten (10) minutes before their first class until ten (10) minutes after their last class (excluding thirty (30) minutes for lunch). This includes ten (10) minutes between unlike classes and five (5) minutes between like classes. Salary will be calculated by dividing the total number of hours worked (as defined above) by 33.75 hours times their position on the salary schedule. Times before school, between classes, and layover times will be considered conference times. If the conference times are not proportional to what a full-time teacher receives, additional time will be added to make conference time comparable and this time will be paid.

For part-time teachers (6-12), this pro-rated salary will be computed by taking the number of periods taught per day divided by the number of scheduled periods at the building. This fraction will then be applied to the full time salary found in appendix "A-l" to compute the part-time yearly salary.

Planning and conference time for part-time teachers (6-12) will be pro-rated based on the number of periods taught per day divided by the maximum number of teaching periods at the building. This fraction will be the fraction of one (1) conference period allotted for conference time. If when scheduling this time, it is necessary for the teacher to remain at school for longer than the allotted conference time so that he/she will be available for the next scheduled class, the teacher will be compensated for this time.

2. Supplemental Salary Schedule

Bargaining unit members contracted for supplemental positions shall be paid according to the indices in Appendix "B". Said index shall be multiplied by the base salary in Appendix A. All supplemental pay will be made at the end of the season/activity unless it is a year long supplemental in which case it can be stretched paid.

All persons who are hired to an extended time position will be issued a base contract (which may be limited or continuing contract) for the regular school year and a separate supplemental contract for the extended time.

The amount of the extended time supplemental contract will be calculated by taking the per diem rate of the regular contract multiplied times the number of days of extended time, and then multiplied by 90%.

B. SALARY SCHEDULE PLACEMENT

1. Degree and Hours

Bargaining unit members shall be placed on the salary schedule according to the highest degree which they have attained plus the number of graduate semester hours beyond their last earned degree. Undergraduate hours may be used under this subsection of the contract only upon approval of the Superintendent.

a. All credit for additional training must be presented to the Superintendent by September 15 or January 15. Credit for additional training will be granted at the beginning of each semester.

2. Experience

Years of service, for salary schedule placement purposes, shall be credited according to the following:

a. All years of actual teaching service in the Defiance City School District, regardless of training level, with each year consisting of at least one hundred twenty (120) days full time under a teacher's contract, not including service as a substitute;

b. All years of teaching service in a chartered, non-public school located in Ohio as a teacher certified pursuant to Section 3319.22 of the Ohio Revised Code or in another public school, regardless of training level, with

each year consisting of at least one hundred twenty (120) days full time under a teacher's contract, not including service as a substitute;

c. All years of teaching service in a chartered school or institution or a school or institution that subsequently became chartered or a chartered special education program or a special education program that subsequently became chartered operated by the state or by a subdivision or other local governmental unit of this state as a teacher certified pursuant to Section 3319.22 of the Ohio Revised Code, regardless of training level, with each year consisting of at least one hundred twenty (120) days full time under a teacher's contract, not including service as a substitute;

d. All years of active military service in the armed forces of the United States, as defined in Section 3307.02 of the Ohio Revised Code, to a maximum of five (5) years. For purposes of this calculation, a partial year of active military service of eight (8) continuous months or more in the armed forces shall be counted as a full year; and

e. Any part-time bargaining unit member who teachers at least four (4) hours per day for 120 or more part-time days in a school year shall at the end of the school year be given credit for one (1) year for purposes of placement on the salary schedule. Service for less than four (4) hours per day for 120 part-time days shall be credit for one-half (1/2) year for the purpose of placement on the salary schedule.

C. PAY PERIODS

The yearly salaries for each contractual year will be paid in twenty-six (26) equal installments, payable every other Friday with the first pay period beginning the second Friday after the first work day of each school year. Before September 1, the yearly salaries for each contractual year will be reviewed to determine if that contract year is a year that requires a three (3) week pay lag. This means that if 27 pays fall during the contract year, one pay period will be extended from 2 weeks to 3 weeks to account for the extra pay period so the pay periods can remain at 26 pays per year. It shall be mandatory for all employees to receive payment of their salaries via direct deposit and electronic pay stubs.

D. CONFERENCE PERIOD PAY

A twenty-five dollar ($25.00) stipend per period (or nearest full hour) will be paid to any bargaining unit member who is requested by a building administrator to be responsible for additional classroom supervision in lieu of the hiring of a substitute.

E. MILEAGE REIMBURSEMENT

Bargaining unit members required in the course of their work to drive personal automobiles shall receive a car allowance in accordance with current IRS regulations. Payment will be issued upon submission of required documentation and request for payment to the Treasurer.

F. TUITION REIMBURSEMENT

1. Bargaining unit members shall receive reimbursement toward tuition for additional training. Courses to be taken will be approved by the Superintendent/Board in accordance with the following guidelines.

   a. Any bargaining unit member who is currently under contract and who has completed at least one year of teaching in the Defiance City Schools qualifies for reimbursement. Each bargaining unit member receiving pay, under this section, prior to his/her receipt of such pay, shall agree that he/she will teach in the district for at least one full school year following receipt of such pay.

      If such bargaining unit member chooses (as opposed to not returning due to non-renewal or a RIF) not to teach in the district for the required period, the amount of such tuition pay received during the prior school year shall be deducted from said bargaining unit member's final pay.

   b. Courses taken must relate to the individual's area of instruction.

   c. Courses taken to certify individuals in other teaching area, which are beneficial and needed in the school district or for meeting continuing certification requirements, may be approved by the Superintendent or the Board of Education.

   d. Upon completion of one (1) semester hour with proof of completion, the bargaining unit member will be reimbursed for tuition in an amount up to one hundred fifty dollars ($150.00). Upon completion of two (2) semester hours with proof of completion, the bargaining unit member will be reimbursed for tuition in an amount up to three hundred dollars ($300.00). Upon completion of three (3) semester hours with proof of completion, the bargaining unit member will be reimbursed for tuition in an amount up to four hundred fifty dollars ($450.00). Payment times for tuition reimbursement will occur in October, January, March and June.

   e. A condition precedent to payment is earning a grade of B or higher, or if the course is taken on a pass/fail basis, a passing grade must be earned.

G. PAYROLL DEDUCTIONS

Bargaining unit members are entitled to the use of payroll deduction for the following:

1. Membership dues in the United Teaching Profession
2. Employees Own Credit Union (a minimum of 5 employees must participate.)
3. Political Donations
4. Annuities - Deductions shall be made and reported each pay period.
5. Insurances
6 Defiance Area United Way
7. YMCA
8. Ohio Tuition Trust Authority
9. Fair Share Fee

H. SEVERANCE PAY

Each retiring member of the bargaining unit shall, upon application, be entitled to receive payment for twenty-five percent (25%) of his/her accrued but unused sick leave, provided that accrued and unused sick leave shall not exceed two hundred and fifty-six (256) days for the purposes of this computation up to a maximum of sixty-four (64) days.

1. Each retiring employee's eligibility for payment based upon accrued but unused sick leave shall be determined as of the final date of employment and under the following conditions and criteria:

    a. The employee must have had not less than five (5) years of service with this school district, the State of Ohio, its political subdivisions, or any combination, thereof;

    b. The employee actually terminates his/her employment with the District and retires or dies.

    c. The words "retires" or "retirement", as used herein, mean disability or service retirement under any state, municipal, or other political subdivision retirement system in the state;

    d. If the employee is otherwise eligible for retirement, except for the attainment of retirement age, he/she shall be entitled to payment of accrued but unused sick leave if he/she attains retirement age during the current calendar year following the date on which his/her employment is terminated;

    e. The employee must, at the time of receiving his/her payment as provided herein, certify that all of the conditions and criteria set forth in this policy

have been met, and shall supply such proof of documentation as may reasonably be required.

2. Payment as provided herein shall be made in one (1) lump sum to the person entitled thereto; and such payment shall be made within two (2) weeks after the employee provides proof of receipt of his/her first retirement check from the retirement system. Under the District's accumulated leave plan, eligible retirees are required to have their severance paid into an account established by the retiree with the contracted plan provider.

3. Receipt of payment for accrued but unused sick leave shall eliminate all other sick leave credit accrued but unused by the employee.

I. S.T.R.S. PICK-UP

The Board agrees to pick-up (assume and pay) contributions to the State Teachers Retirement System upon behalf of the employees in the bargaining unit on the following terms and conditions:

1. The amount to be picked-up and paid on behalf of each employee shall be whatever amount is the State mandated employee's share of his/her compensation. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up by the Board.

2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.

3. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.

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

5. Sick leave, severance, supplemental, extended service pay, etc., which are indexed to or otherwise determined by reference to the employee's rate of pay shall be calculated upon both the cash salary component and pick-up component of the employee's restated salary.

J. SUMMER SCHOOL PAY

Members of the bargaining unit shall be compensated at the rate of twenty-seven dollars and fifty cents ($27.50) per hour for each summer school teaching assignment. A summer school teacher who works 1 1/2 to 2 hours a day shall receive 1/4 hour planning time. A summer school teacher who works more than 2 hours and up to four hours a day shall receive 1/2 hour planning time.

K. RETIREMENT NOTIFICATION INCENTIVE

An employee who is eligible to retire through the State Teachers' Retirement System shall be paid $1,500 if he/she meets the following conditions: (1) must complete the school year and, (2) must notify the Board of Education of his/her intention to retire (via submission of retirement letters for Board acceptance) to the Board of Education by April 1 of the year in which they will retire.

L. THIRD GRADE READING GUARANTEE/CERTIFICATION/ENDORSEMENT

The Board desires to provide employees with an option to attain the endorsement for the third grade reading guarantee at Board expense. Upon successful completion of the Ohio Assessments for Educators, the Board will reimburse the employee for the fee of the test. If the employee does not pass the test, the employee will be responsible for the additional costs, but will be eligible for reimbursement of the cost of a single test upon successful completion.

ARTICLE X
FRINGE BENEFITS

A. MEDICAL INSURANCE

1. The Board shall provide from a carrier, or in the case of self-funding, a third-party administrator, licensed by the state of Ohio medical insurance coverage. Choice of carriers shall be at the discretion of the Board providing that coverage is equivalent.

2. For single plans, the Board shall pay ninety percent (90%) of the cost of the plan. For a family plan, the Board shall pay ninety-five percent (95%) for the 2024-2025 school year, ninety percent (90%) for the 2025-2026 school year, and eighty-five percent (85%) for the 2026-2027 thereafter. If a husband and wife are employed full-time by the Board, the Board will pay one hundred percent (100%) of the family plan as long as both employees remain full-time and are covered under the same plan.

3. Each year of this contract and ending on August 14, 2027, the Board shall contribute $1,000 to the HSA of any member who has a single plan and $2,000 to any member who has a family plan.

   One-half of this installment will be paid in the first pay in January and the second half will be paid in the first pay in June. The benefit paid to part-time employees shall be prorated in accordance with their full-time equivalent amount of service. E.g. a half-time employee would receive 50% of the benefit amount the employee qualifies for. Full-time, part-year employees will be paid a prorated benefit, the amount of which will be determined by dividing the applicable benefit amount by 12 and multiplying that amount by the number of months of actual service rendered in the first year hired.

B. GROUP LIFE

The Board shall provide $50,000 term life insurance for each full-time unit member and pay 100% of the cost, and $25,000 term life insurance for part-time unit members and pay 100% of the cost.

C. DENTAL INSURANCE

The Board shall provide from a carrier licensed by the state of Ohio family dental insurance protection for each member of the bargaining unit. The Board shall pay 100% of the cost of such insurance. Choice of carriers shall be at the discretion of the Board providing the coverage is equivalent.

D. OPTICAL INSURANCE

The Board shall provide vision/optical insurance for each unit member now or hereafter employed and for his/her family. The Board shall pay 100% of the premium cost for a single plan and 100% of the premium cost for a family plan.

E. GENERAL PROVISIONS

Fringe benefits for part-time employees will be provided according to the following policy:

If the staff member works less than six (6) hours a day, but more than four (4) hours a day for one hundred and eighty (180) scheduled days, the Board will pay one-half (1/2) of the hospital, surgical and major medical insurance coverage, 100% of the single dental, 100% of single vision, and one-half (1/2) of the term life. Part-time staff members working four (4) hours or less per day or less than one hundred and eighty (180) days shall not be entitled to any portion of the above mentioned fringe benefits.

ARTICLE XI
FAIR SHARE FEE

A. PAYROLL DEDUCTION OF FAIR SHARE FEE

The Board shall deduct from the pay of members of the bargaining unit who elect not to become or to remain members of the Defiance City Education Association, a fair share fee for the Association's representation of such non-members during the term of this Contract.

B. NOTIFICATION OF THE AMOUNT OF FAIR SHARE FEE

Notice of the amount of the annual fair share fee shall be transmitted by the Association to the Treasurer of the Board on or about September 15 of each year during the term of this Contract for the purpose of determining amounts to be payroll deducted, and the Board agrees to promptly transmit all amounts deducted to the Association.

C. SCHEDULE OF FAIR SHARE FEE DEDUCTIONS

1. All Fair Share Fee Payers
   Payroll deduction of such fair share fees shall begin with the first payroll period on or after January 15 of each year in ten (10) equal installments. In the case of bargaining unit members newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date on or after the later of:

   a) sixty days of employment in a bargaining unit position; or,
   b) January 15.

   The Association will provide to the Board Treasurer a list of fair share fee payers with the amount to be deducted at least one week prior to January 15.

2. Termination of Membership During Membership Year
   The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction.

D. TRANSMITTAL OF DEDUCTIONS

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

E. PROCEDURE FOR REBATE

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

F. ENTITLEMENT TO REBATE

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

The Association on behalf of itself and the OEA and NEA agrees to indemnify and hold the Board harmless for any costs or liability incurred as a result of the implementation and enforcement of this provision provided that:

1. The Board shall notify the Association in writing and within fifteen (15) days of any claim made or action filed against the Board by a non-member for which indemnification may be claimed.

2. The Association shall reserve the right to designate counsel to represent and defend the Board.

3. The Board agrees to:

    a. give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding;
    b. permit the Association or its affiliates to intervene as a party if it so desires; and/or,
    c. to not oppose the association or its affiliates' application to file briefs amicus curiae in the action.

4. The Board acted in good faith compliance with the fair share fee provision of this agreement; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) such fair share fee provision herein.

The above Fair Share Fee provision shall be an exclusive right of the Association not granted to any other employee organization seeking to represent certificated staff members in the bargaining unit represented by the Association.

G. MAINTENANCE OF MEMBERSHIP

All unit members who become members of the Association shall maintain their membership in the Association that year and each year thereafter, provided, however, that any such unit member may resign from membership in the Association during an open window period of June 1 through June 15 in any given year with said resignation to be effective for the succeeding membership year. The unit member must notify the Treasurer of the Board and the Treasurer of the Association by certified letter of his/her intent to discontinue membership during the open window period, otherwise the unit member automatically becomes a member for the succeeding year.

ARTICLE XII
WORKING CONDITIONS

A. CLASS SIZE

1. It is the intent of the Administration to maintain reasonable academic class size in relation to each grade level consideration, State School Standards and statutory limits of the foundation program. Class size K-12, (excluding band, choir, physical education, and general music) shall not exceed 30 students except under extenuating circumstances. In such cases, compensatory arrangements shall be worked out between administration and the teacher involved.

B. BUILDING-WIDE PARENT-TEACHER CONFERENCES

Parent-teacher conferences shall be governed according to the following:

1. To the extent possible parent-teacher conferences are to be scheduled during the regular teacher workday.

2. When it is necessary to schedule parent-teacher conferences before or after the regular teacher workday, the teacher shall be entitled to compensatory time. A teacher shall be entitled to one-half (1/2) day off for evenings of building-wide parent teacher conferences.

3. Except for elementary teachers, who shall offer scheduled opportunities for parent-teacher conferences for all students in the first semester, bargaining unit member will be required to schedule a parent-teacher conference for students who are not performing satisfactorily.

C. TEACHER FACILITIES

The Board shall make available for each building facilities which shall be designated for the primary use by employees of the school system including: (1) Lounge, (2) A work area where members of the bargaining unit would have access to the necessary equipment and machines needed to perform their job duties, (3) Restroom facilities.

The intent of this language is that the lounge and the work areas should not be used for tutoring or mentoring.

D. INSTRUCTIONAL MATERIALS AND SUPPLIES

In keeping with normally accepted district-wide standards each member of the bargaining unit shall be provided instructional materials and supplies.

E. SCHOOL CALENDAR/WORK YEAR

1. The work year for members of the bargaining unit shall consist of no more than one-hundred and eighty-six (186) days for new members and one hundred and eighty-four (184) days for members under contract the prior school year.

2. Included shall be the following:

   a. One (1) teacher workday with no students in attendance at the beginning of the year and a second one at the end of the year, and one (1) day at the beginning of the third quarter;

   b. One (1) professional development day.

3. The school calendar shall be presented to the bargaining unit members. The bargaining unit members shall discuss and then vote on the school calendar. The majority votes for the priority choices will be submitted to the superintendent. The superintendent will present the DCEA's priority choice to the Board for its consideration. This procedure in no way limits the Board's right to revise the school calendar as unforeseen circumstances may demand.

4. School shall not be in session on: (a) Thanksgiving and the day after, (b) Good Friday, (c) Labor Day, (d) Memorial Day, (e) Christmas Day, and (f) New Year's Day.

F. TEACHING HOURS AND LOAD

1. Length of Workday

   The maximum length of the regular workday for members of the bargaining unit shall be seven (7) hours and fifteen (15) minutes.

2. Duty-Free Lunch

   Each member of the bargaining unit shall be entitled to no less than a thirty (30) minute duty-free lunch period.

3. Planning and Conference Time

   a. Full-time Elementary (K-5)
   Members of the bargaining unit within the elementary buildings shall be provided no less than two-hundred (200) minutes per week as planning and conference time.

b. Full-time Secondary (6-12)
Members of the bargaining unit who teach grades six through twelve shall be provided a minimum of one (1) planning and conference period per day.

c. Part-time Teachers (K-12)
Planning and conference period time will be prorated based on the fraction of time contracted to be worked when compared with the time worked by a full-time bargaining unit member (as defined in Article IX, Section A. 1).

Planning and conference time for part-time teachers (6-12) will be pro-rated based on the number of periods taught per day divided by the maximum number of teaching periods at the building.

G. IEP CONFERENCE

When it is necessary to schedule IEP conferences before or after the regular workday, the teacher(s) involved shall be entitled to compensatory time to be used upon approval of the building principal.

ARTICLE XIII
LOCAL PROFESSIONAL DEVELOPMENT

The Defiance City Schools Local Professional Development Committee will be a one (1) district committee composed of five (5) members. Three (3) committee members will be teachers selected by the DCEA to represent the district's teachers. The other two (2) committee members will be administrators selected by the Superintendent.

The Local Professional Development Committee will schedule tentative dates, times, and places of meetings for the year at the initial organizational meeting. Meetings will be held at non-instructional times. Additional meetings may be held during instructional times if authorized by the superintendent. Meetings held on non-school days or after-school hours will be compensated at a rate of $100/day, with the day being at least four (4) hours, or $25/hour for shorter meetings.

All costs related to the Local Professional Development Committee including all meeting stipends, food, paper, forms, training, and secretarial support shall be paid from the district's funds.

If Ohio Revised Code is modified concerning LPDC's, the Local Professional Development Committee shall reflect those changes.

ARTICLE XIV
RESIDENT EDUCATOR PROGRAM

A. DEFINITIONS

A Resident Educator Plan is a provision that sets forth the standards, procedures, goals and objectives, terms and conditions related to developing and operating a formative assistance plan to use in implementing the state mandated Resident Educator program.

1. Resident Educator

   a. A person with no previous teaching experience in his/her first year of employment with an educational license teaching full time for the Defiance City Schools.

   b. The district may offer the Resident Educator program to other teachers.

2. Mentor

   a. A person who provides professional support to a Resident Educator.

3. District Mentor Coordinator

B. PURPOSE

The purpose of the Defiance City Schools Resident Educator Program is to provide non-evaluative support and assistance to a Resident Educator in a way that encourages and models effective teaching methods and techniques in their teaching and professional performance. The program is designed to assist Resident Educator to experience success and professional growth. The Resident Educator program and assessment done by the state does not replace the employment evaluation.

C. RATIONALE

The Defiance City Schools believes that a strong Resident Educator Program will help Resident Educator experience professional success and become more effective teachers.

D. GOALS

1. To provide a structured, quality mentoring program for every Resident Educator hired.

2. To provide mentors with a mentoring process, to enable mentors to effectively provide feedback on Resident Educator performance assessment.

3. To provide on-going support through a yearlong program for both mentors and Resident Educator.

4. To train all mentors in the skills needed for their role in coaching and communicating with other adults.

5. To provide other professional development options for mentors and Resident Educator to meet individual needs.

6. To provide release time to allow mentors to observe the Resident Educator in the classroom setting and to confer about this observation.

E. ROLES AND RESPONSIBILITIES

Each Resident Educator shall be involved in the Resident Educator Program for one year, working collaboratively with an assigned mentor.

1. Administrator(s)

   a. Assist in scheduling release time for mentor and Resident Educator.
   b. Shall NOT request, direct, or coerce a mentor to provide any evaluative information regarding the Resident Educator.

2. Mentor(s)

   Mentors must meet the following minimum requirements:

   a. Meet once a month with the Resident Educator (for about one hour).
   b. Meet once quarterly with the district mentor coordinator (for about one hour).
   c. Observe and confer with the Resident Educator once a semester following a structured program (about 4 hours).
   d. Provide "basic building orientation" for the Resident Educator in the fall.
   e. Coach the Resident Educator in preparation for his/her assessment in the spring (about 5 hours).
   f. Participate in training and other in service programs related to the Resident Educator program.
   g. Maintain a log detailing his/her own account of the program for the purpose of evaluating the Resident Educator program and documenting hours for CEU credit through the LPDC.

3. Resident Educator

   a. Work cooperatively with the mentor and seek assistance as needed.
   b. Participate in all meetings, in-services, and trainings related to the Resident Educator program.
   c. Meet once a month with the mentor (for about one hour).
   d. Confer with the mentor following an observation once a semester (about 4 hours).
   e. Maintain a log detailing his/her own account of the program for the purpose of evaluating the Resident Educator program and documenting hours for CEU credit through the LPDC.

F. MENTOR QUALIFICATIONS

1. Must hold a valid teaching certificate/license.

2. Be a regularly employed teacher.

3. Is located in the same building as the Resident Educator (whenever possible)
.
4. Should have the knowledge, skills, attitudes and values deemed essential for becoming an effective mentor.

G. MENTOR ASSIGNMENTS

1. Final selection of persons to serve as mentors will be made by the principal and superintendent or designee.

2. Not later than six weeks after initiation of the mentorship, the mentor and/or the Resident Educator may exercise the option to request a new assignment from the building principal and superintendent or designee.

3. Each mentor shall serve for a period of one year.

H. MENTOR TRAINING

Mentors will receive initial training as well as ongoing continuous and consistent professional development in mentoring.

The training may be provided by an entity, agency, or organization that provides professional development in the area of mentoring as approved by the district.

I. SUPPORT AND STIPENDS

1. Mentors and Resident Educator will schedule release time for the semester observations and conferences with their building principal.

2. In-service, follow-up in-service, and other activities directly related to the Resident Educator program may require the need for additional release time for the mentor, the Resident Educator, or the district mentor coordinator. In these events, the administrators will try to arrange time to accommodate the needs of the individuals.

3. The mentor will receive a stipend of $750.00 for each Resident Educator. No mentor teacher will be assigned more than two (2) Resident Educator.

J. NEEDS ASSESSMENT AND EVALUATION

1. Mentors and Resident Educator are engaged in program reflection and assessment which leads to development of the Resident Educator Program Final Report and goals for the following academic year.

2. The district mentor coordinator will compile and submit the Resident Educator Program Final Report as referenced in the state guidelines.

3. Based on the state guidelines, Resident Educator evaluations and feedback, program revisions may be made to improve the program for the following year. Any proposed changes in the language of this Resident Educator plan must be agreed upon by the Board and Association.

ARTICLE XV
MISCELLANEOUS PROVISIONS

A. DEFINITION

As used in this Master Contract, the word "teacher" shall have the same meaning as Bargaining Unit Member.

Wherever “certification” occurs in this contract, it will be understood to mean “certification/licensure” unless this addition is not appropriate in the context of the sentence.

B. NON-DISCRIMINATION

The Board and the Association agree that all employees have a right to work in an environment free of discrimination.

The Defiance City Schools' practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, gender, age, domicile, or marital status.

C. SEXUAL HARASSMENT

The Association agrees to the provision of the Board policy 3362 and Administrative Guidelines 3362 on Sexual Harassment.

ARTICLE XVI
RIGHTS OF THE PARTIES

The parties reserve unto themselves any and all rights as provided in Section 4417.08 O.R.C. except as limited by the provisions of this Agreement.

ARTICLE XVII
PREVIOUSLY RETIRED TEACHERS

A. A teacher retired from the teaching profession and/or any public sector retirement system (“previously retired teacher”) may be re-employed under the following conditions:

1. For purposes of salary schedule placement upon initial employment, a previously retired teacher ("PRT") will be granted a minimum of 5 years’ service credit. Placement above that level is at the Superintendent’s option. The PRT will be placed on the appropriate education column of the salary schedule.

2. Initial placement of previously retired teachers for any supplemental positions shall not exceed 0-4 years of experience credit on the supplemental salary schedule.

3. Previously retired teachers will receive only one year limited contracts that automatically expire at the end of the school year without notice of non-renewal. The previously retired teacher will not resume and is not eligible for continuing contract status during any period of reemployment with the District. The provisions of this Agreement relating to the employment of retired teachers are intended to supersede and take precedence over the provisions of R.C. 3319.11 and 3319.111.

4. Retirees lose their seniority upon re-employment.

5. In the event of a reduction in force, the previously retired teacher will not have any seniority rights.

6. Retirees are excluded from tuition reimbursement, severance pay, or sabbatical leave.

7. Previously retired teachers are not eligible to participate in any retirement incentive program.

8. PRTs are eligible for sick leave accumulation commencing with the first year of such re-employment. There is no carryover of sick leave from previous employment and it is the intent of the DCEA and the Board that this provision shall supersede and take the place of any provision of the law to the contrary.

9. Any PRT employed by the District will be required to sign a waiver releasing both the District and the DCEA from liability under state and federal age discrimination laws.

10. PRTs shall not have any guarantee or right to return to a position previously held in the District.

DEFIANCE CITY SCHOOL DISTRICT

WAIVER FOR STRS RETIREE

In consideration of the decision of the **DEFIANCE CITY SCHOOL DISTRICT** to employ me following my service retirement, and in consideration of the benefits which will otherwise accrue to me as a result of such retirement, I understand and agree that the terms of my employment and compensation will differ from that of other bargaining unit members and acknowledge that I have been provided information describing the terms of my employment and compensation as an STRS retiree at **DEFIANCE CITY SCHOOL DISTRICT**.

I understand that the terms of my employment and compensation as an STRS retiree at **DEFIANCE CITY SCHOOL DISTRICT** may involve the relinquishment of rights and benefits to which I might otherwise be entitled pursuant to Sections 124.39, 3317.12, 3317.14, 3319.07, 3319.08, 3319.081, 3319.083, 3319.084, 3319.11, 3319.111, 3319.12, 3319.13, 3319.131, 3319.141, 3319.16, 3319.17 of the Ohio Revised Code and other applicable provisions of law.

I hereby voluntarily **WAIVE AND RELEASE** any claims concerning the above-described rights and benefits which I might have against the **DEFIANCE CITY SCHOOL DISTRICT**, the **Defiance City Education Association**, or the officers, employees, or agents of either, past or present, including but not limited to any claims for age discrimination arising under the Ohio age discrimination laws, the federal age discrimination law (the Age Discrimination in Employment Act or "ADEA"), or a municipal ordinance.

I understand that the DEFIANCE CITY SCHOOL DISTRICT recommends that I consult with an attorney before signing this Addendum. I understand that I may revoke this Addendum within 7 calendar days after signing it, and that in order for this revocation to be effective, written notice must be received by the Board no later than the close of business on the seventh day after I have signed this Addendum.

I also understand that by law, I am allowed 21 calendar days to review this Addendum before signing it. However, I am hereby voluntarily RELEASING AND WAIVING my right to this 21-day review period. I am NOT, however, waiving my right to revoke this Addendum 7 days after signing it, as described above.

ARTICLE XVIII
EFFECT AND DURATION

A. SEPARABILITY

1. This contract supersedes and prevails overall other law, rules, policies, and regulations except as specifically precluded in Ohio Revised Code 4117.10(A)

2. If any provision of this Agreement or any application of this Agreement to any bargaining unit member or employee or group of bargaining unit members or employees is held to be contrary to law by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

3. It is further agreed that within ten (10) days of receipt of notification of the court's actions, negotiations shall commence, during which a new agreement on such provision shall be reached.

4. In the event agreement is not reached within twenty (20) days after negotiations have begun, the matter shall be referred to mediation.

5. All understandings, awards, and/or agreements reached under this procedure shall be reduced to writing, signed by each party, and made a part of the collective bargaining agreement.

B. MODIFICATION OF AGREEMENT

1. This document constitutes the entire agreement between the parties and shall not be modified in whole or in part except by an instrument in writing duly executed by the parties.

2. Upon mutual consent to modify this Agreement, negotiations shall commence not more than ten (10) days thereafter.

3. If after twenty (20) days the parties are unable to arrive at an agreement on the item(s) at issue, the dispute shall be submitted to arbitration.

C. DURATION OF AGREEMENT

This Agreement shall be effective as of August 15, 2024, and shall continue in effect through August 14, 2027. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries.

Defiance City Education Association

By: Lindsay Long
President

Date: 7/17/24

By: Kasi S. Ashbaugh
Team Member

Date: 7/18/24

By: Brett Deaton
Team Member

Date: 7-19-24

By: Scott Sam
Team Member

Date: 7-29-24

Defiance City Board of Education

By: Cathy L Davis
President

Date: 7-17-24

By: Cheryl Swisher
Treasurer

Date: 7/17/24

APPENDIX A

DEFIANCE CITY EDUCATION ASSOCIATION
Salary Schedule 2024-2025 School Year

3.25% Increase = Base $42,996

Step	BA	BA+15	BA150	MA	MA+15	MA+30
0	42,996	44,200	46,049	48,972	50,262	51,337
	1.0000	1.0280	1.0710	1.1390	1.1690	1.1940
1	45,103	46,092	48,091	51,251	52,541	53,616
	1.0490	1.0720	1.1185	1.1920	1.2220	1.2470
2	46,995	47,984	50,133	53,530	54,820	55,895
	1.0930	1.1160	1.1660	1.2450	1.2750	1.3000
3	48,886	49,875	52,176	55,809	57,099	58,174
	1.1370	1.1600	1.2135	1.2980	1.3280	1.3530
4	50,778	51,767	54,218	58,088	59,377	60,452
	1.1810	1.2040	1.2610	1.3510	1.3810	1.4060
5	52,670	53,659	56,260	60,366	61,656	62,731
	1.2250	1.2480	1.3085	1.4040	1.4340	1.4590
6	54,562	55,551	58,303	62,645	63,935	65,010
	1.2690	1.2920	1.3560	1.4570	1.4870	1.5120
7	56,454	57,443	60,345	64,924	66,214	67,289
	1.3130	1.3360	1.4035	1.5100	1.5400	1.5650
8	58,346	59,334	62,387	67,203	68,493	69,568
	1.3570	1.3800	1.4510	1.5630	1.5930	1.6180
9	60,237	61,226	64,430	69,482	70,771	71,846
	1.4010	1.4240	1.4985	1.6160	1.6460	1.6710
10	62,129	63,118	66,472	71,760	73,050	74,125
	1.4450	1.4680	1.5460	1.6690	1.6990	1.7240
11	64,021	65,010	68,514	74,039	75,329	76,404
	1.4890	1.5120	1.5935	1.7220	1.7520	1.7770
12	65,913	66,902	70,556	76,318	77,608	78,683
	1.5330	1.5560	1.6410	1.7750	1.8050	1.8300
13	67,805	68,794	72,599	78,597	79,887	80,961
	1.5770	1.6000	1.6885	1.8280	1.8580	1.8830
14	69,697	70,685	74,641	80,875	82,165	83,240
	1.6210	1.6440	1.7360	1.8810	1.9110	1.9360
15	71,588	72,577	76,683	83,154	84,444	85,519
	1.6650	1.6880	1.7835	1.9340	1.9640	1.9890
16	74,582	75,586	79,907	86,715	88,024	89,115
	1.7346	1.7580	1.8585	2.0168	2.0473	2.0726

20 years longevity	.0305	$1,311
25 years longevity	.0555	$2,386
30 years longevity	.0805	$3,461

DEFIANCE CITY EDUCATION ASSOCIATION
Salary Schedule 2025-2026 School Year

3.25% increase = Base $44,393

Step	BA	BA+15	BA150	MA	MA+15	MA+30
0	44,393	45,636	47,545	50,564	51,895	53,005
	1.0000	1.0280	1.0710	1.1390	1.1690	1.1940
1	46,568	47,589	49,654	52,916	54,248	55,358
	1.0490	1.0720	1.1185	1.1920	1.2220	1.2470
2	48,522	49,543	51,762	55,269	56,601	57,711
	1.0930	1.1160	1.1660	1.2450	1.2750	1.3000
3	50,475	51,496	53,871	57,622	58,954	60,064
	1.1370	1.1600	1.2135	1.2980	1.3280	1.3530
4	52,428	53,449	55,980	59,975	61,307	62,417
	1.1810	1.2040	1.2610	1.3510	1.3810	1.4060
5	54,381	55,402	58,088	62,328	63,660	64,769
	1.2250	1.2480	1.3085	1.4040	1.4340	1.4590
6	56,335	57,356	60,197	64,681	66,012	67,122
	1.2690	1.2920	1.3560	1.4570	1.4870	1.5120
7	58,288	59,309	62,306	67,033	68,365	69,475
	1.3130	1.3360	1.4035	1.5100	1.5400	1.5650
8	60,241	61,262	64,414	69,386	70,718	71,828
	1.3570	1.3800	1.4510	1.5630	1.5930	1.6180
9	62,195	63,216	66,523	71,739	73,071	74,181
	1.4010	1.4240	1.4985	1.6160	1.6460	1.6710
10	64,148	65,169	68,632	74,092	75,424	76,534
	1.4450	1.4680	1.5460	1.6690	1.6990	1.7240
11	66,101	67,122	70,740	76,445	77,777	78,886
	1.4890	1.5120	1.5935	1.7220	1.7520	1.7770
12	68,054	69,076	72,849	78,798	80,129	81,239
	1.5330	1.5560	1.6410	1.7750	1.8050	1.8300
13	70,008	71,029	74,958	81,150	82,482	83,592
	1.5770	1.6000	1.6885	1.8280	1.8580	1.8830
14	71,961	72,982	77,066	83,503	84,835	85,945
	1.6210	1.6440	1.7360	1.8810	1.9110	1.9360
15	73,914	74,935	79,175	85,856	87,188	88,298
	1.6650	1.6880	1.7835	1.9340	1.9640	1.9890
16	77,006	78,042	82,503	89,532	90,884	92,010
	1.7346	1.7580	1.8585	2.0168	2.0473	2.0726

20 years longevity	.0305	$1,354
25 years longevity	.0555	$2,464
30 years longevity	.0805	$3,574

DEFIANCE CITY EDUCATION ASSOCIATION
Salary Schedule 2026-2027 School Year

3.25% increase – Base $45,836

Step	BA	BA+15	BA150	MA	MA+15	MA+30
0	45,836	47,119	49,090	52,207	53,582	54,728
	1.0000	1.0280	1.0710	1.1390	1.1690	1.1940
1	48,082	49,136	51,268	54,637	56,012	57,157
	1.0490	1.0720	1.1185	1.1920	1.2220	1.2470
2	50,099	51,153	53,445	57,066	58,441	59,587
	1.0930	1.1160	1.1660	1.2450	1.2750	1.3000
3	52,116	53,170	55,622	59,495	60,870	62,016
	1.1370	1.1600	1.2135	1.2980	1.3280	1.3530
4	54,132	55,187	57,799	61,924	63,300	64,445
	1.1810	1.2040	1.2610	1.3510	1.3810	1.4060
5	56,149	57,203	59,976	64,354	65,729	66,875
	1.2250	1.2480	1.3085	1.4040	1.4340	1.4590
6	58,166	59,220	62,154	66,783	68,158	69,304
	1.2690	1.2920	1.3560	1.4570	1.4870	1.5120
7	60,183	61,237	64,331	69,212	70,587	71,733
	1.3130	1.3360	1.4035	1.5100	1.5400	1.5650
8	62,199	63,254	66,508	71,642	73,017	74,163
	1.3570	1.3800	1.4510	1.5630	1.5930	1.6180
9	64,216	65,270	68,685	74,071	75,446	76,592
	1.4010	1.4240	1.4985	1.6160	1.6460	1.6710
10	66,233	67,287	70,862	76,500	77,875	79,021
	1.4450	1.4680	1.5460	1.6690	1.6990	1.7240
11	68,250	69,304	73,040	78,930	80,305	81,451
	1.4890	1.5120	1.5935	1.7220	1.7520	1.7770
12	70,267	71,321	75,217	81,359	82,734	83,880
	1.5330	1.5560	1.6410	1.7750	1.8050	1.8300
13	72,283	73,338	77,394	83,788	85,163	86,309
	1.5770	1.6000	1.6885	1.8280	1.8580	1.8830
14	74,300	75,354	79,571	86,218	87,593	88,738
	1.6210	1.6440	1.7360	1.8810	1.9110	1.9360
15	76,317	77,371	81,749	88,647	90,022	91,168
	1.6650	1.6880	1.7835	1.9340	1.9640	1.9890
16	79,509	80,579	85,185	92,442	93,838	95,001
	1.7346	1.7580	1.8585	2.0168	2.0473	2.0726

20 years longevity	.0305	$1,398
25 years longevity	.0555	$2,544
30 years longevity	.0805	$3,690

Appendix B

2024-2025 Supplemental Salary Schedule
Base Salary: $42,996

ACTIVITY	0-4		5-9		10-19		20+	
Supv. Athletic Events	$3,676	0.0855	$3,857	0.0897	$4,042	0.0940	$4,227	0.0983
E-Sports	$1,002	0.0233	$1,036	0.0241	$1,075	0.0250	$1,096	0.0255
BASEBALL								
Head	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Varsity Assistant	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
Junior Varsity	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
Freshman	$2,958	0.0688	$3,104	0.0722	$3,216	0.0748	$3,401	0.0791
Summer (2)	$1,918	0.0446	$2,004	0.0466	$2,111	0.0491	$2,197	0.0511
BASKETBALL (Boys)								
Head	$8,088	0.1881	$8,487	0.1974	$8,900	0.2070	$9,296	0.2162
Varsity Assistant	$4,850	0.1128	$5,095	0.1185	$5,340	0.1242	$5,572	0.1296
Junior Varsity	$4,850	0.1128	$5,095	0.1185	$5,340	0.1242	$5,572	0.1296
Freshman	$4,055	0.0943	$4,252	0.0989	$4,459	0.1037	$4,669	0.1086
Junior High (2)	$3,629	0.0844	$3,809	0.0886	$3,994	0.0929	$4,166	0.0969
Saturday (2)	$920	0.0214	$967	0.0225	$1,002	0.0233	$1,053	0.0245
Summer (2)	$881	0.0205	$929	0.0216	$967	0.0225	$1,019	0.0237
BASKETBALL (Girls)								
Head	$8,088	0.1881	$8,487	0.1974	$8,900	0.2070	$9,296	0.2162
Varsity Assistant	$4,850	0.1128	$5,095	0.1185	$5,340	0.1242	$5,572	0.1296
Junior Varsity	$4,850	0.1128	$5,095	0.1185	$5,340	0.1242	$5,572	0.1296
Freshman	$4,055	0.0943	$4,252	0.0989	$4,459	0.1037	$4,669	0.1086
Junior High (2)	$3,629	0.0844	$3,809	0.0886	$3,994	0.0929	$4,166	0.0969
Saturday (2)	$920	0.0214	$967	0.0225	$1,002	0.0233	$1,053	0.0245
Summer (2)	$881	0.0205	$929	0.0216	$967	0.0225	$1,019	0.0237
CONCESSIONS								
Basketball	$3,001	0.0698	$3,152	0.0733	$3,306	0.0769	$3,453	0.0803
Football	$1,286	0.0299	$1,350	0.0314	$1,410	0.0328	$1,483	0.0345
JH Fall	$856	0.0199	$899	0.0209	$942	0.0219	$985	0.0229
JH Winter	$1,139	0.0265	$1,200	0.0279	$1,255	0.0292	$1,311	0.0305
CHEERLEADERS								
10-12 (1 season)	$2,249	0.0523	$2,356	0.0548	$2,481	0.0577	$2,584	0.0601
Freshman (1 season)	$1,144	0.0266	$1,195	0.0278	$1,251	0.0291	$1,320	0.0307
7-8 (1 season)	$1,109	0.0258	$1,161	0.0270	$1,212	0.0282	$1,264	0.0294
CROSS COUNTRY								
Head Boys	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Head Girls	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Junior High (Boys & Girls)	$2,378	0.0553	$2,498	0.0581	$2,610	0.0607	$2,730	0.0635
FOOTBALL								
Head	$8,088	0.1881	$8,487	0.1974	$8,892	0.2068	$9,296	0.2162
Assistant (5)	$4,850	0.1128	$5,095	0.1185	$5,340	0.1242	$5,572	0.1296

2024-2025 Supplemental Salary Schedule

Base Salary: $42,996

ACTIVITY	0-4		5-9		10-19		20+	
Summer (5)	$1,548	0.0360	$1,617	0.0376	$1,707	0.0397	$1,776	0.0413
Freshman Asst. #1	$4,055	0.0943	$4,252	0.0989	$4,459	0.1037	$4,669	0.1086
Freshman Asst. #2	$3,298	0.0767	$3,311	0.0770	$3,629	0.0844	$3,788	0.0881
Junior High Asst. #1 (2)	$3,629	0.0844	$3,809	0.0886	$3,994	0.0929	$4,166	0.0969
Junior High Asst. #2 (2)	$2,975	0.0692	$3,122	0.0726	$3,272	0.0761	$3,418	0.0795
Scouting Coordinator	$920	0.0214	$967	0.0225	$1,002	0.0233	$1,053	0.0245
GOLF								
Head Boys	$3,612	0.0840	$3,797	0.0883	$3,969	0.0923	$4,153	0.0966
Assistant Boys	$1,432	0.0333	$1,509	0.0351	$1,582	0.0368	$1,642	0.0382
Head Girls	$3,612	0.0840	$3,797	0.0883	$3,969	0.0923	$4,153	0.0966
Assistant Girls	$1,432	0.0333	$1,509	0.0351	$1,582	0.0368	$1,642	0.0382
(Assistant Boys, Assistant Girls positions will only be awarded if there are more than 12 athletes.)								
WEIGHTLIFTING								
Senior High	$2,790	0.0649	$2,928	0.0681	$3,074	0.0715	$3,208	0.0746
SOCCER								
Head Boys	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Head Girls	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Assistant	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
SOFTBALL								
Head Girls	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Varsity Assistant	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
Junior Varsity	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
Freshman	$2,958	0.0688	$3,104	0.0722	$3,216	0.0748	$3,401	0.0791
Summer	$1,918	0.0446	$2,004	0.0466	$2,111	0.0491	$2,197	0.0511
TENNIS								
Head Boys	$3,612	0.0840	$3,797	0.0883	$3,969	0.0923	$4,153	0.0966
Assistant Boys	$1,432	0.0333	$1,509	0.0351	$1,582	0.0368	$1,642	0.0382
Head Girls	$3,612	0.0840	$3,797	0.0883	$3,969	0.0923	$4,153	0.0966
Assistant Girls	$1,432	0.0333	$1,509	0.0351	$1,582	0.0368	$1,642	0.0382
(Assistant Boys, Assistant Girls positions will only be awarded if there are more than 12 athletes.)								
TRACK								
Head Boys	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Head Girls	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Assistant (3)	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
Winter Boys	$847	0.0197	$881	0.0205	$929	0.0216	$967	0.0225
JH Head Boys (Asst. #1)	$2,378	0.0553	$2,498	0.0581	$2,610	0.0607	$2,730	0.0635
JH Head Girls (Asst. #1)	$2,378	0.0553	$2,498	0.0581	$2,610	0.0607	$2,730	0.0635
JH Boys Assistant (Asst. #2)	$1,432	0.0333	$1,509	0.0351	$1,582	0.0368	$1,642	0.0382
JH Girls Assistant (Asst. #2)	$1,432	0.0333	$1,509	0.0351	$1,582	0.0368	$1,642	0.0382

2024-2025 Supplemental Salary Schedule

Base Salary: $42,996

ACTIVITY	0-4		5-9		10-19		20+	
VOLLEYBALL								
Head	$5,916	0.1376	$6,209	0.1444	$6,505	0.1513	$6,798	0.1581
Varsity Assistant	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
JV Assistant	$3,539	0.0823	$3,711	0.0863	$3,895	0.0906	$4,067	0.0946
Freshman	$2,958	0.0688	$3,104	0.0722	$3,216	0.0748	$3,401	0.0791
Junior High	$2,649	0.0616	$2,782	0.0647	$2,915	0.0678	$3,040	0.0707
Summer	$881	0.0205	$929	0.0216	$967	0.0225	$1,019	0.0237
WRESTLING								
Head Boys	$6,836	0.1590	$7,180	0.1670	$7,520	0.1749	$7,864	0.1829
Head Girls	$6,836	0.1590	$7,180	0.1670	$7,520	0.1749	$7,864	0.1829
Assistant #1	$4,115	0.0957	$4,321	0.1005	$4,532	0.1054	$4,730	0.1100
Assistant #2	$3,431	0.0798	$3,603	0.0838	$3,771	0.0877	$3,943	0.0917
Junior High (2)	$3,629	0.0844	$3,723	0.0866	$3,994	0.0929	$4,166	0.0969
Saturday	$920	0.0214	$967	0.0225	$1,002	0.0233	$1,053	0.0245
Mat Maids	$370	0.0086	$378	0.0088	$404	0.0094	$417	0.0097
BOWLING								
Boys	$2,249	0.0523	$2,356	0.0548	$2,481	0.0577	$2,584	0.0601
Girls	$2,249	0.0523	$2,356	0.0548	$2,481	0.0577	$2,584	0.0601
INTRAMURAL								
Elem. Boys Basketball (4)	$1,604	0.0373	$1,690	0.0393	$1,763	0.0410	$1,849	0.0430
Elem. Girls Basketball (4)	$1,604	0.0373	$1,690	0.0393	$1,763	0.0410	$1,849	0.0430
SWIMMING								
Head	$4,218	0.0981	$4,433	0.1031	$4,644	0.1080	$4,854	0.1129
Asst. Boys & Girls	$2,532	0.0589	$2,661	0.0619	$2,786	0.0648	$2,911	0.0677
AUDIO VISUAL/COMPUTER SUPERVISOR								
Elem. Supv.	$1,225	0.0285	$1,290	0.0300	$1,350	0.0314	$1,410	0.0328
Sr. High Supv.	$1,802	0.0419	$1,888	0.0439	$1,982	0.0461	$2,068	0.0481
JH Tech Asst. (Max 1)	$847	0.0197	$881	0.0205	$929	0.0216	$967	0.0225
CLASS ADVISORS								
Senior	$1,019	0.0237	$1,066	0.0248	$1,114	0.0259	$1,161	0.0270
Junior	$331	0.0077	$344	0.0080	$370	0.0086	$378	0.0088
Sr. High Student Council	$688	0.0160	$722	0.0168	$761	0.0177	$783	0.0182
JH Student Council	$688	0.0160	$722	0.0168	$761	0.0177	$783	0.0182
Elem Student Council	$529	0.0123	$550	0.0128	$576	0.0134	$602	0.0140

2024-2025 Supplemental Salary Schedule

Base Salary: $42,996

ACTIVITY	0-4		5-9		10-19		20+	
MUSIC								
Head Band Director	$6,897	0.1604	$7,241	0.1684	$7,580	0.1763	$7,928	0.1844
Asst. Director #1	$4,166	0.0969	$4,373	0.1017	$4,579	0.1065	$4,902	0.1140
Asst. Director #2	$3,517	0.0818	$3,685	0.0857	$3,870	0.0900	$4,042	0.0940
Asst. Director #3	$2,782	0.0647	$2,915	0.0678	$3,061	0.0712	$3,199	0.0744
Summer Band Director	$3,822	0.0889	$4,020	0.0935	$4,201	0.0977	$4,398	0.1023
Summer Band Asst. (3)	$2,193	0.0510	$2,300	0.0535	$2,412	0.0561	$2,524	0.0587
Auxiliary Units	$4,055	0.0943	$4,252	0.0989	$4,459	0.1037	$4,669	0.1086
Basketball Band	$847	0.0197	$881	0.0205	$929	0.0216	$967	0.0225
Jazz Band	$1,720	0.0400	$1,802	0.0419	$1,888	0.0439	$1,974	0.0459
Vocal Mixed Ensemble	$1,974	0.0459	$2,068	0.0481	$2,167	0.0504	$2,266	0.0527
Vocal Music-Sr. High	$3,895	0.0906	$4,089	0.0951	$4,287	0.0997	$4,484	0.1043
Vocal Music-MS	$3,087	0.0718	$3,246	0.0755	$3,392	0.0789	$3,547	0.0825
Vocal Music-5th	$1,875	0.0436	$1,974	0.0459	$2,060	0.0479	$2,158	0.0502
Fourth Grade Choir	$1,875	0.0436	$1,974	0.0459	$2,060	0.0479	$2,158	0.0502
PUBLICATIONS								
Yearbook	$2,868	0.0667	$3,014	0.0701	$3,147	0.0732	$3,298	0.0767
ORGANIZATIONS								
Boosters	$2,859	0.0665	$3,001	0.0698	$3,147	0.0732	$3,289	0.0765
French Club	$331	0.0077	$344	0.0080	$370	0.0086	$378	0.0088
Math Club	$331	0.0077	$344	0.0080	$370	0.0086	$378	0.0088
Math Team	$1,771	0.0412	$1,857	0.0432	$1,948	0.0453	$2,034	0.0473
National Honor Society	$2,532	0.0589	$2,661	0.0619	$2,786	0.0648	$2,911	0.0677
Science Club	$529	0.0123	$550	0.0128	$576	0.0134	$602	0.0140
Spanish Club	$331	0.0077	$344	0.0080	$370	0.0086	$378	0.0088
Jr. High Quiz Team	$1,771	0.0412	$1,857	0.0432	$1,948	0.0453	$2,034	0.0473
HS Quiz Team	$4,218	0.0981	$4,433	0.1031	$4,644	0.1080	$4,854	0.1129
Prom Advisor	$1,505	0.0350	$1,582	0.0368	$1,660	0.0386	$1,741	0.0405
Jr. High Spelling Bee Advisor	$430	0.0100	$451	0.0105	$473	0.0110	$494	0.0115
Jr. High Oration Advisor	$430	0.0100	$451	0.0105	$473	0.0110	$494	0.0115
Volunteens	$430	0.0100	$451	0.0105	$473	0.0110	$494	0.0115
SCHOOL PRODUCTIONS								
Production Coordinator	$4,773	0.1110	$5,013	0.1166	$5,250	0.1221	$5,491	0.1277
Spring Musical Coordinator	$4,773	0.1110	$5,013	0.1166	$5,250	0.1221	$5,491	0.1277
Spring Musical Asst. #1	$2,520	0.0586	$2,644	0.0615	$2,773	0.0645	$2,898	0.0674
Spring Musical Asst. #2	$1,337	0.0311	$1,406	0.0327	$1,470	0.0342	$1,539	0.0358
Spring Musical Asst. #3	$1,337	0.0311	$1,406	0.0327	$1,470	0.0342	$1,539	0.0358
Spring Musical Asst. #4	$1,337	0.0311	$1,406	0.0327	$1,470	0.0342	$1,539	0.0358
Elementary Play (2)	$430	0.0100	$451	0.0105	$473	0.0110	$494	0.0115

2024-2025 Supplemental Salary Schedule

Base Salary: $42,996

ACTIVITY	0-4		5-9		10-19		20+	
SUBJECT AREA HEADS								
Art Education	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Business Education	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Sr. High English	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Foreign Language	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Home Economics	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Sr. High Math	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Instrumental Music	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Vocal Music	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Sr. High Science	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Sr. High Social Studies	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Health and Physical Education	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Elem. Grade Leader	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Sr. High Special Education	$1,771	0.0412	$1,857	0.0432	$1,948	0.0453	$2,034	0.0473
Sr. High Tech Prep Coordinator	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Plus $30 per teacher in the department, excluding chairman								
Plus $35 each competency area								
MISCELLANEOUS								
Fifth Grade Camp	$611	0.0142	$636	0.0148	$671	0.0156	$697	0.0162
Jr. High Team Leaders	$1,466	0.0341	$1,539	0.0358	$1,612	0.0375	$1,685	0.0392
Jr. High Exploratory Leader	$980	0.0228	$1,028	0.0239	$1,079	0.0251	$1,126	0.0262
Jr. High Intervention Leader	$1,466	0.0341	$1,539	0.0358	$1,612	0.0375	$1,685	0.0392
Elem. Intervention Leader	$1,458	0.0339	$1,531	0.0356	$1,604	0.0373	$1,677	0.0390
Saturday In-School	$25.00 per hour							
After-School Detention	$25.00 per hour							
Mileage - IRS Rate								

2025-2026 Supplemental Salary Schedule

Base Salary: **$44,393**

ACTIVITY	0-4		5-9		10-19		20+	
Supv. Athletic Events	$3,796	0.0855	$3,982	0.0897	$4,173	0.0940	$4,364	0.0983
E-Sports	$1,032	0.0233	$1,070	0.0241	$1,110	0.0250	$1,132	0.0255
BASEBALL								
Head	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Varsity Assistant	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
Junior Varsity	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
Freshman	$3,054	0.0688	$3,205	0.0722	$3,321	0.0748	$3,511	0.0791
Summer (2)	$1,980	0.0446	$2,069	0.0466	$2,180	0.0491	$2,268	0.0511
BASKETBALL (Boys)								
Head	$8,350	0.1881	$8,763	0.1974	$9,189	0.2070	$9,598	0.2162
Varsity Assistant	$5,008	0.1128	$5,261	0.1185	$5,514	0.1242	$5,753	0.1296
Junior Varsity	$5,008	0.1128	$5,261	0.1185	$5,514	0.1242	$5,753	0.1296
Freshman	$4,186	0.0943	$4,390	0.0989	$4,604	0.1037	$4,821	0.1086
Junior High (2)	$3,747	0.0844	$3,933	0.0886	$4,124	0.0929	$4,302	0.0969
Saturday (2)	$950	0.0214	$999	0.0225	$1,034	0.0233	$1,088	0.0245
Summer (2)	$910	0.0205	$959	0.0216	$999	0.0225	$1,052	0.0237
BASKETBALL (Girls)								
Head	$8,350	0.1881	$8,763	0.1974	$9,189	0.2070	$9,598	0.2162
Varsity Assistant	$5,008	0.1128	$5,261	0.1185	$5,514	0.1242	$5,753	0.1296
Junior Varsity	$5,008	0.1128	$5,261	0.1185	$5,514	0.1242	$5,753	0.1296
Freshman	$4,186	0.0943	$4,390	0.0989	$4,604	0.1037	$4,821	0.1086
Junior High (2)	$3,747	0.0844	$3,933	0.0886	$4,124	0.0929	$4,302	0.0969
Saturday (2)	$950	0.0214	$999	0.0225	$1,034	0.0233	$1,088	0.0245
Summer (2)	$910	0.0205	$959	0.0216	$999	0.0225	$1,052	0.0237
CONCESSIONS								
Basketball	$3,099	0.0698	$3,254	0.0733	$3,414	0.0769	$3,565	0.0803
Football	$1,327	0.0299	$1,394	0.0314	$1,456	0.0328	$1,532	0.0345
JH Fall	$883	0.0199	$928	0.0209	$972	0.0219	$1,017	0.0229
JH Winter	$1,176	0.0265	$1,239	0.0279	$1,296	0.0292	$1,354	0.0305
CHEERLEADERS								
10-12 (1 season)	$2,322	0.0523	$2,433	0.0548	$2,561	0.0577	$2,668	0.0601
Freshman (1 season)	$1,181	0.0266	$1,234	0.0278	$1,292	0.0291	$1,363	0.0307
7-8 (1 season)	$1,145	0.0258	$1,199	0.0270	$1,252	0.0282	$1,305	0.0294
CROSS COUNTRY								
Head Boys	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Head Girls	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Junior High (Boys & Girls)	$2,455	0.0553	$2,579	0.0581	$2,695	0.0607	$2,819	0.0635
FOOTBALL								
Head	$8,350	0.1881	$8,763	0.1974	$9,180	0.2068	$9,598	0.2162
Assistant (5)	$5,008	0.1128	$5,261	0.1185	$5,514	0.1242	$5,753	0.1296

2025-2026 Supplemental Salary Schedule

Base Salary: $44,393

ACTIVITY	0-4		5-9		10-19		20+	
Summer (5)	$1,598	0.0360	$1,669	0.0376	$1,762	0.0397	$1,833	0.0413
Freshman Asst. #1	$4,186	0.0943	$4,390	0.0989	$4,604	0.1037	$4,821	0.1086
Freshman Asst. #2	$3,405	0.0767	$3,418	0.0770	$3,747	0.0844	$3,911	0.0881
Junior High Asst. #1 (2)	$3,747	0.0844	$3,933	0.0886	$4,124	0.0929	$4,302	0.0969
Junior High Asst. #2 (2)	$3,072	0.0692	$3,223	0.0726	$3,378	0.0761	$3,529	0.0795
Scouting Coordinator	$950	0.0214	$999	0.0225	$1,034	0.0233	$1,088	0.0245
GOLF								
Head Boys	$3,729	0.0840	$3,920	0.0883	$4,097	0.0923	$4,288	0.0966
Assistant Boys	$1,478	0.0333	$1,558	0.0351	$1,634	0.0368	$1,696	0.0382
Head Girls	$3,729	0.0840	$3,920	0.0883	$4,097	0.0923	$4,288	0.0966
Assistant Girls	$1,478	0.0333	$1,558	0.0351	$1,634	0.0368	$1,696	0.0382
(Assistant Boys, Assistant Girls positions will only be awarded if there are more than 12 athletes.)								
WEIGHTLIFTING								
Senior High	$2,881	0.0649	$3,023	0.0681	$3,174	0.0715	$3,312	0.0746
SOCCER								
Head Boys	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Head Girls	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Assistant	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
SOFTBALL								
Head Girls	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Varsity Assistant	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
Junior Varsity	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
Freshman	$3,054	0.0688	$3,205	0.0722	$3,321	0.0748	$3,511	0.0791
Summer	$1,980	0.0446	$2,069	0.0466	$2,180	0.0491	$2,268	0.0511
TENNIS								
Head Boys	$3,729	0.0840	$3,920	0.0883	$4,097	0.0923	$4,288	0.0966
Assistant Boys	$1,478	0.0333	$1,558	0.0351	$1,634	0.0368	$1,696	0.0382
Head Girls	$3,729	0.0840	$3,920	0.0883	$4,097	0.0923	$4,288	0.0966
Assistant Girls	$1,478	0.0333	$1,558	0.0351	$1,634	0.0368	$1,696	0.0382
(Assistant Boys, Assistant Girls positions will only be awarded if there are more than 12 athletes.)								
TRACK								
Head Boys	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Head Girls	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Assistant (3)	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
Winter Boys	$875	0.0197	$910	0.0205	$959	0.0216	$999	0.0225
JH Head Boys (Asst. #1)	$2,455	0.0553	$2,579	0.0581	$2,695	0.0607	$2,819	0.0635
JH Head Girls (Asst. #1)	$2,455	0.0553	$2,579	0.0581	$2,695	0.0607	$2,819	0.0635
JH Boys Assistant (Asst. #2)	$1,478	0.0333	$1,558	0.0351	$1,634	0.0368	$1,696	0.0382
JH Girls Assistant (Asst. #2)	$1,478	0.0333	$1,558	0.0351	$1,634	0.0368	$1,696	0.0382

2025-2026 Supplemental Salary Schedule

Base Salary: $44,393

ACTIVITY	0-4		5-9		10-19		20+	
VOLLEYBALL								
Head	$6,108	0.1376	$6,410	0.1444	$6,717	0.1513	$7,019	0.1581
Varsity Assistant	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
JV Assistant	$3,654	0.0823	$3,831	0.0863	$4,022	0.0906	$4,200	0.0946
Freshman	$3,054	0.0688	$3,205	0.0722	$3,321	0.0748	$3,511	0.0791
Junior High	$2,735	0.0616	$2,872	0.0647	$3,010	0.0678	$3,139	0.0707
Summer	$910	0.0205	$959	0.0216	$999	0.0225	$1,052	0.0237
WRESTLING								
Head Boys	$7,058	0.1590	$7,414	0.1670	$7,764	0.1749	$8,119	0.1829
Head Girls	$7,058	0.1590	$7,414	0.1670	$7,764	0.1749	$8,119	0.1829
Assistant #1	$4,248	0.0957	$4,461	0.1005	$4,679	0.1054	$4,883	0.1100
Assistant #2	$3,543	0.0798	$3,720	0.0838	$3,893	0.0877	$4,071	0.0917
Junior High (2)	$3,747	0.0844	$3,844	0.0866	$4,124	0.0929	$4,302	0.0969
Saturday	$950	0.0214	$999	0.0225	$1,034	0.0233	$1,088	0.0245
Mat Maids	$382	0.0086	$391	0.0088	$417	0.0094	$431	0.0097
BOWLING								
Boys	$2,322	0.0523	$2,433	0.0548	$2,561	0.0577	$2,668	0.0601
Girls	$2,322	0.0523	$2,433	0.0548	$2,561	0.0577	$2,668	0.0601
INTRAMURAL								
Elem. Boys Basketball (4)	$1,656	0.0373	$1,745	0.0393	$1,820	0.0410	$1,909	0.0430
Elem. Girls Basketball (4)	$1,656	0.0373	$1,745	0.0393	$1,820	0.0410	$1,909	0.0430
SWIMMING								
Head	$4,355	0.0981	$4,577	0.1031	$4,794	0.1080	$5,012	0.1129
Asst. Boys & Girls	$2,615	0.0589	$2,748	0.0619	$2,877	0.0648	$3,005	0.0677
AUDIO VISUAL/COMPUTER SUPERVISOR								
Elem. Supv.	$1,265	0.0285	$1,332	0.0300	$1,394	0.0314	$1,456	0.0328
Sr. High Supv.	$1,860	0.0419	$1,949	0.0439	$2,047	0.0461	$2,135	0.0481
JH Tech Asst. (Max 1)	$875	0.0197	$910	0.0205	$959	0.0216	$999	0.0225
CLASS ADVISORS								
Senior	$1,052	0.0237	$1,101	0.0248	$1,150	0.0259	$1,199	0.0270
Junior	$342	0.0077	$355	0.0080	$382	0.0086	$391	0.0088
Sr. High Student Council	$710	0.0160	$746	0.0168	$786	0.0177	$808	0.0182
JH Student Council	$710	0.0160	$746	0.0168	$786	0.0177	$808	0.0182
Elem Student Council	$546	0.0123	$568	0.0128	$595	0.0134	$622	0.0140

2025-2026 Supplemental Salary Schedule

Base Salary: $44,393

ACTIVITY	0-4		5-9		10-19		20+	
MUSIC								
Head Band Director	$7,121	0.1604	$7,476	0.1684	$7,826	0.1763	$8,186	0.1844
Asst. Director #1	$4,302	0.0969	$4,515	0.1017	$4,728	0.1065	$5,061	0.1140
Asst. Director #2	$3,631	0.0818	$3,804	0.0857	$3,995	0.0900	$4,173	0.0940
Asst. Director #3	$2,872	0.0647	$3,010	0.0678	$3,161	0.0712	$3,303	0.0744
Summer Band Director	$3,947	0.0889	$4,151	0.0935	$4,337	0.0977	$4,541	0.1023
Summer Band Asst. (3)	$2,264	0.0510	$2,375	0.0535	$2,490	0.0561	$2,606	0.0587
Auxiliary Units	$4,186	0.0943	$4,390	0.0989	$4,604	0.1037	$4,821	0.1086
Basketball Band	$875	0.0197	$910	0.0205	$959	0.0216	$999	0.0225
Jazz Band	$1,776	0.0400	$1,860	0.0419	$1,949	0.0439	$2,038	0.0459
Vocal Mixed Ensemble	$2,038	0.0459	$2,135	0.0481	$2,237	0.0504	$2,340	0.0527
Vocal Music-Sr. High	$4,022	0.0906	$4,222	0.0951	$4,426	0.0997	$4,630	0.1043
Vocal Music-MS	$3,187	0.0718	$3,352	0.0755	$3,503	0.0789	$3,662	0.0825
Vocal Music-5th	$1,936	0.0436	$2,038	0.0459	$2,126	0.0479	$2,229	0.0502
Fourth Grade Choir	$1,936	0.0436	$2,038	0.0459	$2,126	0.0479	$2,229	0.0502
PUBLICATIONS								
Yearbook	$2,961	0.0667	$3,112	0.0701	$3,250	0.0732	$3,405	0.0767
ORGANIZATIONS								
Boosters	$2,952	0.0665	$3,099	0.0698	$3,250	0.0732	$3,396	0.0765
French Club	$342	0.0077	$355	0.0080	$382	0.0086	$391	0.0088
Math Club	$342	0.0077	$355	0.0080	$382	0.0086	$391	0.0088
Math Team	$1,829	0.0412	$1,918	0.0432	$2,011	0.0453	$2,100	0.0473
National Honor Society	$2,615	0.0589	$2,748	0.0619	$2,877	0.0648	$3,005	0.0677
Science Club	$546	0.0123	$568	0.0128	$595	0.0134	$622	0.0140
Spanish Club	$342	0.0077	$355	0.0080	$382	0.0086	$391	0.0088
Jr. High Quiz Team	$1,829	0.0412	$1,918	0.0432	$2,011	0.0453	$2,100	0.0473
HS Quiz Team	$4,355	0.0981	$4,577	0.1031	$4,794	0.1080	$5,012	0.1129
Prom Advisor	$1,554	0.0350	$1,634	0.0368	$1,714	0.0386	$1,798	0.0405
Jr. High Spelling Bee Advisor	$444	0.0100	$466	0.0105	$488	0.0110	$511	0.0115
Jr. High Oration Advisor	$444	0.0100	$466	0.0105	$488	0.0110	$511	0.0115
Volunteens	$444	0.0100	$466	0.0105	$488	0.0110	$511	0.0115
SCHOOL PRODUCTIONS								
Production Coordinator	$4,928	0.1110	$5,176	0.1166	$5,420	0.1221	$5,669	0.1277
Spring Musical Coordinator	$4,928	0.1110	$5,176	0.1166	$5,420	0.1221	$5,669	0.1277
Spring Musical Asst. #1	$2,601	0.0586	$2,730	0.0615	$2,863	0.0645	$2,992	0.0674
Spring Musical Asst. #2	$1,381	0.0311	$1,452	0.0327	$1,518	0.0342	$1,589	0.0358
Spring Musical Asst. #3	$1,381	0.0311	$1,452	0.0327	$1,518	0.0342	$1,589	0.0358
Spring Musical Asst. #4	$1,381	0.0311	$1,452	0.0327	$1,518	0.0342	$1,589	0.0358
Elementary Play (2)	$444	0.0100	$466	0.0105	$488	0.0110	$511	0.0115

2025-2026 Supplemental Salary Schedule

Base Salary: **$44,393**

ACTIVITY	0-4		5-9		10-19		20+	
SUBJECT AREA HEADS								
Art Education	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Business Education	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Sr. High English	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Foreign Language	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Home Economics	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Sr. High Math	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Instrumental Music	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Vocal Music	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Sr. High Science	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Sr. High Social Studies	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Health and Physical Education	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Elem. Grade Leader	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Sr. High Special Education	$1,829	0.0412	$1,918	0.0432	$2,011	0.0453	$2,100	0.0473
Sr. High Tech Prep Coordinator	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Plus $30 per teacher in the department, excluding chairman								
Plus $35 each competency area								
MISCELLANEOUS								
Fifth Grade Camp	$630	0.0142	$657	0.0148	$693	0.0156	$719	0.0162
Jr. High Team Leaders	$1,514	0.0341	$1,589	0.0358	$1,665	0.0375	$1,740	0.0392
Jr. High Exploratory Leader	$1,012	0.0228	$1,061	0.0239	$1,114	0.0251	$1,163	0.0262
Jr. High Intervention Leader	$1,514	0.0341	$1,589	0.0358	$1,665	0.0375	$1,740	0.0392
Elem. Intervention Leader	$1,505	0.0339	$1,580	0.0356	$1,656	0.0373	$1,731	0.0390
Saturday In-School	$25.00 per hour							
After-School Detention	$25.00 per hour							
Mileage - IRS Rate								

2026-2027 Supplemental Salary Schedule

Base Salary: $45,836

ACTIVITY	0-4		5-9		10-19		20+	
Supv. Athletic Events	$3,919	0.0855	$4,111	0.0897	$4,309	0.0940	$4,506	0.0983
E-Sports	$1,066	0.0233	$1,105	0.0241	$1,146	0.0250	$1,169	0.0255
BASEBALL								
Head	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Varsity Assistant	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
Junior Varsity	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
Freshman	$3,154	0.0688	$3,309	0.0722	$3,429	0.0748	$3,626	0.0791
Summer (2)	$2,044	0.0446	$2,136	0.0466	$2,251	0.0491	$2,342	0.0511
BASKETBALL (Boys)								
Head	$8,622	0.1881	$9,048	0.1974	$9,488	0.2070	$9,910	0.2162
Varsity Assistant	$5,170	0.1128	$5,432	0.1185	$5,693	0.1242	$5,940	0.1296
Junior Varsity	$5,170	0.1128	$5,432	0.1185	$5,693	0.1242	$5,940	0.1296
Freshman	$4,322	0.0943	$4,533	0.0989	$4,753	0.1037	$4,978	0.1086
Junior High (2)	$3,869	0.0844	$4,061	0.0886	$4,258	0.0929	$4,442	0.0969
Saturday (2)	$981	0.0214	$1,031	0.0225	$1,068	0.0233	$1,123	0.0245
Summer (2)	$940	0.0205	$990	0.0216	$1,031	0.0225	$1,086	0.0237
BASKETBALL (Girls)								
Head	$8,622	0.1881	$9,048	0.1974	$9,488	0.2070	$9,910	0.2162
Varsity Assistant	$5,170	0.1128	$5,432	0.1185	$5,693	0.1242	$5,940	0.1296
Junior Varsity	$5,170	0.1128	$5,432	0.1185	$5,693	0.1242	$5,940	0.1296
Freshman	$4,322	0.0943	$4,533	0.0989	$4,753	0.1037	$4,978	0.1086
Junior High (2)	$3,869	0.0844	$4,061	0.0886	$4,258	0.0929	$4,442	0.0969
Saturday (2)	$981	0.0214	$1,031	0.0225	$1,068	0.0233	$1,123	0.0245
Summer (2)	$940	0.0205	$990	0.0216	$1,031	0.0225	$1,086	0.0237
CONCESSIONS								
Basketball	$3,199	0.0698	$3,360	0.0733	$3,525	0.0769	$3,681	0.0803
Football	$1,370	0.0299	$1,439	0.0314	$1,503	0.0328	$1,581	0.0345
JH Fall	$912	0.0199	$958	0.0209	$1,004	0.0219	$1,050	0.0229
JH Winter	$1,215	0.0265	$1,279	0.0279	$1,338	0.0292	$1,398	0.0305
CHEERLEADERS								
10-12 (1 season)	$2,397	0.0523	$2,512	0.0548	$2,645	0.0577	$2,755	0.0601
Freshman (1 season)	$1,219	0.0266	$1,274	0.0278	$1,334	0.0291	$1,407	0.0307
7-8 (1 season)	$1,183	0.0258	$1,238	0.0270	$1,293	0.0282	$1,348	0.0294
CROSS COUNTRY								
Head Boys	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Head Girls	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Junior High (Boys & Girls)	$2,535	0.0553	$2,663	0.0581	$2,782	0.0607	$2,911	0.0635
FOOTBALL								
Head	$8,622	0.1881	$9,048	0.1974	$9,479	0.2068	$9,910	0.2162
Assistant (5)	$5,170	0.1128	$5,432	0.1185	$5,693	0.1242	$5,940	0.1296

2026-2027 Supplemental Salary Schedule

Base Salary: $45,836

ACTIVITY	0-4		5-9		10-19		20+	
Summer (5)	$1,650	0.0360	$1,723	0.0376	$1,820	0.0397	$1,893	0.0413
Freshman Asst. #1	$4,322	0.0943	$4,533	0.0989	$4,753	0.1037	$4,978	0.1086
Freshman Asst. #2	$3,516	0.0767	$3,529	0.0770	$3,869	0.0844	$4,038	0.0881
Junior High Asst. #1 (2)	$3,869	0.0844	$4,061	0.0886	$4,258	0.0929	$4,442	0.0969
Junior High Asst. #2 (2)	$3,172	0.0692	$3,328	0.0726	$3,488	0.0761	$3,644	0.0795
Scouting Coordinator	$981	0.0214	$1,031	0.0225	$1,068	0.0233	$1,123	0.0245
GOLF								
Head Boys	$3,850	0.0840	$4,047	0.0883	$4,231	0.0923	$4,428	0.0966
Assistant Boys	$1,526	0.0333	$1,609	0.0351	$1,687	0.0368	$1,751	0.0382
Head Girls	$3,850	0.0840	$4,047	0.0883	$4,231	0.0923	$4,428	0.0966
Assistant Girls	$1,526	0.0333	$1,609	0.0351	$1,687	0.0368	$1,751	0.0382
(Assistant Boys, Assistant Girls positions will only be awarded if there are more than 12 athletes.)								
WEIGHTLIFTING								
Senior High	$2,975	0.0649	$3,121	0.0681	$3,277	0.0715	$3,419	0.0746
SOCCER								
Head Boys	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Head Girls	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Assistant	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
SOFTBALL								
Head Girls	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Varsity Assistant	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
Junior Varsity	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
Freshman	$3,154	0.0688	$3,309	0.0722	$3,429	0.0748	$3,626	0.0791
Summer	$2,044	0.0446	$2,136	0.0466	$2,251	0.0491	$2,342	0.0511
TENNIS								
Head Boys	$3,850	0.0840	$4,047	0.0883	$4,231	0.0923	$4,428	0.0966
Assistant Boys	$1,526	0.0333	$1,609	0.0351	$1,687	0.0368	$1,751	0.0382
Head Girls	$3,850	0.0840	$4,047	0.0883	$4,231	0.0923	$4,428	0.0966
Assistant Girls	$1,526	0.0333	$1,609	0.0351	$1,687	0.0368	$1,751	0.0382
(Assistant Boys, Assistant Girls positions will only be awarded if there are more than 12 athletes.)								
TRACK								
Head Boys	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Head Girls	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Assistant (3)	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
Winter Boys	$903	0.0197	$940	0.0205	$990	0.0216	$1,031	0.0225
JH Head Boys (Asst. #1)	$2,535	0.0553	$2,663	0.0581	$2,782	0.0607	$2,911	0.0635
JH Head Girls (Asst. #1)	$2,535	0.0553	$2,663	0.0581	$2,782	0.0607	$2,911	0.0635
JH Boys Assistant (Asst. #2)	$1,526	0.0333	$1,609	0.0351	$1,687	0.0368	$1,751	0.0382
JH Girls Assistant (Asst. #2)	$1,526	0.0333	$1,609	0.0351	$1,687	0.0368	$1,751	0.0382

2026-2027 Supplemental Salary Schedule

Base Salary: **$45,836**

ACTIVITY	0-4		5-9		10-19		20+	
VOLLEYBALL								
Head	$6,307	0.1376	$6,619	0.1444	$6,935	0.1513	$7,247	0.1581
Varsity Assistant	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
JV Assistant	$3,772	0.0823	$3,956	0.0863	$4,153	0.0906	$4,336	0.0946
Freshman	$3,154	0.0688	$3,309	0.0722	$3,429	0.0748	$3,626	0.0791
Junior High	$2,823	0.0616	$2,966	0.0647	$3,108	0.0678	$3,241	0.0707
Summer	$940	0.0205	$990	0.0216	$1,031	0.0225	$1,086	0.0237
WRESTLING								
Head Boys	$7,288	0.1590	$7,655	0.1670	$8,017	0.1749	$8,383	0.1829
Head Girls	$7,288	0.1590	$7,655	0.1670	$8,017	0.1749	$8,383	0.1829
Assistant #1	$4,387	0.0957	$4,607	0.1005	$4,831	0.1054	$5,042	0.1100
Assistant #2	$3,658	0.0798	$3,841	0.0838	$4,020	0.0877	$4,203	0.0917
Junior High (2)	$3,869	0.0844	$3,969	0.0866	$4,258	0.0929	$4,442	0.0969
Saturday	$981	0.0214	$1,031	0.0225	$1,068	0.0233	$1,123	0.0245
Mat Maids	$394	0.0086	$403	0.0088	$431	0.0094	$445	0.0097
BOWLING								
Boys	$2,397	0.0523	$2,512	0.0548	$2,645	0.0577	$2,755	0.0601
Girls	$2,397	0.0523	$2,512	0.0548	$2,645	0.0577	$2,755	0.0601
INTRAMURAL								
Elem. Boys Basketball (4)	$1,710	0.0373	$1,801	0.0393	$1,879	0.0410	$1,971	0.0430
Elem. Girls Basketball (4)	$1,710	0.0373	$1,801	0.0393	$1,879	0.0410	$1,971	0.0430
SWIMMING								
Head	$4,497	0.0981	$4,726	0.1031	$4,950	0.1080	$5,175	0.1129
Asst. Boys & Girls	$2,700	0.0589	$2,837	0.0619	$2,970	0.0648	$3,103	0.0677
AUDIO VISUAL/COMPUTER SUPERVISOR								
Elem. Supv.	$1,306	0.0285	$1,375	0.0300	$1,439	0.0314	$1,503	0.0328
Sr. High Supv.	$1,921	0.0419	$2,012	0.0439	$2,113	0.0461	$2,205	0.0481
JH Tech Asst. (Max 1)	$903	0.0197	$940	0.0205	$990	0.0216	$1,031	0.0225
CLASS ADVISORS								
Senior	$1,086	0.0237	$1,137	0.0248	$1,187	0.0259	$1,238	0.0270
Junior	$353	0.0077	$367	0.0080	$394	0.0086	$403	0.0088
Sr. High Student Council	$733	0.0160	$770	0.0168	$811	0.0177	$834	0.0182
JH Student Council	$733	0.0160	$770	0.0168	$811	0.0177	$834	0.0182
Elem Student Council	$564	0.0123	$587	0.0128	$614	0.0134	$642	0.0140

2026-2027 Supplemental Salary Schedule

Base Salary: $45,836

ACTIVITY	0-4		5-9		10-19		20+	
MUSIC								
Head Band Director	$7,352	0.1604	$7,719	0.1684	$8,081	0.1763	$8,452	0.1844
Asst. Director #1	$4,442	0.0969	$4,662	0.1017	$4,882	0.1065	$5,225	0.1140
Asst. Director #2	$3,749	0.0818	$3,928	0.0857	$4,125	0.0900	$4,309	0.0940
Asst. Director #3	$2,966	0.0647	$3,108	0.0678	$3,264	0.0712	$3,410	0.0744
Summer Band Director	$4,075	0.0889	$4,286	0.0935	$4,478	0.0977	$4,689	0.1023
Summer Band Asst. (3)	$2,338	0.0510	$2,452	0.0535	$2,571	0.0561	$2,691	0.0587
Auxiliary Units	$4,322	0.0943	$4,533	0.0989	$4,753	0.1037	$4,978	0.1086
Basketball Band	$903	0.0197	$940	0.0205	$990	0.0216	$1,031	0.0225
Jazz Band	$1,833	0.0400	$1,921	0.0419	$2,012	0.0439	$2,104	0.0459
Vocal Mixed Ensemble	$2,104	0.0459	$2,205	0.0481	$2,310	0.0504	$2,416	0.0527
Vocal Music-Sr. High	$4,153	0.0906	$4,359	0.0951	$4,570	0.0997	$4,781	0.1043
Vocal Music-MS	$3,291	0.0718	$3,461	0.0755	$3,616	0.0789	$3,781	0.0825
Vocal Music-5th	$1,998	0.0436	$2,104	0.0459	$2,196	0.0479	$2,301	0.0502
Fourth Grade Choir	$1,998	0.0436	$2,104	0.0459	$2,196	0.0479	$2,301	0.0502
PUBLICATIONS								
Yearbook	$3,057	0.0667	$3,213	0.0701	$3,355	0.0732	$3,516	0.0767
ORGANIZATIONS								
Boosters	$3,048	0.0665	$3,199	0.0698	$3,355	0.0732	$3,506	0.0765
French Club	$353	0.0077	$367	0.0080	$394	0.0086	$403	0.0088
Math Club	$353	0.0077	$367	0.0080	$394	0.0086	$403	0.0088
Math Team	$1,888	0.0412	$1,980	0.0432	$2,076	0.0453	$2,168	0.0473
National Honor Society	$2,700	0.0589	$2,837	0.0619	$2,970	0.0648	$3,103	0.0677
Science Club	$564	0.0123	$587	0.0128	$614	0.0134	$642	0.0140
Spanish Club	$353	0.0077	$367	0.0080	$394	0.0086	$403	0.0088
Jr. High Quiz Team	$1,888	0.0412	$1,980	0.0432	$2,076	0.0453	$2,168	0.0473
HS Quiz Team	$4,497	0.0981	$4,726	0.1031	$4,950	0.1080	$5,175	0.1129
Prom Advisor	$1,604	0.0350	$1,687	0.0368	$1,769	0.0386	$1,856	0.0405
Jr. High Spelling Bee Advisor	$458	0.0100	$481	0.0105	$504	0.0110	$527	0.0115
Jr. High Oration Advisor	$458	0.0100	$481	0.0105	$504	0.0110	$527	0.0115
Volunteens	$458	0.0100	$481	0.0105	$504	0.0110	$527	0.0115
SCHOOL PRODUCTIONS								
Production Coordinator	$5,088	0.1110	$5,344	0.1166	$5,597	0.1221	$5,853	0.1277
Spring Musical Coordinator	$5,088	0.1110	$5,344	0.1166	$5,597	0.1221	$5,853	0.1277
Spring Musical Asst. #1	$2,686	0.0586	$2,819	0.0615	$2,956	0.0645	$3,089	0.0674
Spring Musical Asst. #2	$1,425	0.0311	$1,499	0.0327	$1,568	0.0342	$1,641	0.0358
Spring Musical Asst. #3	$1,425	0.0311	$1,499	0.0327	$1,568	0.0342	$1,641	0.0358
Spring Musical Asst. #4	$1,425	0.0311	$1,499	0.0327	$1,568	0.0342	$1,641	0.0358
Elementary Play (2)	$458	0.0100	$481	0.0105	$504	0.0110	$527	0.0115

2026-2027 Supplemental Salary Schedule

Base Salary: **$45,836**

ACTIVITY	0-4		5-9		10-19		20+	
SUBJECT AREA HEADS								
Art Education	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Business Education	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Sr. High English	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Foreign Language	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Home Economics	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Sr. High Math	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Instrumental Music	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Vocal Music	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Sr. High Science	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Sr. High Social Studies	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Health and Physical Education	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Elem. Grade Leader	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Sr. High Special Education	$1,888	0.0412	$1,980	0.0432	$2,076	0.0453	$2,168	0.0473
Sr. High Tech Prep Coordinator	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Plus $30 per teacher in the department, excluding chairman								
Plus $35 each competency area								
MISCELLANEOUS								
Fifth Grade Camp	$651	0.0142	$678	0.0148	$715	0.0156	$743	0.0162
Jr. High Team Leaders	$1,563	0.0341	$1,641	0.0358	$1,719	0.0375	$1,797	0.0392
Jr. High Exploratory Leader	$1,045	0.0228	$1,095	0.0239	$1,150	0.0251	$1,201	0.0262
Jr. High Intervention Leader	$1,563	0.0341	$1,641	0.0358	$1,719	0.0375	$1,797	0.0392
Elem. Intervention Leader	$1,554	0.0339	$1,632	0.0356	$1,710	0.0373	$1,788	0.0390
Saturday In-School	$25.00 per hour							
After-School Detention	$25.00 per hour							
Mileage - IRS Rate								

SUPPLEMENTAL SALARY SCHEDULE PROCEDURES

A. All coaches other than head coaches will be referred to as assistants. The head coach then can have input as to his or her specific position. (Example: assistant coach in charge of junior high boys' seventh grade basketball). The coach would then be paid at the level designated for junior high basketball.

B. CREDIT FOR COACHING

1. Assistant coaches will be given credit for all levels of experience in that sport.

2. Movement from an assistant coach position to a head coach position in the same sport will mean placement at the 0-4 step unless there is previous head coach experience in that sport. Up to 10 years of credit will be given for head coach experience.

3. New coaches that come from other school systems will receive credit in a similar manner with experience up to 10 years.

4. Coaches who transfer from a male or female sport of the same name will receive credit for their experience in that sport (Example: girls' basketball coach transfer to boys' basketball). When considering sports of same name, baseball and softball would be considered the same.

5. Head coaches movement downward in that sport will take their experience with them.

6. Experience in any supplemental is not based on consecutive years. It shall be the responsibility of the unit member who is hired for a supplemental position to complete a verification of experience form to file with the district. The accuracy of this information on this form will be verified by the district and serve as the basis for placement on the supplemental salary schedule. No adjustment for prior years of experience will be made after initial placement for a given position is made on the supplemental schedule.

C. FILLING SUPPLEMENTAL POSITION VACANCIES

This language on filling supplemental position vacancies in this section shall replace the language for Supplemental positions contained in Article IV A. 1. No part of the language in Article IV A.1 will be affected for any vacancy other than supplemental.

In filling supplemental position vacancies, the district will consider applicants' experience, training, needs of the district and length of service in district supplemental positions. After considering the above, the Board shall make the final decision in appointing someone to fill a supplemental vacancy.

APPENDIX C

Grievance #____ _____ School District

Distribution of Form
1. Superintendent
2. Principal
3. Association
4. Employee

GRIEVANCE REPORT

Submit to Principal or Immediate Supervisor
in Duplicate

Building Assignment Name of Grievant Date Filed

STEP I

A. Date Cause of Grievance Occurred. _____

B. 1. Statement of Grievance._____

_____

_____

2. Relief Sought_____

_____

(If additional space is needed in reporting Sections B1 & 2, attach an additional sheet.)

_____

Signature Date

C. Disposition by Principal or Immediate Supervisor._____

_____

_____

Signature Date
Or Immediate Supervisor

D. Position of Grievant and/or Association_____

_____

_____

Signature Date

STEP II

A. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee _____

_____

_____

_____

Signature Date

C. Position of Grievant and/or Association. _____

_____

_____

Signature Date

STEP III

A. Date Submitted to Arbitration _____

B. Disposition & Award of Arbitrator _____

_____

_____

_____

_____

Signature of Arbitrator Date

DEFIANCE CITY SCHOOLS

BOARD OF EDUCATION

Mrs. Cathy L. Davis
President

Mr. Wesley C. Moats
Vice President

Mrs. Cheryl A. Swisher
CFO/Treasurer

801 SOUTH CLINTON STREET
DEFIANCE, OHIO 43512
Phone 419-782-0070
Fax 419-782-4395

Mr. Robert R. Morton
Superintendent

BOARD OF EDUCATION

Mr. Charles Bakle
Member

Mrs. Christine M. Oberlin
Member

Mr. Michael C. Wahl
Member

BELIEVE*BELONG*BECOME

412 CERTIFICATE
(O.R.C. 5705.412)

Re: DCEA Agreement August 15, 2024-August 14, 2027

IT IS HEREBY CERTIFIED that the DEFIANCE CITY **SCHOOL DISTRICT** (the "District") has sufficient funds to meet the contract, obligation, payment, or expenditure for the above (a copy of the contract, document or resolution is attached) and has in effect for the remainder of the fiscal ear and the succeeding fiscal year the authorizations to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all other sources available to the District as of the date hereof, are sufficient to provide operating revenues necessary to enable the District to maintain all personnel, programs and services essential to the provision of an adequate educational program on all the days set forth in its adopted school calendar for the current fiscal year and for a number of days in the succeeding fiscal year equal to the number of days instruction was held or is scheduled for the current fiscal year, except that if the above expenditure is for:

1. an appropriation measure, this certification shall cover only the fiscal year in which the appropriation measure is effective, and shall not consider the renewal or replacement of an existing levy as the authority to levy taxes that are subject to appropriation in the current fiscal year unless the renewal or replacement levy has been approved by the electors and is subject to appropriation in the current fiscal year; or,

2. a contract, this certification shall cover the term of the contract or the current fiscal year plus the two immediately succeeding fiscal years, whichever period of years is greater.

Cathy Davis — 6-26-24

Cathy Davis, Board President — Date

Robert Morton — 6/12/24

Robert Morton, Superintendent — Date

Cheryl Swisher — 6/12/24

Cheryl Swisher, CFO/Treasurer — Date