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NEGOTIATED AGREEMENT

BETWEEN

THE RIVER VIEW BOARD OF EDUCATION

AND

THE RIVER VIEW EDUCATION ASSOCIATION

2024 – 2027

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ARTICLE 1
NEGOTIATIONS PROCEDURES

SECTION ONE – RECOGNITION

A. The River View Board of Education, hereinafter referred to as the "Board", recognizes the River View Education Association, OEA/NEA-Local, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for the purposes of and as defined in Chapter §4117 of the Ohio Revised Code for all members of the bargaining unit, including all professional, non-supervisory personnel.

B. For purposes of recognition and negotiations, the term "bargaining unit" shall include all:

   1. Full or part-time classroom teachers (Pre-K, K-12, adult, special and vocational).

      a. Full-time: An employee who is employed to perform a full day's work as defined in Article 10 for a minimum of 120 days or more in a work year.

      b. Part-time regular: An employee who works more than ten (10) hours per week on a school year basis shall be given a regular limited contract on a pro rata basis.

   2. School Counselors

   3. Librarians

   4. Speech Pathologist

   5. Nurses

C. For the purpose of this Article, "Administrative Personnel" shall be any employee hired under an administrative contract pursuant to §3319.01, §3319.02, §3319.04, and §4417.01(F) of the Ohio Revised Code. All administrative personnel and the following positions shall be specifically excluded from the bargaining unit:

   1. Non-certificated personnel;

   2. Certificated educational aides;

   3. Casual substitutes (work less than 120 days)

D. The Association recognizes that newly created certificated positions will be bargaining unit or administrative in nature in accordance with B. and C. above.

E. The Association shall provide to the Board by October 15 of each school year the total number of bargaining unit members who are members of the Association.

SECTION TWO - NEGOTIATIONS PROCEDURES

A. Directing Requests

   Requests in writing for commencing negotiations meeting from the Association shall be made directly to the Superintendent and the Board. Requests by the Board shall be made to the president of the Association.

Negotiations shall begin no sooner than one hundred twenty (120) nor later than ninety (90) days prior to the expiration of the contract, except by mutual agreement of the parties of these negotiations in keeping with the provisions in this contract.

B. Meetings

1. Within fifteen (15) days after receipt of a request to negotiate, the parties shall arrange for a mutually agreed upon date to commence negotiations.
2. Negotiation meetings shall be closed to the public.
3. Negotiation meetings shall be held at a mutually agreed upon site.
4. Meetings shall not be held during school hours or times which interfere with the bargaining unit member's professional and contractual duties.
5. Meetings shall be held for no longer than two (2) hours unless an extension is mutually agreed upon.

C. Scope of Bargaining

All matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement are subject to collective bargaining between the Board and the Association, except as otherwise specified in this section.

D. Negotiations

Each party may have up to four (4) negotiation representatives. Neither party in any negotiation shall have any control over the election of the negotiation representative of the other party.

E. Use of Consultants

One consultant and/or one observer for each party may attend the negotiation sessions, at the expense of the inviting party.

F. Power of Authority

While no final agreement shall be executed without ratification by the Association and the adoption by the Board, 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.

G. Caucus

The spokesperson of either group may recess his/her group for independent caucus at any time. Each caucus will not exceed thirty (30) minutes, unless mutually agreed upon.

H. News Release

While negotiations are in process, neither party will make any news release prior to impasse. Thereafter, any release prepared shall have a copy given to the other party.

I. Interim Reports

Interim reports of progress may be made to the Association by its representatives and to the Board by its representatives.

J. Censor

No reprisal of any kind will be taken by the Board or Association against any person because of his/her participation in the negotiations procedure.

K. Information Exchange

Both parties agree to provide to the other requested information so long as the information sought is routinely prepared. At any time prior to and during negotiations, either party may request from the other such information as necessary to develop full and complete proposals. Such information shall be provided within ten (10) working days.

L. Agreements

After both negotiation teams have reached tentative agreement on all items, the Association shall then have ten (10) days to ratify the agreement. The Board, after receiving written evidence of the Association's ratification, shall act upon the agreement as soon as possible, and not later than the next regular meeting of the Board.

M. Disagreements

Thirty (30) days prior to the expiration date of this Agreement, the parties will notify Federal Mediation and Conciliation Service (FMCS) of such negotiations. From that point (30 days prior), should an impasse occur, either party shall have the right to request the assistance of FMCS. The meetings shall continue until settlement is achieved or the mediator deems no further progress can be made. In the event that agreement is not reached, and no mutually agreed upon extension of the contract expiration date is agreed, then the Association shall have the right to proceed in accordance with Section §4117.14(D)(2) and Section §4117.18(C) of the Ohio Revised Code.

SECTION THREE - PROTOCOL

No action to coerce, censor, or penalize any negotiating team member shall be made or implied by any other person.

SECTION FOUR - CERTIFIED EMPLOYEES

Regular certified employees are those who are contracted to, and do work, on a regularly scheduled basis in a minimum of twenty (20) hours per week for all the weeks of the adopted school calendar remaining after their employment.

ARTICLE 2
ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. The president of the Association or his/her designee shall have the right to visit all schools in the District for the purpose of carrying out Association business. Such visits shall not conflict with their normal duties. Visiting regulations must be followed.

B. The Association may assist in the social orientation of the new members to the system. The Association may address the teachers at a mutually agreed upon time for up to one hour at the District's general meeting the first day of the school year. The Board shall make available the names, telephone number, work email, work location, department, job title and addresses of the new teachers no later than two weeks prior to the opening of school. Such information shall only be for the use of the Association.

C. The Association shall be provided bulletin board space in the teachers' lounge in each school for the posting of notices and other materials relating to Association activities. The bulletin board space shall be identified with the name of the Association. The Association Building Representative has the responsibility of maintaining the bulletin board.

D. Representatives of the Association shall be permitted to transact Association business on school property at reasonable times before and after school, during lunch, during planning and conference periods.

E. The Association Building Representative or his/her designee may use individual school office equipment, public address system, internal mail delivery, email and audio-visual equipment when such equipment is not otherwise in use. Consumable materials shall be paid for by the Association; and also any repairs for broken equipment occurring during use by the Association.

F. Upon request, the Association shall be provided a place on the agenda to address the Board at regular school board meetings. The Association shall have the right to address members at any staff meeting and shall be able to attend district meetings.

G. The Association may use teachers' mailboxes to distribute materials.

H. The Association may use a school building for its official membership and executive committee meetings after hours and at a time and place that does not interfere with the normal and other scheduled use of such buildings. Arrangements shall be made with the building principal. No fees will be charged for such use.

I. Copies of the Board's Policy Book will be online**.**

J. The Association may represent the bargaining unit member on any and all employment related matters.

K. The Association shall have the right to send flyers home with students that have been agreed upon by the Superintendent and Association President to raise money for senior scholarships one time per year.

ARTICLE 3
INDIVIDUAL RIGHTS

A. The Board of Education subscribes to individual rights guaranteed by Federal and State Constitutions and intends to follow all appropriate statutes in this regard.

B. The Board encourages the participation in civic organizations and professional associations insofar as such activity does not infringe upon the teaching responsibilities of the individual.

C. Members of the instructional staff will not be subject to reprisal or discipline for the exercising of constitutional rights of political involvement.

D. Extracurricular supplemental contract acceptance shall be on a voluntary basis.

E. The Board recognizes that the personal life of a teacher is private; a teacher's conduct outside the school environment will not be subject to scrutiny, nor will renewed employment be in jeopardy unless the teacher's conduct is hostile to the welfare of the community as determined after due process consideration.

F. Teachers are to use social networking in a professional manner that does not jeopardize relationships with students, parents, or other staff members. It is understood that using this medium to criticize administration and Board of Education decisions or actions is unacceptable and inappropriate.

G. The Board further agrees that teachers may wear insignia, pins, or other identification of membership in the Association or other civic or professional organizations on school premises.

H. The Board provides the right to due process to all teachers.

I. The Board of Education shall prohibit adverse actions related to employment decisions, the application of any provision of this collective bargaining agreement, the creation and/or application of any Board of Education Policy, and shall prohibit bullying, harassment of any kind, or any other act of discrimination, based upon any of the following:

- Age
- Race
- National Origin
- Disability
- Religion
- Gender
- Gender Identity
- Gender Expression
- Sexual Orientation
- Marital Status
- Veteran Status
- Political Affiliation
- Union Membership or Activism

Further, all personally identifiable and medical information relating to any of the above shall be considered confidential information and will not be released except as required by local, state, or federal law. The Board of Education shall respect and uphold each employee's right to privacy and constitutional rights as citizens.

ARTICLE 4
GRIEVANCE PROCEDURE

SECTION ONE - GRIEVANCE POLICY

The Board of Education recognizes that in the interest of effective personnel management, a procedure is necessary whereby its teachers can be assured of a hearing on their grievances. Such procedures shall be available to all teachers and no reprisal of any kind shall be taken against any teacher initiating or participating in the grievance procedure.

SECTION TWO - PURPOSE AND OBJECTIVES

The primary purpose of this procedure shall be to obtain at the lowest administrative level and in the shortest period of time, equitable solutions to grievances which may arise from time to time.

SECTION THREE - GRIEVANCE DEFINED

A grievance is an alleged violation, misinterpretation, or misapplication of the negotiated agreement.

SECTION FOUR - GENERAL PROVISIONS

A. An individual grievance shall be initiated by the person aggrieved.

B. A group grievance may be initiated by the Association on an alleged violation that affects two or more teachers.

C. An alleged violation shall be first discussed informally with the appropriate administrator prior to initiation of the grievance procedure.

D. A grievance shall be reduced to writing and include:
   1. The alleged violation (state the Article and Section of the contract);
   2. Relief sought; and,
   3. Date of initiating procedure.

E. The Association shall be available to assist any teacher in preparing the proper and complete information necessary to expedite the procedure.

F. The teacher and/or administrator has the right to be represented by a representative or counsel of his/her choice. However, no grievance will be adjusted without an Association representative in attendance.

Upon receiving a written grievance, the administrator will notify the Association through the Association president.

G. No grievance will be submitted to arbitration without consent of the Association.

H. Time limits shall be considered as maximum, unless otherwise extended by mutual written agreement of the parties involved.

I. Failure of the aggrieved to proceed within the specified time limits to the next level of the procedure shall mean the grievance has been resolved by the recommendations stated in the previous level.

J. Failure of the administration to respond in the time limits stated shall mean the relief as stated in the previous level of proceedings shall be implemented. The stated time limits may be extended by mutual consent.

K. A grievance may be initiated at Level II when it has been determined by the building principal that the subject is not within his/her realm of responsibility or control.

L. Resolution of a grievance at any level shall apply to the stated grievance and shall in no way infringe on the statutory obligations of the Board.

M. Nothing contained in this procedure shall be construed as limiting the individual rights of a teacher having a complaint or problem to discuss the matter informally with members of the administration through normal channels of communication.

N. Nothing contained in this procedure shall be construed as limiting the rights of a teacher from using other professional or legal rights in resolving a complaint or problem.

O. A day referred to in this agreement shall be determined to be a scheduled school day. In summer, days shall be days on which the Board offices are normally open for business.

P. A grievance may be withdrawn at any level without prejudice or record.

Q. No record, document, or communication concerning a grievance shall be placed in the personnel file of any participants involved in the procedure herein described. A separate file shall be maintained.

R. Failure of a bargaining unit member to file a grievance shall not establish a past practice precluding such member or any other member from filing a grievance in the future.

SECTION FIVE - PROCEDURE

A. LEVEL I - Administration

A copy of the written grievance shall be submitted to the aggrieved's immediate administrator within thirty (30) days of when he knew or should have known of the alleged violation.

A meeting shall be mutually agreed upon between the aggrieved and the administrator within five (5) days of the filing of the grievance.

Either the aggrieved or the administrator may have present such people who may provide information related to the grievance. Discussion at this meeting shall be confined to the issues as stated in the grievance and the relief sought.

Within five (5) days of the meeting, the administrator shall provide the aggrieved with a written response stating his/her position and suggestions for resolution of the grievance.

B. LEVEL II - Superintendent

If the aggrieved is not satisfied with the suggestion for resolution received in Level I, he/she may within five (5) days of receipt of such written response, submit his/her written grievance to the Superintendent and request a meeting to discuss the grievance.

The meeting shall be within five (5) days of the request. The meeting shall be conducted in a manner as stated in Level I.

Within five (5) days of the meeting, the Superintendent shall provide the aggrieved with a written response stating his/her position and suggestion for resolution of the grievance.

C. LEVEL III - Board of Education

If the aggrieved is not satisfied with the resolution received at Level II-Superintendent, he/she may within five (5) days of receipt of such written response, submit his/her written grievance to the Board of Education through the Superintendent and request a meeting to discuss the grievance. The meeting shall be within ten (10) days of the request.

The meeting shall be conducted in a manner as stated in Level I and in keeping with the general provisions of this article.

D. LEVEL IV - Arbitration

If the grievant is not satisfied with the Board's decision on the grievance, and the Association concurs, he/she shall be allowed ten (10) days to file a written appeal with the Board. Arrangements shall be made between the Board and the grievant to select an arbitrator within ten (10) days of receipt of the appeal.

The arbitrator shall be chosen using the Voluntary Labor Arbitration Rules of the American Arbitration Association. A recommendation shall be rendered as soon as possible by the arbitrator and that recommendation shall be advisory to the Board of Education. The Board of Education shall act upon the recommendation at its next regular meeting or by a date mutually decided upon by the parties. The cost of the arbitrator shall be shared equally by both parties.

The arbitrator shall not have the authority to add to, subtract from, modify, change, or alter any of the provisions of this collective bargaining contract, nor add to, detract from or modify the language therein in arriving at his decision concerning any issue presented that is proper within the limitations expressed herein. The arbitrator shall have no authority to rule contrary to the law of the State of Ohio or to decide issues not submitted to arbitration.

ARTICLE 5
CONTRACTS

The Board shall provide each teacher individually written contracts in keeping with the provisions of the Ohio Revised Code and Board-adopted policies. The provisions of such written contracts shall be enumerated in the subsection of this policy.

A. Any agreement to act as supervisor for extra-curricular activities for which additional compensation is to be paid shall be by supplemental contract. Supplemental contracts shall be awarded in accordance with ORC §3313.53 with certified/licensed staff given first priority.

B. Any teacher presently under contract will have the same teaching assignment; building, grade level, classes, for the following year unless notified in writing prior to August 1, by the building principal if within the building and by the Superintendent if changing the building assignment. Any changes in teaching assignment after August 1 shall follow the Involuntary Transfer Policy. Persons involved will be consulted before changes are made to his/her assignment.

C. In consideration of the services rendered by the teacher, the Board of Education agrees to pay said teacher a base annual salary as prescribed by the salary schedule of the school District, according to degree and years' experience, whether existing or hereafter adopted. The initial compensation to be paid under a contract shall be according to the existing salary schedule and that amount shall appear on the contract.

D. Teachers shall be employed pursuant to a work year of not more than 184 days or equivalent amount of hours based on Article 10, A.

   This will include 2 non-instructional days. The first day is designated for classroom set-up prior to the first day for students. Every effort will be made to schedule this time before open house. Beginning with the 2025-2026 school year teachers have the option to use their set-up time prior to scheduled work days with prior authorization and verification from the building principal. If classroom set-up takes place prior to the District designated set-up day, teachers would not be required to attend the District designated day. The second day will be utilized for Public School Works completion and will be designated by the District. This will be effective the 2025-2026 school year.

E. In performing his/her professional duties, the teacher agrees to abide by and maintain the applicable laws and existing rules and regulations of the Board of Education.

F. Each teacher, before signing a contract, shall have been notified by the treasurer of Section §3307.58 of the Revised Code of his/her duties and obligations pertaining to the State Teachers Retirement System as a condition of his/her employment.

G. The president and treasurer of the Board of Education, by affixing their signatures to a contract, present that all necessary implementing resolutions have been adopted by the Board and that a copy of the Board's existing rules and regulations affecting the performance of professional duties have been made available to the teachers, on or before the first day of school.

H. Teachers will be granted tenure according to the Ohio Revised Code, except that it shall be the responsibility of the bargaining unit member to inform the Superintendent in writing

of his/her eligibility and desire for a continuing contract at least three (3) months prior to reaching such eligibility.

I. Teachers who have not obtained tenure in another Ohio school District may be offered any contract from the sequence of limited contracts. After the successful completion of this contract, such teacher will be eligible for the next step on the sequence of limited contracts.

SEQUENCE OF LIMITED CONTRACTS:
Upon initial employment_____One Year
Second Contract_____One Year
Third Contract_____Two Year
Fourth Contract_____Three Year
Fifth Contract_____Five Year

All contracts after the five year contract will be five year contracts until the teacher is eligible for a continuing contract. However, the Board may issue a one-year probationary contract at the end of any limited contract if the teacher received an unsatisfactory evaluation from the evaluation's procedure during their current contract. Upon successful completion of the probationary contract, the teacher shall be issued the next contract from the sequence of limited contracts as if the probationary contract had never been issued.

J. All teachers hired shall be granted their accumulated years' experience up to ten (10) years, and may be granted up to full experience, on the salary schedule which is in effect at the time their contract begins.

ARTICLE 6
TEACHER EVALUATION PROCEDURE

The following procedure shall be used for the purpose of evaluating the teachers of the River View Local School District.

A. Purpose

The purpose of evaluation shall be for the following:

1. To serve as a tool to advance the professional learning and practice of teachers individually and collectively in a school District.
2. To inform instruction.
3. To assist teachers and administrators in identifying and developing best educational best practices in order to provide the greatest opportunity for student learning and growth.

B. Definitions

1. HQSD – Quantitative information, derived from instrument(s) rigorously reviewed and approved by locally determined education experts, provides evidence of student learning that can be directly attributed to the teacher being evaluated. High-quality

student data (HQSD) is used to guide instructional decisions and meet student learning needs. Each teacher must use at least two (2) sources of HQSD as part of their evaluation. If a teacher has Value-Added data from the state, this must be used but it can only be used as one (1) of the required sources. HQSD must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria:

a. Align to learning standards

b. Measure what is intended to be measured

c. Be attributable to a specific teacher for course(s) and grade level(s) taught

d. Demonstrate evidence of student learning (achievement and/or growth)

e. Follow protocols for administration and scoring

f. Provide trustworthy results and
g. Not be offended or be driven by bias

And the teachers must use the data generated from the HQSD data instrument by:

a. Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning;

b. Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class, as well as individual students;

c. Informing instruction and adapting instruction to meet student need based upon the information gained from the data analysis and

d. Measuring student learning (achievement and/or growth) and progress towards achieving state and local standards.

2. Improvement Plan – A detailed written plan developed by the assigned credentialed evaluator, utilized solely when a teacher receives an evaluation rating of “ineffective”. The approved form for the Improvement Plan is attached to this agreement as Appendix 21.

3. Professional Growth Plan – A written plan, self-directed or jointly developed between the teacher and evaluator, when a final holistic rating is “accomplished”, “skilled”, or “developing”, designed for the sole purpose of continuing teacher growth focused on areas identified in the teacher’s observations and/or evaluation. The approved form for the Professional Growth Plan is attached to this agreement as Appendix 22.

4. Walk Through – Informal observation of at least ten (10) minutes but no more than thirty (30) with an emphasis on identified focus area(s) when applicable. The focus may be area(s) of strength, area(s) for improvement, or both.

5. Evaluation Cycle

a. Full Cycle

i. Professional Growth Plan/Improvement Plan (Due by September 30th)

ii. PGP/Improvement Plan Conference

iii. Preconference for the Holistic Observation

iv. One Holistic Formal Observation

1. Announced

2. Minimum of thirty (30) minutes

v. Post Conference for the Holistic Formal Observation

1. Evaluator will identify one (1) – two (2) components from the OTES 2.0 rubric for the teacher's area(s) of focus for the next observation.

vi. Classroom Walk-throughs

1. Two, unannounced

2. Teachers and/or evaluators may request additional walk-throughs be scheduled.

vii. Preconference for the Formal Focused Observation (optional)

viii. One Formal Focused Observation

1. Announced

2. Minimum of thirty (30) minutes

3. Emphasis on identified focus areas

ix. Post Conference for Formal Focused Observation

x. Final Summative Conference

b. Less frequent

i. Professional Growth Plan (Due by September 30th)

ii. PGP/Improvement Plan Conference

iii. Preconference for the Informal Observation

iv. One (1) Informal Observation

1. Announced

2. Minimum of thirty (30) minutes

v. Post Conference with a discussion of progress on the PGP

6. OhioES – The teacher evaluation system required by Ohio Revised Code.

7. Evaluation Rating
   a. "Accomplished"
   b. "Skilled"
   c. "Developing"
   d. "Ineffective"

C. Procedures

1. Teachers will be evaluated in accordance with ORC § 3319.111.

2. District administrators who are credentialed shall be responsible for evaluation of the performance of teachers. The evaluator shall also be credentialed by the Ohio Department of Education to administer the Ohio Teacher Evaluation System (OTES) so long as such credentialing exists. If a teacher is being evaluated by someone other than his/her building principal or immediate supervisor, the teacher shall be notified of their intended credentialed evaluator no later than September 15 or within (30) days of employment if employed after the start of the school year. However, bargaining unit members shall not serve as credentialed evaluators. The credentialed evaluator assigned to the teacher shall complete all components of the Teacher Performance component except in the case of extenuating circumstances.

3. The Board may evaluate each teacher who received a rating of accomplished on the teacher's most recent evaluation conducted under this section once every three school years, so long as the teacher submits a self-directed professional growth plan to the evaluator that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on the plan.

4. Teachers receiving a rating of Accomplished may choose their evaluator. The evaluator must be one of the credentialed evaluators from the building in which the teacher is currently working. The teacher's choice of evaluator must be submitted to the building principal prior to their initial PGP meeting.

5. The Board may evaluate each teacher who received a rating of skilled on the teacher's most recent evaluation conducted under this section once every two school years, so long as the teacher submits a collaborative professional growth plan to the evaluator that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on the plan.

6. Any teacher who has been approved by the River View Board of Education for retirement on or before December 1st will not be evaluated.

D. Evaluation Committee

The Association and the Board agree to a joint Evaluation Development Committee for the purpose of creating the Evaluation Framework, procedure and process for the evaluation of certified employees.

1. Composition

   a. The committee shall be comprised of, up to six (6) members appointed by the Association president and, up to six (6) members appointed by the Board or its designee. In addition, each party may appoint up to one (1) ad hoc non-voting member to assist and/or attend committee meetings.

   b. Except for administrators and members of the Board of Education, all committee members shall serve staggered terms of not more than three (3) years. All committee members may be re-appointed at the end of their term.

   c. Committee members shall be representatives of elementary, secondary, and specialty areas within the District.

2. Operational Procedures

   a. The committee shall be chaired jointly by a committee member from the Association and a committee member from the Board.

   b. Members of the committee will receive training as needed in the state adopted Evaluation Framework model.

   c. The committee will establish by mutual agreement a meeting calendar and timeline for work completion.

   d. Committee agendas will be developed jointly by the co-chairpersons of the committee.

   e. At the initial committee meeting, the committee will develop the ground rules by which the committee will operate. These ground rules will be reviewed annually.

   f. At each committee meeting, the group will select an individual to act as the official recorder of the minutes for that meeting.

   g. Members of the committee may receive release time for committee work and training.

   h. Minutes of meetings will be distributed to committee members, Association President and District Superintendent within five (5) workdays following meetings of the committee.

   i. The committee may establish sub-committees to assist with their work.

   j. Sub-committees will be jointly appointed by the Superintendent/designee and the Association President/designee.

   k. The committee may recommend contracting consultant(s) (examples are, but not limited to, educational consultants, software consultants, credentialing trainers, etc.) as is deemed appropriate. Such recommendations must be authorized by the Superintendent, and the cost, if any, shall be the responsibility of the Board.

l. The committee shall recommend an evaluation model to the Board and the Association.

3. Compensation

   a. Any committee work required outside of the workday, will be paid at the rate of no less than forty dollars ($40.00) per hour and no more than eighty dollars ($80.00) per meeting per participant.

4. Secretarial Support

   a. The District will provide secretarial support and assistance to the committee. Responsibilities may include: copying, committee notification, communications, distribution of materials, and other duties as needed.

5. Committee Authority

   a. The Evaluation Committee is responsible to jointly develop the policy and procedure for teacher evaluation which shall then be submitted to the Board and the Association for approval which shall include a ratification vote by members of the Association and the Board.

   b. In the event both parties do not mutually agree through ratification, the evaluation policy and procedure shall not be implemented with the exception of the Ohio Department of Education required procedures and framework.

E. HQSD Committee

The River View School District will form a Highly Qualified Student Data Committee.

1. The committee will consist of representatives from:

   a. Grades 7-12 department members

   b. Grades 3-6 content area teachers

   c. PreK-2 grade level teachers

   d. Reading and Intervention Specialists

   e. Curriculum Coordinator

2. The purpose of the committee will be to assist and approve teacher-created assessments as well as determine approved vendor assessments.

3. Any committee work required outside of the workday will be paid at the rate if no less than forty dollars ($40.00) per hour and no more than eighty dollars ($80.00) per meeting per participant.

ARTICLE 7
REPRIMAND PROCEDURE

A. When in the judgment of the Superintendent or an administrator a reprimand of a teacher is warranted, the reprimand shall be done verbally within five (5) working days of

becoming aware of the occurrence. The reprimand will not be in the presence of another teacher, student, parent, or non-certificated employee unless the health and safety of a person or property is endangered. Either the teacher or administrator may have a representative present.

B. If the violation is repetitive, or in the judgment of the immediate supervisor or Superintendent is serious, a written reprimand shall be given within ten (10) days after the incident giving rise to the reprimand. Prior to issuing a reprimand, a hearing shall be held with the teacher and his/her representative and the administrator and/or his/her

representative. Both parties shall sign that the reprimand has been received. The reprimand shall be placed in the teacher's personnel file. A statement by the teacher may be attached to the reprimand within fifteen (15) working days after receiving the reprimand. If serious enough, further disciplinary action can be taken by the administrator in accordance with Section §3319.16 of the Ohio Revised Code.

C. No employee shall be disciplined, reduced in rank or compensation, demoted, non-renewed, or otherwise deprived of any professional advantage without "just cause" and compliance with applicable provisions of this contract.

ARTICLE 8
NONRENEWAL AND TERMINATION

SECTION ONE - TERMINATION OF CONTRACT

A. Termination of a teacher's contract shall be according to Section §3319.16 and related provisions of the Ohio Revised Code and not subject to the grievance procedure.

B. Prior warning shall be made in writing to the teacher by the administration before recommending dismissal to the Board for termination of contracts.

SECTION TWO - NONRENEWAL OF LIMITED CONTRACTS

A. Nonrenewal of a limited contract shall be in accordance with provisions of Section §3319.11 of the Ohio Revised Code.

B. Nonrenewal of a limited contract shall be due to a teacher's lack of ability or low degree of professional competency as determined by formal evaluation or other documentation in the personnel file, or other good and just cause.

ARTICLE 9
REDUCTION IN FORCE

In the event that the Board of Education determines that a reduction of teachers becomes necessary due to a decline in student enrollment, return to duty of regular teachers after leave of absence, suspension of schools, territorial changes, or lack of funds, this reduction will be in keeping with the provisions of this article.

A. Teachers who leave the system through retirement, resignation, nonrenewal for performance reasons or for other cause will not be replaced by new teachers, insofar as program needs and good educational practice make it possible to do so.

B. Additional reductions will be achieved in accordance with the suspension of contract procedures set forth in Section §3319.17, Ohio Revised Code. Contracts will be suspended by areas of certification as determined by the Board. When this procedure is followed for a reduction in force and contracts are suspended, preference will be given first to teachers who have continuing contracts over those holding limited contracts, and second to teachers with comparable evaluations who have greater seniority. Teachers whose contracts are suspended will have the right of restoration of service in the order of seniority of service if and when teaching positions become vacant or are created for which any such teachers are certified.

C. Teacher Seniority

1. Seniority

   Bargaining unit members with longer continuous certified service, under regular contract, in the River View School System will be retained in preference to those with less continuous employment certificated to teach in the same field, provided they have comparable evaluations as follows:

   a. Once the District implements its evaluation system under House Bill 153, employees shall be rated on each evaluation they receive as either “ineffective”, “developing”, “skilled” or “accomplished”.

   b. There shall be four (4) categories of comparable evaluations (Category 1, Category 2, Category 3 and Category 4) in which employees shall be placed based upon the evaluation rating they receive for their three (3) most recent years.

   c. Employees rated as “ineffective” for two (2) out of their last three (3) years shall be placed in Category 4.

   d. Employees rated as “developing” for two (2) out of their last three (3) years shall be placed in Category 3.

   e. Employees rated as “skilled” for two (2) out of their last three (3) years shall be placed in Category 2.

   f. Employees rated as “accomplished” for two (2) out of their last three (3) years shall be placed in Category 1.

   g. Employees with less than three (3) years’ experience shall be ranked with their most recent rating.

   h. Employees who receive a different evaluation rating in each of their last three (3) evaluations shall be placed in the middle category – i.e., an employee who received a rating in Categories 3, 1 and 2 respectively in their last three (3) evaluations shall be placed in the category in the middle which is two (2).

   i. Employees shall then be separated on a seniority list as follows:

      1) First, by contract status (Continuing vs. Limited).

      2) Next, by areas of certification/licensure.

3) Next, by evaluation Categories 1 through 4.

4) And finally, by dates of hire within the 4 categories beginning with the oldest date in descending order to the most recent date of hire.

j. Beginning in 2013, and each year thereafter, the District shall provide by September 30th via e-mail to the River View EA President, a seniority list of all bargaining unit members which shows their contract status, areas of certification/licensure, placement in Categories 1 through 4, and their dates of hire.

k. Thirty (30) days prior to the Board implementing a reduction in force, it shall provide via e-mail to the River View EA President, an updated seniority list in accordance with Section i., above.

2. Measuring Length of Service

Seniority will be defined as length of continuous certificated service under regular contract in the River View School District.

3. Length of Contract

Where two or more teachers have the same contract status and seniority as determined above, the length of service shall be determined as the basis of:

a. Length of total certificated service under regular contract to the District;

b. Date of initial interview;

c. Date of original application prior to hiring.

D. Restoration

1. All teachers on layoff shall be offered reemployment in reverse order of reduction when openings for which they have the necessary certification occur.

2. Laid off teachers shall remain on the seniority list for a period of twenty-six months beginning June 1 of the year of the layoff.

3. Notice of recall shall be by registered mail to the last address given to the Board by the teacher. The teacher is obligated to keep the District Superintendent advised in writing of a telephone number and mailing address where he/she can be reached. The teacher must respond within ten calendar days of receipt of notification of recall to work.

4. A laid off teacher on the recall list who refuses a full- time assignment for which he/she is qualified shall waive all future recall rights.

5. In absence of law to the contrary, teaching field shall refer to certification area.

6. The teacher will return to the same contract status.

E. Right to Displace Less Senior Teacher

1. A teacher who is notified that he/she is to be laid off will have the right to displace any less senior teacher whose work he/she is certificated and/or licensed to perform.

Written notice to exercise this right must be made to the Superintendent within ten (10) calendar days after a teacher is notified that he/she is to be laid off.

2. Certification and licensure as used in Section E-1 above shall be defined as provisional, professional, or permanent grade certificates and licenses issued pursuant to Section §3319.22 to §3319.31, inclusive, Ohio Revised Code, or in accordance with standards, rules, regulations authorized by law.
3. No teacher shall be involuntarily transferred until such time the displacement of less senior teachers is completed.

ARTICLE 10
TEACHING CONDITIONS AND ENVIRONMENT

SECTION ONE - TEACHING CONDITIONS

A. The teacher workday shall not exceed seven hours and fifteen minutes, continuous in length, and will include thirty (30) minutes duty-free lunch period.

B. Teachers employed under regular contract to perform regular duties shall be governed by, but not limited to, the following working conditions:
   1. All high school teachers, except guidance counselors, librarians, and nurses, shall be provided at least one period of at least two hundred thirty (230) minutes per five-day week during the students' normal school day for non-pupil contact activities. This time shall be used for planning and preparation or other activities relevant to their duties. All such time shall be scheduled to be completed and with no student responsibilities or students present. The Board shall provide a private area with a networked computer/printer and phone for teachers who cannot work in their classroom during this time to work and make parent contacts.
   2. Elementary and Intermediate teachers shall be granted released time of at least two hundred thirty (230) minutes per five-day week. All such time shall be scheduled to be completed and with no student responsibilities or students present. The Board shall provide a private area with a networked computer/printer and phone for teachers who cannot work in their classroom during this time to work and make parent contacts.
   3. Teachers will be granted released time when a duty schedule constructed by the principal does not request his/her services. Release time shall be for planning and preparation or other activities relative to carrying out their duties and shall be granted.
   4. Travel time during the school day shall not be considered lunch or conference time. Teachers involved in travel required by the teacher's contract shall be reimbursed mileage as per Article 16, Section Four. Travel to and from any building at the beginning or end of any school day shall not be considered as traveling teacher expense.
   5. Special classes shall not exceed, unless the teacher concurs, the number of students as directed by Federal or State regulations.
   6. The Board shall make a reasonable effort to schedule students at the beginning of each school year in a manner that achieves the following class size objectives (including general education and inclusion students):

      Grades PreK-4: Twenty-Seven (27) Students

Grades 5-12: Thirty (30) Students

7. All blended learning days shall include a planning period of at least 40 minutes.

   Blended learning days shall include the teacher's regular prep period. When blended learning days are combined with trainings the prep period may be scheduled at an alternative time.

C. Efforts shall be made to balance class size insofar as reasonable within the restrictions of District area, population, finances, building facilities available, and in the best interest of the school District as determined by the Board of Education. The following objectives should be pursued:

   1. Provide instructional materials for all students in reasonable quantities, in keeping with building budgets, to assure quality educational programs.
   2. No class shall exceed the number of desks or training stations available for the number of students assigned at any one time.
   3. Assignment of secondary teachers should be so arranged that no one teacher has more than three lesson preparations per day during any one semester.
   4. Except in cases of emergency, if a teacher has four lesson preparations, every reasonable effort will be made to assure that the teacher shall not be assigned extra duties.
   5. Special classes shall not exceed, unless the teacher concurs, the number of students as directed by Federal or State regulations.

D. The Board of Education recognizes that the classroom physical condition is important to the learning process and will continue to strive for a clean, pleasant classroom environment.

E. When a request is made by a teacher to the principal that a student requires the attention of a counselor, pupil personnel service employee, physician, or other specialist, the principal will arrange as soon as possible for a conference among himself/herself, the teacher, and the specialist to discuss the problem and to decide upon appropriate steps for its resolution.

F. Section §3319.41, R.C., provides that within the scope of employment, a teacher may use force and restraint as is reasonable and necessary to quell a disturbance threatening physical injury to others, or to obtain possession of dangerous objects or weapons within the control of the pupil for the purpose of self-defense or for the protection of persons or property.

   Teachers will immediately report all such instances, as well as any cases of assault on themselves in connection with their employment, to their principal or immediate supervisor in writing, if requested, giving in detail the circumstances thereof.

   The individual teacher must assume the primary responsibility for discipline in the classroom. Administrative support and assistance will be provided.

G. Teachers shall be required to attend the following meetings beyond the seven hour and fifteen minute days:

1. Emergency general staff meetings may be called by the Superintendent during any school year.
2. A total of nine building meetings involving the entire staff may be called by the principal during any school year. Additional meetings may be called with voluntary attendance.
3. No meeting shall exceed more than one hour in length.
4. Teachers shall be required to attend one "Open House".

H. Lesson Plans

All teachers are expected to have prepared lesson plans. The purpose of these lesson plans is first to provide the teacher with a convenient systematic way of organizing and planning the classroom work, and secondly to provide an adequate guide for the substitute who may be called in to take over the class.

These plans are subject to review upon the request of administrative staff at any time with at least forty-eight (48) hours notice.

I. Supply Stipend

Each bargaining unit member teaching grades PreK-8 shall be provided a stipend of one-hundred dollars ($100) each school year for the purposes of purchasing classroom supplies. Supplies for bargaining unit members teaching grades 9-12 shall continue to be provided upon request by the central office. Any teacher whose classroom has more than 27 students shall receive an additional $25.00. The Labor-Management Committee (Article 24) shall periodically review and have the authority to alter current practices in regard to the method of selection and/or distribution of supplies. Items purchased shall be the property of the Board of Education and supply stipends shall not be considered bargaining unit member income for tax purposes. Current practice will remain in effect for the 2024-2025 school year. By the end of the first semester of that year, the Labor-Management Committee shall review and streamline the current practices with changes effective for the 2025-2026 school year.

SECTION TWO - TEACHING ENVIRONMENT

A. The Board of Education recognizes that the physical environment is important in fostering a learning climate and intends to continue its efforts to provide such environment in meeting the standards of the Ohio Department of Education.

B. The building principal shall annually accept requests from teachers for supplies, materials, and equipment for the following year. The lists shall be approved and filled as the funds are available.

C. A designated faculty lounge is provided in each building as well as restroom, storage space, and work area where feasible. Authorization will be given by the Superintendent for refrigerator and pop machine in each teachers' lounge.

Teachers will not be interrupted while instructing or on assigned duties for phone messages, unless an emergency situation exists. Teachers making long distance calls

for school business will notify the building principal. Teachers who make personal long-distance calls must use their own.

D. Parking space, when possible, will be provided at each building.

E. Teachers shall cooperate in good housekeeping practices in the above facilities at all times.

SECTION THREE – BUILDING SCHEDULES

A. Every effort shall be made so that no building shall end the day later than 4:00 p.m.

B. Should start and end times require adjustment, a meeting shall be scheduled to discuss proposed changes with the Association president.

C. Association president may include and invite representative from all buildings affected.

D. Final changes shall remain the responsibility of the Board.

ARTICLE 11
PERSONNEL FILES

A. There shall be one personnel file for each member of the bargaining unit. Such file will be housed at the administrative offices of the River View School District.

B. The contents of the personnel file shall be limited to items relating to work performance, discipline and routine financial or personnel data. No items shall be placed in the personnel file of any bargaining unit member until that member has an opportunity to view the item and receive a signed copy.

C. No anonymous, misleading, inaccurate or invalid documents may be placed in the personnel file. The bargaining unit member and his/her RVEA representative shall be provided access to the personnel file during normal business hours.

D. Any reprimands or other disciplinary material shall be automatically removed from the teacher's personnel file on the third anniversary of placement in the file if no other reprimand or disciplinary material has been placed in the employee's file in the intervening time, upon written request by the employee.

E. All file entries shall be signed and dated by the supervisor submitting the entry and the bargaining unit member shall receive a copy when the entry is made. The file shall contain a record of those who reviewed the file and the date of the review.

F. Upon request, the teacher shall be afforded a copy of the personnel file at no cost no more than once per school year.

ARTICLE 12
COMPLAINTS AGAINST TEACHERS

A. When a complaint is made to the Board or any of its members or school administrators by a person concerning a teacher's conduct or other activities that relate to the teacher's employment duties, the teacher shall be informed of the standard concern by the appropriate administrator. The appropriate administrator and teacher shall attempt to resolve the concern with the complainant.

B. If a parental complaint is received by a Board member, the person making the complaint will be requested to direct the complaint to the bargaining unit member's building principal or assistant principal.

C. Should the person still not be satisfied and bring the concern to the Superintendent and/or the Board, the teacher shall be so informed and have the right to provide the Board with information concerning the issue, in Executive Session and with rights of representation and due process.

D. In no case shall such a complaint be grounds for action or reprimand, or discipline, against a teacher without the teacher having prior notice that would allow a reasonable period of time for the teacher to attempt to resolve the concern or be provided a hearing with representation, if requested, or provide information on the issue to the administration. Anonymous complaints shall not be used for any reason to reprimand or discipline a teacher.

ARTICLE 13
TEACHER RESIGNATIONS

Teachers may resign prior to July 11 of any year and make the effective date of the resignation as late as the day prior to the first day teachers are required to work for the ensuing school year. All resignation requests must be submitted in writing to the Superintendent.

ARTICLE 14
VACANCIES, TRANSFERS AND/OR PROMOTIONS

SECTION ONE - VOLUNTARY TRANSFER AND/OR PROMOTIONS

A. The assignment and reassignment of teachers is the responsibility of the Superintendent. The assignment and reassignment will be made in terms of his judgment for the best interest of the school District, using the same criteria as normally practiced in the hiring of personnel.

B. The Superintendent agrees that when any vacant permanent position is to be filled, first consideration shall be given to those teachers who have filed letters in accordance with Section Two below. First consideration is defined as the properly certified/licensed teacher with the greatest seniority and comparable evaluations as per Article 9 and given an interview. Vacant positions shall be posted through e-mail to bargaining unit members.

Vacancies shall be posted for two days, and teachers will have two days in which to file an application. All non-coaching supplemental positions listed in the Appendix titled EXTRA DUTY INDEX SCHEDULE FOR OTHER shall be posted through e-mail to bargaining unit members. For the purpose of this Article, vacancy includes all certified positions, e.g., supplementals, teaching assignments that are to be filled.

1. A teacher who requests a transfer and is denied may request and shall be granted an in person meeting with written reasons for the request not being granted.
2. A teacher desiring a transfer shall:
    a. file a letter of intent with the Superintendent stating the desire for a transfer;
    b. copy the letter of intent to the principal of the building to which the teacher is assigned;
    c. copy the letter to the principal of the building to which the teacher desires to transfer.

SECTION TWO - INVOLUNTARY TRANSFERS AND/OR REASSIGNMENT

A. An involuntary transfer or reassignment after August 1 to be effective during the current school year will be made only after a meeting between the teacher involved and the Superintendent. The teacher may at his/her option have a representative of his/her choice to be present at such meeting. Any reassignment made pursuant to this policy shall be in the best interests of the school District. If the teacher involved is not available for said meeting within ten (10) days, the transfer will take place with notification of said transfer by registered mail and personal contact.
    1. Any teacher who is involuntarily transferred shall be granted either oral or written reasons upon request.

B. A teacher being involuntarily transferred or reassigned will be placed only in a position for which such a teacher is certified.

SECTION THREE – PROMOTIONS

A. The Board declares its general support of a policy of filling vacancies, including vacancies in administrative and supervisory positions, from within its own teaching staff; provided, however, nothing herein shall preclude the Board from determining that the interests of the school system can best be served by actively seeking candidates outside the District.

B. Whenever a vacancy arises or is anticipated, the Superintendent shall promptly cause to be posted a notice that complies with Article 14, A - Voluntary Transfers, for no less than two (2) workdays before the position is filled. Vacancies shall be filled on the basis of the experience, competency and qualifications of the applicant, length of service in the District, and other relevant factors.

    Any new positions, including supervisory positions, shall be posted. It is understood that nothing in A or B precludes the Board from making the final decision.

ARTICLE 15
LEAVE PROVISIONS

SECTION ONE - SABBATICAL LEAVE

The River View School District will consider requests for sabbatical leave according to the provisions herein stated and according to the provisions of the Ohio Revised Code, Section §3319.131.

A teacher, upon written request to the Board, may be granted a sabbatical leave with part pay for up to one school year. The grounds for refusal of a sabbatical in River View School District shall be the filing of an insufficient plan of professional improvement as determined by the Superintendent and the Board; financial; lack of suitable replacement as determined by the Superintendent; and for other just cause as determined by the Board. If the Board does not grant a requested sabbatical leave, reasons will be given to the teacher in writing for such action.

A. A teacher shall have had five (5) years educational experience in the River View Local School District.

B. A plan of professional improvement that must be beneficial to the River View School District in their position shall be submitted for the period of the requested sabbatical leave.

C. The part salary shall be the difference between the teacher's regular salary and the salary of a substitute up to a maximum of $25,000.

D. All fringe benefits shall be made available to the employee at the full cost of the premium during the sabbatical leave.

E. No more than five percent (5%) of the teachers may be granted sabbatical leave at one time.

F. Additional sabbaticals shall be made available to teachers after completion of five (5) additional years' teaching experience.

G. Teacher returning from sabbatical shall be returned to the same assignment or equivalent position held prior to such leave.

H. A teacher on sabbatical leave must return to the River View Local School District for at least one year or repay all salary and fringe benefits received during the sabbatical leave.

I. Teachers must apply for the sabbatical leave by May 1 for the ensuing school year, and this request must be acted upon no later than the June board meeting.

SECTION TWO - PROFESSIONAL LEAVE

A. Teachers may be granted professional leave to attend meetings, conferences, clinics, make curriculum visitations, serve on accrediting teams, or for similar reasons, providing the leave is related to their teaching field. Professional leave also includes attendance at meetings, conferences, or clinics related to a teacher's supplemental contract.

B. A written request for professional leave shall be made in advance to the building principal. The request shall include the date, purpose, and estimated expenses. The request should be submitted ten (10) days prior to the first day of the leave.

C. Approved leave shall be with pay.

D. Expense reimbursement shall be on the following basis:

1. Registration fee - actual cost.
2. The reimbursement for lodging at the applicable current United States General Services Administration (GSA) rate consistent with the location of the approved event, with receipt required.
3. Meals - at the applicable current United States General Services Administration (GSA) rate consistent with the location of the approved event, with receipt required. Such reimbursement shall only be made for meals not provided as part of the registration costs.
4. Travel:
    a. Mileage as per Article 16, Section Four, if vehicle used. On a day when classes are being held, mileage shall be calculated and paid beginning from home or from school whichever is less to the destination. On a day when classes are not being held mileage shall be calculated and paid beginning from home to the destination.
    b. Actual cost if public carrier is used.
    c. Car pooling is strongly encouraged but not required.
    d. School vehicles will be provided when feasible.
5. Parking fees will be paid upon submission of receipts, not to exceed $15.00 per day.
6. All receipts submitted for reimbursement must be for the individual and must be submitted within fifteen (15) working days of the professional leave.

E. Building principals must submit all requests with their recommendation to the Superintendent, who has the final decision, in time to be approved before the date of attendance.

F. Expenses which are incurred for athletic activity will be repaid by the Athletic Department. The Athletic Department will have the final approval of these expenses.

G. The number of professional leave days granted during school will not exceed two (2) for each supplemental-related duty, up to a maximum of four (4); and two (2) days for classroom-related duties.

SECTION THREE - SICK LEAVE

Teachers of the River View Local School District shall be authorized sick leave in keeping with provisions of the Ohio Revised Code.

Teachers shall accrue sick leave at the rate of 1 1/4 days per month while under contract with the Board of Education for a maximum of fifteen (15) days per year.

A teacher new to the District may transfer sick leave previously accumulated elsewhere upon verification of such accumulation from the proper public agency pursuant to Section 132.19 of the Ohio Revised Code.

Part-time teachers regularly appointed to specific positions by the Board of Education shall be granted proportionate sick leave benefits.

Unused sick leave may be accumulated up to the maximum of 240 days.

Upon beginning the duties of teaching, teachers new to the District shall be granted five (5) days of sick leave, but the maximum annual accumulation shall be fifteen (15) days. This may also be granted in the second year of employment.

A. Use of Sick Leave

Teachers may use sick leave for the absence due to illness, or illness related to pregnancy, injury, exposure to contagious disease which could be communicated to other teachers or pupils, and immediate family defined as: father, mother, brother, sister, spouse, children, grandmother, grandfather, aunts, uncles, or close relatives, close personal friend, persons whose regular residence is the home of the teacher, and respective in-laws.

1. For personal illness or injury or pregnancy or exposure to contagious disease, teachers may use the total accumulated sick leave. Dental appointments, appointments for vision, and other similar type appointments which cannot be scheduled outside of the normal school day, are included in interpretation of illness or injury for sick leave purposes.
2. For illness, injury, or exposure to contagious disease of children or spouse living in the home, teachers may use their total accumulated sick leave.
3. For serious illness in the teacher's immediate family other than A.2. above, the teacher may use total accumulated sick leave. Serious illness must be defined by the attending physician as serious enough to warrant the staff member's presence.
4. Death in the Employee's Immediate Family
   Leave under normal circumstances shall be limited to three days per death. Additional days may be granted by the Superintendent upon the application of the teacher for such consideration based upon unusual, warranted circumstances.

B. Procedure

Notification for professional medical appointments and routine appointments shall be given by the teacher to the building principal or their designee at least twenty-four (24) hours prior to such leave, except in an emergency.

While it is preferred that appointments be scheduled outside of the school day if possible, the teacher should secure their own classroom coverage if the appointment requires a partial day absence during the school day.

C. Worker's Compensation

If the absence of a teacher is due to an accident or injury to a teacher which is compensable under the rules governing Worker's Compensation, it shall be the duty of the teacher to apply for such compensation.

D. Length of Sick Leave

If absences due to personal illness exceed five (5) consecutive days during which the teacher would normally be on duty, the Board of Education shall have the authority to request a "Physician's Certificate" to be completed and presented to the building principal and hence forwarded to the treasurer.

E. Misuse or falsification of sick leave is grounds for termination or reprimand by law, §3319.16.

F. When in the judgment of a bargaining unit member's physician the employee will exhaust all of his/her accumulated sick leave for the remainder of the school year due to catastrophic illness or injury and additional days are still needed, then he/she may request through the Association that additional days be transferred from the sick leave bank. The sick leave bank shall be governed by a Sick Leave Bank Committee consisting of four (4) individuals. Two (2) of the committee members shall be appointed by the River View Education Association President and the other two (2) shall be appointed by the Superintendent. All granting of sick leave days must be approved by a majority vote of the Sick Leave Bank Committee.

The treasurer shall announce an opportunity to participate in the Sick Leave Bank by asking bargaining unit members to donate 2 days to build a Sick Leave Bank. Each bargaining unit member will have the opportunity to donate 5 five days for the purpose of building the bank by the last payroll of September.

1. If the sick leave bank balance falls below 30 days, the treasurer will solicit donations of additional days.
2. All donations will be deducted from regular sick leave.
3. Bargaining unit members to whom days are given must personally have the catastrophic illness or injury, or to care for a parent, child, stepchild, or spouse with a catastrophic illness or injury.
4. It cannot be used if the bargaining unit member has applied for disability retirement;
5. No more days can be given than needed by the bargaining unit member to serve out the regular school year. Members can only draw from the sick leave bank one time in a school year (July 1st – June 30th), with a 120-day total lifetime maximum.
6. The bargaining unit member must exhaust his/her own sick leave first.
7. The bargaining unit member who is using donated sick leave will not earn additional sick leave while receiving the donated leave days.

SECTION FOUR – PERSONAL LEAVE

A. All full-time bargaining unit members shall be allowed three (3) unrestricted days per year for personal leave. This leave of absence during each school year is without loss of salary in order to transact special business or to attend to affairs of a personal nature. Personal leave shall not be granted for less than one quarter (1/4) day units. Personal leave may not be approved for the day preceding or following a holiday or vacation period. The decision of the Superintendent or his/her designee shall be final. Such days of absence shall not be deducted from the bargaining unit member's sick leave days. A written leave request form must be submitted by the staff member applying for personal leave approval.

B. The leave form shall provide the following information:

   1. Name and building of bargaining unit member.

   2. Day or days of leave requested.

C. Application for personal leave should, except in case of emergency, be made to the immediate supervisor or administrative assistant at least forty-eight (48) hours prior to such leave.

D. Unused personal leave shall be converted to sick leave at the rate of one (1) personal day equaling two (2) sick days, paid at the member's per diem rate, or rolled over to the following school year effective June 30th of each year. No more than one (1) day may be rolled over to the following year and no more than four (4) days shall accumulate. The member must declare payment, rollover, or conversion no later than the last day of the school year via a form provided by the treasurer's office.

SECTION FIVE - MATERNITY/PATERNITY LEAVE

A maternity leave of absence without pay may be granted to a teacher for the purpose of childbearing and/or child rearing as follows:

A. A teacher who is pregnant may be entitled, upon request, to a leave of absence not to exceed one year. The ending dates of the total time of absence from work will be determined by the teacher and will correspond with the beginning or ending of a semester or grading period. She must notify the Board of these dates as far in advance as possible. She will include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires. All or any portion of a leave taken by a teacher because of her pregnancy, subsequent birth, or a medical disability connected with or resulting from her pregnancy may, at her option, be charged to her available sick leave. After the birth of the child, or other qualifying event related to the pregnancy, the employee may use 12 weeks of unpaid leave with the Board covering the cost of the Health Insurance premium as provided in Article 17-Fringe Benefit Program and as defined in the FMLA. The 12 weeks of unpaid leave shall be taken consecutively (unless intermittent FLMA is approved) and will include the weeks that school is not in session. For all additional unpaid leave, the teacher may pay the premium for said health insurance as per Section Eight of this Article.

B. A non-birth parent may be entitled, upon request, to a leave of absence without pay between the time of the birth of the child and one year thereafter. After the birth of the child, a teacher may have twelve (12) weeks of unpaid leave during which the Board of Education shall pay the premium for the health insurance of the individual and the family as provided in Article 17-Fringe Benefit Program. For all additional unpaid leave, the teacher may pay the premium for said health insurance as per Section Eight of this Article.

C. A teacher adopting an infant child, i.e., two years of age or less, may be entitled, upon request, to a leave to commence at any time during the first year after receiving de facto custody of said infant child, or prior to receiving such custody if necessary, in order to fulfill the requirements for adoption. The leave of absence is not to exceed a total of one year.

SECTION SIX - CIVIC LEAVE

Work missed due to order of the court shall be regarded as Civic Leave, which shall be without loss of pay. If payment is received from being a juror, this amount shall be deducted from a day's pay.

If work is missed due to personal legal or court proceeding, such time shall be considered as personal leave and be limited to the personal leave policy.

SECTION SEVEN - MILITARY LEAVE

A teacher who is a member of the state militia or a reserve component of the Armed Forces of the United States may be absent from school while on military training or active duty without loss of pay as set forth in the Ohio Revised Code, Section §5923.05, for a period not to exceed thirty-one days in any one calendar year. Any days absent exceeding the thirty-one days in a calendar year shall be without pay but shall be with all other benefits.

SECTION EIGHT - UNPAID LEAVE

A. A leave of absence is understood to mean a period of extended absence from duty by a teacher for which written request has been made and formal approval has been granted in writing and the reason stated for which it is requested, including the period of time. Purposes for which leave of absence may be granted are:

   1. Illness/Injury;
   2. Disability of a mental or physical nature;
   3. Educational, military, or professional purposes.

B. Compensation

   All leaves of absence are without pay. Insurance benefits may be continued by the teacher and paid directly to the treasurer.

C. Duration

A leave of absence shall not be for a period longer than one year. Such leave may be extended for an additional year.

D. Termination and Return to Former Status

The teacher on leave of absence desiring to return to regular service in the school should notify the Superintendent of schools of such intention. The teacher returning from a leave of absence is entitled to resume the contract status he/she held prior to such leave, but not necessarily the right to reoccupy the position which he/she held at the time the leave was granted.

A teacher on an unpaid leave of absence shall have his/her name carried on the roster of teachers.

A teacher returning from an unpaid leave of absence shall retain seniority rights and shall be placed on the appropriate step of the salary schedule in keeping with other provisions of this agreement and related Board policies.

Leaves of absence do not increase years of experience or seniority.

Upon return from unpaid leave for items one or two, the teacher shall provide a statement from a qualified physician saying they are able to return to work.

SECTION NINE - ASSOCIATION LEAVE

The Association shall be granted six (6) paid days annual leave for representatives to attend professional business meetings. This leave is non-accumulative. The Board will pay the expense of the substitute. The Association will be responsible for the expenses of the representatives at such meetings.

An Association member who is elected to state and national offices of the Association's affiliated organizations, and has requested leave, shall be permitted to attend these meetings without loss of pay and a substitute shall be provided by the Board of Education. These days shall be in addition to the six (6) days aforementioned.

SECTION TEN - ASSAULT LEAVE

A teacher who is absent due to a disability resulting from an assault upon said teacher, as a result of duty-related as opposed to personal dispute, while in required attendance at official school functions, approved field trips, during official visits to the student's home, or at any time or place if assault is connected with a school-related incident, and in the course of said teacher's contracted employment during his/her regular work year, will be granted twenty-five (25) days of assault leave. During such assault leave, said teacher shall be maintained on full pay status, including fringe benefits. The teacher will provide a statement from a licensed physician describing the nature of the disability causing absence and its duration.

Assault leave granted under this section shall not be charged against sick leave or personal leave.

A teacher who suffers injury from assault must apply for Worker's Compensation, and any benefits paid will be returned to the Board up to the amount of salary received from assault leave.

The Board will develop an assault form to be filled out by the teacher detailing the circumstances of the assault.

The teacher agrees to file criminal prosecution charges against the person or persons involved in the assault.

SECTION ELEVEN - LEADERSHIP: COSHOCTON COUNTY

If a member of the bargaining unit applies for and is accepted as a participant of the Leadership Coshocton County program of the Coshocton Foundation, the River View Local Board of Education will provide leave with pay and necessary substitutes for one (1) day a month meetings and pay 1/2 of the initial application fee for one (1) bargaining unit member per school year contingent on the following:

A. One of the days used shall be an employee's personal day. The use of personal leave shall not count as a day for incentive purposes.

B. One of the days shall be one of the employee's professional days.

C. Any bargaining unit member who applies for the program must notify the Superintendent. This does not imply that the Superintendent must approve the application.

D. It is the Board's and the Association's position that participation in this program will be rotated among personnel at the elementary, junior high and high school levels (i.e., if the 1994-95 participant is from the junior high, the Association and Board will encourage the next year's applicants to be from the elementary and high school levels).

E. The participant agrees to update the Board in writing or in person regarding the program.

F. If more than one teacher per year applies for the program, the application dated the earliest shall be the one participant.

SECTION TWELVE - FAMILY AND MEDICAL LEAVE ACT

The Board and the Association and bargaining unit members shall have all rights and responsibilities provided in the Family and Medical Leave Act of 1993 without the necessity of any further negotiations. It is not the intent of the parties by reaching this Agreement in this Section to add to or delete from this contract any rights given the Board or the Association and bargaining unit members.

In order to be eligible for FMLA, staff must inform the River View Board of Education, via the Treasurer’s office, and complete mandatory paperwork. Information regarding federally accepted guidelines and stipulations may be secured through the Treasurer’s office.

ARTICLE 16
SALARY AND PAYROLL DEDUCTIONS

SECTION ONE – SALARY

A. The salary schedule shall contain the following divisions: Baccalaureate, BA; 150 semester hours; Masters, MA; Masters plus fifteen graduate hours beyond the date of receiving Masters, MA +15; and Masters plus thirty, MA +30. Three quarter hours of college credit shall equal two semester hours of college credit.

B. Experience steps shall begin with zero and move consecutively through sixteen steps with a longevity step at twenty, twenty-one, and twenty-seven years of experience.

C. Years of experience credit for teachers shall be determined by counting full years of teaching experience. Partial years of teaching experience, which could be from more than one school year or school systems totaling at least 120 days, but not more than 184 days, shall be recognized as an additional one year of experience credit. This shall be determined by September fifteenth of each school year.

   1. By September 15th, current teachers should make a formal written request to the Superintendent's office and supply documentation that shall include a transcript for additional credit hours/degrees earned. If documentation will not be available until after September 15th, prior arrangements must be made with the treasurer's office. Failure to provide the documentation will result in the individual remaining in their current column on the salary schedule. Documentation submitted by September 15th that results in horizontal movement on the salary schedule will apply to the beginning of that school year's contract.

   2. By February 1st, current teachers should make a formal written request to the Superintendent's office and supply documentation that shall include a transcript for additional credit hours/degrees earned. If documentation will not be available until after February 1st, prior arrangements must be made with the treasurer's office. Failure to provide the documentation will result in the individual remaining in their current column on the salary schedule. Documentation submitted by February 1st that results in horizontal movement on the salary schedule will apply to the days worked after January 1st of the current contract year.

   3. Newly-hired teachers must provide documentation of years of service and degree/credit hours to the Superintendent's office by September 15th, in order to be placed on the salary schedule. If documents will not be available until after September 15th, prior arrangements must be made with the treasurer's office. Failure to provide the documentation will result in the individual being placed at the BA with zero years' experience.

D. Salary payments shall be made in twenty-four (24) payments.

E. Payday shall be on the 10th and 25th of each month for a total of 24 pays, beginning with the August 25th payday. If payday falls on a holiday or weekend, the Board shall disburse the payroll on the last business day prior to the payday.

SECTION TWO - PAYROLL DEDUCTIONS

A. The River View Board of Education agrees to furnish the following deductions for individual teachers:

1. Professional organizations as listed on O.E.A. Membership Form, deducted in twenty more or less equal deductions beginning with the last payroll in September.

   The deduction shall be without cost to the Association or the member. Payroll deduction of dues, fees, and assessments will be continuous from year to year until the Employer is notified by the Association to cease deductions.

   Deductions of the annual dues and assessments will be made in as nearly equal pay period installments during the school year and in an amount determined by the Union. Deductions shall begin with the first pay period in October and continue for twenty-four (24) pays. Any member hired or becoming eligible for membership after October 1 shall be entitled to payroll deduction of dues, fees, and assessments on a schedule determined by the Association Treasurer.

   All monies deducted for such purposes shall be transmitted to the Union not more than five (5) days following the collection via electronic transfer to an account designated by the Association. Accompanying each deposit notification will be a complete listing of the names of the members for which a payroll deduction was made. OEA/NEA dues shall be transmitted monthly. RVEA dues shall be transmitted quarterly.

   In the event an employee severs employment, the District Treasurer shall deduct all owed and remaining dues from the employee's next check, immediately following such notification.

2. Tax Sheltered Annuities - each paycheck if allowed by the contract with the carrier. (A listing of investment options will be provided to employees annually.)
3. American Family Insurance - once a month.
4. Coshocton County Credit Union Christmas Club.
5. United States Savings Bonds - each paycheck.
6. United Way - each paycheck.
7. VSP
8. Direct Deposit
9. Court Ordered Deductions
10. Conseco – (Once a month) – Cancer/heart/intensive care/disability
11. United American Insurance (Every Pay)
12. Grange Life Insurance (Every Pay)
13. Ohio Deferred Compensation 457
14. ReAssure America Life Insurance (Once a month)
15. Epic Life Insurance Supplemental Life Insurance (Once a month)
16. Ohio Fund

17. NEA Retirement

Individual requests and the completed authorization forms must be filed with the treasurer. All deductions listed will be deducted in equal increments.

Contributions made for VSP and Aultra Administrative Services will be provided under the Employees Section 125 Plus as a pre-tax item.

SECTION THREE - PAPER PICK-UP

Consistent with the provisions of Internal Revenue Service rulings 77-462, 81-35, 81-36, and Ohio Attorney general Opinion 82-097, effective with the beginning date of this contract, the Board shall pick up each teacher's mandatory contribution to the State Teachers Retirement System of Ohio (STRS) in the following manner:

A. That the teacher's contract salary be restated as consisting of:
    1. a cash salary component, and
    2. a pick-up component, which is equal to the amount of the employee contribution being "picked-up" by the Board on behalf of the teachers.

B. That the Board will contribute to STRS an amount equal to the teacher's required contribution to STRS for the account of each teacher.

C. That sick leave, severance, supplemental, extended service pay, or anything which is referenced to the teacher's rate of pay shall be calculated upon both the cash salary component and pick-up component of the teacher's restated salary.

Each teacher will be responsible for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

SECTION FOUR – MILEAGE

Mileage payments will be made at the maximum IRS standard mileage payment. If during the life of the contract the IRS changes its maximum standard mileage payment, the mileage payment made by the Board shall also be changed to coincide with the maximum IRS standard mileage payment.

SECTION FIVE – BACKGROUND CHECKS

The Board agrees to reimburse bargaining unit members for costs incurred (not to exceed $70.00) for mandated BCI and FBI background checks. Reimbursements shall only be provided for such checks that occurred on or after the effective date of this Negotiated Agreement.

SECTION SIX - LICENSURE REIMBURSEMENT

Bargaining unit members will be reimbursed a maximum of one-hundred dollars ($100) towards the cost of renewing their five-year Ohio Department of Education professional

license. Bargaining unit members are only eligible for this reimbursement once in a five (5) year period.

SECTION SEVEN - CERTIFICATED SALARY SCHEDULES:

2024-2025 BA Base shall be $39,479 (6% Increase)
2025-2026 BA Base shall be $40,269 (2% Increase)
2026-2027 BA Base shall be $41,879 (4% Increase)

2024-2025 Speech Therapy MA Base shall be $47,298 (6% Increase)
2025-2026 Speech Therapy MA Base shall be $48,244 (2% Increase)
2026-2027 Speech Therapy MA Base shall be $49,209 (4% Increase)

New employees with no experience shall begin at step 2 on the appropriate column for the life of the contract. Those current employees who are below step 2 shall move to step 2 for the 2024-2025 school year. All said employees shall remain on step 2 until such time they would regularly move to step 3.

ARTICLE 17
FRINGE BENEFIT PROGRAM

SECTION ONE - HEALTH INSURANCE

A. Health Insurance
   1. Hospitalization
      Teachers will utilize a PPO Network for doctors, urgent care, and emergency room visits.
   2. Doctors
      Out-Network at 60/40
      In-Network at $20/visit co-pay (no deductible)
      One annual physical paid 100%
   3. Urgent Care
      $40 Co-Pay/Visit
   4. Emergency Room
      $75 Co-Pay (waived, if admitted)
      Plan pays the balance, as negotiated
   5. Birth Control
      Birth control will be covered under plan as per the Affordable Care Act.
   6. Chemotherapy
      Same coverage for radiation and chemotherapy
   7. Prescriptions
      a. Pharmacy Drugs Co-Pay
         Co-Pay covers up to a 30-day supply or 1-month supply
         $0 Generic
         $10 Upper Generic

$30 Formulary

Non-Formulary 25% of cost with a cap of $50.00

b. Mail Order or Pharmacy Drugs Co-Pay

Co-Pay covers up to a 90-day or 3-month supply

$0 Generic

$20 Upper Generic

$60 Formulary

Non-Formulary 25% of cost with a cap of $100.00, based on the cost of a two-month supply

c. Bio-Med (Specialty Medications)

Specialty medications will be subject to a 20% co-payment by plan participant up to a maximum of $250.00. The benefit would be for mail order or retail pharmacy prescriptions up to a 34-day supply.

8. All covered services except physician office charge, prescription, urgent care, and emergency care dollar co-pays are subject to annual deductible ($200/$400) and then to 20% co-insurance until out-of-pocket is satisfied. Beginning January 2026, annual deductible will be $300/$600 and beginning January 2027, annual deductible will be $400/800. Out of pocket expenses shall be no more than $1,500/$3,000 in network and $3,000/$6,000 out of network.

9. Employee Insurance Premium Contributions

Family Plan Contribution	$400.00 per month
Single Plan Contribution	$200.00 per month

10. Wellness Program Incentive

Those employees participating in the wellness program incentive shall pay a reduced premium as follows:

Family Plan Contribution	$200.00 per month
Single Plan Contribution	$100.00 per month

For School year 2025-2026

Family Plan Contribution $200.00 per month

Single Plan Contribution $100.00 per month

For school year 2026-2027

Family Plan Contribution $250.00 per month

Single Plan Contribution $125.00 per month

11. Spousal Coverage Exceptions

When a bargaining unit member's spouse has employee provided coverage at their place of employment available, they are required to take that coverage at a minimum of single coverage. Spouses may remain on the District insurance plan but only as a secondary coverage. For those bargaining unit members whose spouse does not have employee provided coverage available, an additional $75.00 per month premium shall be paid by the bargaining unit member for family coverage.

B. Health Insurance Incentive

Effective July 1, for each year of this contract, the Board will pay the following amounts to bargaining unit members who participate in the health insurance plan offered by the Board but timely elect, under this provision of the contract, to no longer be insured under the Board's health insurance plan:

1. Single - Board will pay the bargaining unit member $750 not to take the Board's insurance.
2. Family - Board will pay the bargaining unit member $1500 not to take the Board's insurance.

If a bargaining unit member who has accepted payment in lieu of participation in the Board's health insurance plan experiences a change in conditions resulting in loss of other insurance, the bargaining unit member may re-enroll in the Board-provided health insurance plan.

C. Preventive Services
Preventive testing will include the following areas and will be paid at 100%.

Anemia

Cervical Cancer Screening

Cholesterol

Colorectal Cancer

Council for Dieting

Council for Obesity in Adults and Children

Council for Tobacco Use

Depression

Diabetes

Hearing Testing

Hepatitis

High Blood Pressure

HIV Testing

Mammography

Osteoporosis

Prostate Screening

Visual Acuity in Children

SECTION TWO - LIFE INSURANCE

The Board agrees to provide $25,000 life insurance coverage at no cost to bargaining unit members. In addition, bargaining unit members may purchase an additional $50,000 of coverage by paying the group premium cost through payroll deduction. Bargaining unit members may also purchase dependent life insurance.

SECTION THREE - LIABILITY INSURANCE

The Board shall purchase, at no cost to bargaining unit members, liability insurance through an approved carrier.

No correspondence regarding any liability claims shall be placed in the personnel file of any affected unit member.

SECTION FOUR – VISION INSURANCE

The Board shall provide a vision benefit program at no cost to bargaining unit members. In addition, bargaining unit members may purchase family vision coverage.

The Board retains the right to choose the insurance carrier of its choice.

ARTICLE 18
EXTRA DUTY SALARY SCHEDULE

SECTION ONE - EXTRA DUTY SALARY SCHEDULE FOR COACHING
(See Appendices 9-12)

SECTION TWO - EXTRA DUTY SALARY SCHEDULE FOR OTHER EXTRA DUTY POSITIONS
(See Appendices 14-16)

SECTION THREE - JOB DESCRIPTIONS

The administration agrees to create a job description for any new extra-duty assignment, which has the potential of pay, within sixty (60) days of the creation of the duty.

SECTION FOUR - ADVISOR EXPENSES

Club Advisors traveling out of the District on an approved activity shall be reimbursed mileage and expenses as per professional leave schedule, Article 15, Section 2D.

SECTION FIVE - UNPAID EXTRA DUTY ASSIGNMENTS

Any unpaid extra duty assignments beyond the school day shall be voluntary. A cooperative effort shall be made to secure the required number of volunteers as determined by the administration. In the event a volunteer may not be secured, the activity shall be cancelled.

ARTICLE 19
EXTENDED SERVICE

Extended service shall be governed by the regulations established by the State Board of Education and the Board of Education. Salary for extended service shall be based upon the regular daily rate.

Upon request, the treasurer will provide the Association president with a list of all extended service contracts issued by the Board for the year in which the request is made.

ARTICLE 20
COLLEGE TUITION REIMBURSEMENT

A. Teachers under contract to the River View Board of Education may apply for tuition reimbursement for additional coursework completed. Such coursework shall be graduate level courses offered through a college or university including internet course offerings.

B. The reimbursement rate for those approved courses offered on main campuses, branch campuses or through the internet shall be fifty percent (50%) of the actual tuition cost for a limit of twelve semester hours, twelve semester competency units, or eighteen quarter hours, per year; and such tuition cost shall be paid upon submission of evidence that the work was successfully completed with a "C" grade or better, or "Pass" if Pass/Fail grade applies. Only actual tuition cost will be reimbursed and an itemized statement which shows tuition separate from other extra fees unrelated to tuition should be provided. Such evidence includes a grade transcript along with a receipt indicating payment for the work taken.

C. This will not include courses for which a teacher is receiving reimbursement from another agency.

D. Approved coursework must be in the area of the teacher's certification, be from an accredited university, and must have prior approval by the Superintendent.

E. In the event an individual receiving tuition reimbursement from the River View Board of Education in the current school year does not remain employed by the Board in the succeeding school year, that individual shall reimburse the Board for any and all tuition reimbursement received during the current school year, except in the circumstance in which the individual is not offered a contract by the Board.

F. The Board shall make available a total of $35,000 each year beginning in the 2002-03 school year for purposes of tuition reimbursement under this article. Tuition reimbursement will be made on a first come, first-served basis.

G. Procedure

1. Bargaining unit members who wish to enroll in college course work must make application prior to enrolling at the college or university each quarter/semester. Once enrolled, the bargaining unit members must file a receipt for the course work with the treasurer's office.

2. At the conclusion of the quarter/semester, the bargaining unit member must submit an official transcript of grades or a grade card of the completed course(s).
3. Reimbursement will be issued upon successful completion as follows:
    a. An official grade card (employees printing grade card on line – must have all needed information on the grade card, name of the college or university, student's name, course number, course name/description, date, grade credit hours, etc.)
    b. The course should be completed and reimbursement information submitted to the Treasurer's office within one year of the request, unless otherwise approved by the Superintendent.

ARTICLE 21
SEVERANCE PAY

A teacher who has ten (10) or more years of service with the State, any political subdivision, school District, or any combination thereof, shall receive, upon retirement, a cash payment equal to the value of one-fourth (1/4) of his/her accrued but unused sick leave at his/her current rate.

Payment of sick leave on this basis shall be considered to eliminate all sick leave accrued at that time. Severance pay shall be a one-time, lump sum payment to eligible teachers. A teacher's eligibility for severance pay shall be determined as of the final date of employment. The criteria are as follows:

SECTION ONE - SEVERANCE PAY

A. The teacher shall retire from River View Local School District.

B. Retirement shall be defined as disability or service retirement as specified in the Ohio Revised Code, Section §3307.58.

C. The teacher must be eligible for disability or service retirement as of his/her last date of employment with the Board of Education.

D. The River View Local School District shall verify from Retirement Board that the teacher has received his/her first retirement check.

E. The maximum number of days of sick leave accruable for the purpose of severance pay is 240 days.

F. A teacher who dies shall be considered to have applied for his/her retirement the day preceding his/her death.

G. All severance payments shall be paid within the timelines prescribed by applicable law.

SECTION TWO - SEVERANCE PAY/SICK LEAVE

In addition to the above Severance Pay criteria, the following plan shall be in effect:

Any sick leave accumulated over the maximum of 240 days will be banked. Banked sick leave days can be used only to reach the maximum number of sick leave days for severance pay purposes and may not be used for sick leave purposes.

SECTION THREE - INCENTIVE PROGRAM FOR RETIREMENT PURPOSES

The purpose of the Retirement Incentive Program is to provide a benefit to those employees who retire when they initially become eligible to retire under STRS. Employees who choose not to retire upon becoming initially eligible under STRS shall forfeit the benefit provided under this Retirement Incentive Program.

Eligibility for Benefits

A. This affects all certificated employees.

B. The certificated employee must meet eligibility standards for lifetime unreduced benefits in accordance with STRS rules. The first time an employee meets the requirements for eligibility and fails to retire, he/she will forfeit the benefit under Section I. of this provision.

C. The certificated employee must be able to retire by August 22 of the year of the request for the benefit.

D. This plan does not apply to:
    1. An employee who is on disability retirement unless the employee obtains approval for full retirement benefits.
    2. Those employees whose contracts are terminated or non-renewed by the Board of Education.
    3. Those employees who are non-renewed or have contracts suspended due to reduction in force as permitted in the Master Contract, Article 9, B.

E. An employee may only receive the benefit if they are eligible for retirement in the year of request; i.e., an eligible employee may only have one opportunity to accept the bonus retirement benefit.

F. This benefit is not available to any employee who has previously retired from a public retirement system in the State of Ohio.

Procedures for Acquiring Benefit

G. The employee must notify the Superintendent and/or treasurer of the proposed retirement sixty (60) days before actual retirement is to occur. The notification must be in the form of a letter of resignation for retirement purposes.

H. The Board must have the letter of resignation for retirement purposes submitted to it at least thirty (30) days prior to the retirement.

Benefit

I. In addition to severance benefits and STRS pension benefits, the employee will be offered a one-time retirement incentive of $15,000 after his/her completion of the school year in which the employee becomes eligible for retirement. The employee will have only one opportunity to accept or reject the bonus incentive opportunity. If rejected in the initial year of opportunity, the employee shall not have a second chance to select the bonus option.

J. The benefit shall be paid the next calendar year.

ARTICLE 22
REGULAR TEACHERS TUTORING POLICY

SECTION ONE - NON-BOARD PAID TUTORING

The following guidelines are established for non-Board paid tutoring:

A. A teacher may not arrange to tutor any child enrolled in his/her class for pay.

B. No tutoring for which a teacher receives a fee will be carried on during the normal school day.

C. Teachers who accept outside tutoring engagements make their own arrangements with the parents for the fees to be assessed.

SECTION TWO - BOARD PAID TUTORING

Board paid tutoring may be carried out at the home of the student or the school. Board-employed, regular certified staff tutoring shall be their calculated hourly rate. Mileage for tutoring shall be reimbursed as per Article 16, Section Four.

SECTION THREE - VOLUNTARY COVERING OF CLASS DURING PREP TIME

In the event that a bargaining unit member volunteers to cover a class during his/her conference time the following shall apply:

A. The bargaining unit member will receive a stipend of $25.00 per educational unit.

B. The bargaining unit member shall be utilized only if a substitute is not available, and for one educational unit per day.

C. An educational unit shall be not less than thirty (30) minutes and not more than fifty (50) minutes.

D. The disbursement of the stipend shall be given only if documented on a time sheet.

E. Article 10, Sections B.1. and 2., shall apply unless the bargaining unit member voluntarily agrees to cover the educational unit.

ARTICLE 23
ACADEMIC FREEDOM POLICY

A. The Academic Freedom of each teacher shall be exercised within the constraints of general standards of professional responsibilities and shall not prohibit consultation and directions provided by duly appointed Board of Education representatives.

B. Freedom of individual expression shall be consistent with the obligation to respect the rights of others and shall promote the interest of the schools in providing a learning climate for pupils.

C. Both academic freedom and individual expression shall be governed by the constraints established by the courts and the Board of Education governing the duties and responsibilities of its employees.

ARTICLE 24
COMMITTEES

SECTION ONE - INSURANCE COMMITTEE

A. The Board and the Association mutually agree than an insurance committee is created consisting of the following: two (2) Board members, the Superintendent, the treasurer, and one additional representative for the Board, and five (5) Association members, appointed by the president.

B. The committee members shall be named no later than September 30, of each school year. The committee shall meet four (4) times per school year, or as deemed necessary by consensus. The committee members shall select a chairperson from the membership of the committee at the first meeting.

C. The purpose of the committee is to maximize coverage while maintaining cost by reviewing the current insurance carrier and exploring viable alternatives.

D. The committee shall compile a report which shall be released to all members of the Board and Association by May 15.

SECTION TWO - LABOR/MANAGEMENT COMMITTEE

A. The Board and Association mutually agree that a Labor/Management Committee is created consisting of the following:

1. One Association representative from each building in the District and the Association president or designee;
2. Two (2) building principals, their designee, from each building in the District and the Superintendent or designee;
3. The Labor/Management Committee shall meet bi-monthly or as needed to discuss matters of mutual concern and make recommendations regarding working conditions and building concerns.

SECTION THREE - LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

A. Purpose

A Local Professional Development Committee (LPDC) shall be established to oversee and review professional development plans for course work, continuing education units, and/or other equivalent activities.

B. Term of Office

The term of office for members serving on the committee shall be three (3) years. Initially, the appointments shall be staggered as one teacher member shall be appointed for a one (1) year term, another for a two (2) year term, and the third for a three (3) year term. Each appointment, if renewed, shall be for three (3) years. The same applies to administrative members.

C. Committee Composition and Selection

1. The committee shall be comprised of seven (7) members as follows:
   a. one (1) elementary teacher (Pre-K - 6), one junior high school teacher (7-8), one (1) high school teacher (9-12) and one (1) special education teacher.
   b. three (3) representatives of the administration.
2. The four (4) teachers shall be appointed by the Association executive committee. The three (3) representatives of the administration shall be appointed by the Superintendent with approval of the Board.

D. Chairperson

The committee chairperson shall be determined by a majority vote of the committee members.

E. Decision-Making

Decisions shall be made by majority vote of the committee members present. A quorum shall consist of five (5) people.

F. Training

Members of the LPDC shall be afforded the opportunity to attend training on the purpose, responsibilities, functioning, and legal requirements of LPDC's. Such training will be on release time, if possible, and shall be subject to professional leave.

G. Meetings and Compensation

1. The LPDC shall meet as often as the members deem necessary to complete their work. Not later than September 30 each year, the committee shall post their meeting schedule in each building. Additional meetings may be scheduled as necessary.

2. Committee members shall be paid per the supplemental salary schedule for committee work. Committee members shall submit a voucher in June of each year indicating completion of the year's work.
3. The committee members shall present a comprehensive report and time sheets to the Board and Association at their respective meetings in June.
4. The committee meetings shall be conducted under Robert's Rules of Order.

H. Committee Responsibility

The committee's responsibilities shall include, but not be limited to, approval of individual professional development plans for all certificated employees, development and approval of all District or building professional development activities including in-service days, approval of all C.E.U.'s, coursework, workshops, etc. that could be used for professional growth.

I. Appeals Process

The ORC requires LPDC's to provide every educator served with the opportunity to appeal the decision regarding IPDP approval, and pre-approval or approval of coursework and professional development activities. There will be a local level review and a reconsideration appeal process as outlined in the bylaws.

SECTION FOUR – CALENDAR COMMITTEE

A. An advisory calendar committee composed of three (3) members appointed by the River View Education Association and no more than three (3) members appointed by the Superintendent shall be established for the purpose of assessing the relevant variables and recommending a school calendar for the following school year.

B. The committee's consensus recommendation shall be submitted to the Superintendent.

ARTICLE 25
HIRING RETIRED TEACHERS

A. Salary

Any teacher who has retired under the Ohio State Teachers Retirement System (STRS) or any other retirement system in the United States which includes teachers and is subsequently employed in the District for a position other than a certificated support personnel position, will be placed on Step 1 throughout the duration of his/her employment.

B. Insurance

Said teachers shall be provided a single health insurance plan with no cost other than negotiated employee contribution. If an employee wants to be provided a family health insurance plan, life and/or vision care insurance then he/she shall be responsible for all additional premium costs.

C. Contracts

Employment after retirement will be considered initial employment. One-year temporary contracts will be issued. The contracts will be automatically non-renewed at the end of the school year.

D. Seniority rights do not apply to said teachers for any provision in this Negotiated Agreement.
E. Said teachers will not be eligible for the Sick Leave Bank, Tuition Reimbursement, Categorical Grants, Severance Pay and Retirement Incentive.

F. This article supersedes Ohio Revised Code Sections §3317.13, §3317.14, §3319.11, §3319.111, and §3319.17.

ARTICLE 26
SEVERABILITY

A. This agreement supersedes and prevails over all statutes of the State of Ohio (except as specifically set forth in Sections §4117.10(A), Revised Code), all Civil Service Rules and Regulations, Administrative Rules of the Director of State Personnel, and all policies, rules, and regulations of the Employer. However, should the State Employment Relations Board or any court of competent jurisdiction determine, after all appeals or times for appeal have been exhausted, that any provision herein is unlawful, such provision shall be automatically terminated but all other provisions of the agreement shall remain in full force and effect.

The parties shall meet within ten (10) calendar days after the final determination to bargain over its impact and to bring the agreement into compliance. If the parties fail to reach agreement over the affected provision, the negotiated dispute settlement procedure shall be utilized to resolve the dispute.

B. If during the life of the Master Agreement bargaining is necessary due to impact, the parties shall meet and bargain. If in-term bargaining does not result in agreement between the parties within thirty (30) calendar days of the first bargaining session, the dispute resolution procedure of the Master Agreement shall be followed.

ARTICLE 27
MANAGEMENT RIGHTS CLAUSE

The Board retains unto itself all rights and privileges to exercise complete control over any and all aspects of managing the school system with the only limitations being those contained in the written provisions of this Agreement, provided said written provisions are in conformance with Section §4117.08(C) of the Ohio Revised Code.

ARTICLE 28
PUBLICATION OF MASTER CONTRACT

The River View Board of Education and the River View Education Association agree to share the cost and the printing of the Master Agreement, and shall distribute to bargaining unit members, members of the Board, and administration.

Article 29
DURATION OF AGREEMENT

This agreement shall become effective August 1, 2024 and shall remain in effect through July 31, 2027.

ASSOCIATION	BOARD OF EDUCATION
_____	_____
President	President
_____	_____
_____	_____

Date: _____

Article 29

DURATION OF AGREEMENT

This agreement shall become effective August 1, 2024 and shall remain in effect through July 31, 2027.

ASSOCIATION	BOARD OF EDUCATION
Stacy J. Brenly President	Mindy A. Dineen President
Mark Hogue	

Date: November 25, 2024

APPENDIX 1
TEACHER SALARY INDEX

Step	BA	150 Sem Hrs.	MA	MA + 15	MA + 30
0	1.0000	1.0445	1.0891	1.1191	1.1501
1	1.0422	1.0882	1.1399	1.1735	1.2059
2	1.0844	1.1319	1.1906	1.2278	1.2617
3	1.1266	1.1756	1.2414	1.2822	1.3175
4	1.1688	1.2194	1.2922	1.3366	1.3733
5	1.2110	1.2631	1.3430	1.3910	1.4291
6	1.2615	1.3166	1.3937	1.4454	1.4849
7	1.3121	1.3700	1.4445	1.4998	1.5406
8	1.3626	1.4234	1.4953	1.5542	1.5964
9	1.4131	1.4768	1.5461	1.6086	1.6523
10	1.4637	1.5302	1.5968	1.6629	1.7079
11	1.5069	1.5759	1.6450	1.7173	1.7464
12	1.5500	1.6216	1.6931	1.7717	1.7848
13	1.5617	1.6397	1.7214	1.7911	1.8233
14	1.5720	1.6578	1.7498	1.8105	1.8617
15	1.5906	1.6759	1.7781	1.8300	1.9002
16	1.6300	1.7186	1.8241	1.8775	1.9502
20	1.6694	1.7615	1.8702	1.9250	2.0002
21	1.7088	1.8042	1.9162	1.9725	2.0502
27	1.7482	1.8470	1.9622	2.0201	2.1002
30	1.7807	1.8805	2.0178	2.0593	2.1809
33	1.8138	1.9145	2.0749	2.0992	2.2646
34	1.8138	1.9145	2.0749	2.0992	2.2646
35	1.8138	1.9145	2.0749	2.0992	2.2646

APPENDIX 2

SPEECH THERAPY SALARY INDEX

Step	M	M+15	M+30
0	1.00000	1.02512	1.05166
1	1.04070	1.06649	1.09630
2	1.08066	1.10800	1.13935
3	1.12053	1.14787	1.18314
4	1.16040	1.19011	1.22617
5	1.20035	1.23166	1.26916
6	1.24027	1.27301	1.31297
7	1.28011	1.31373	1.35593
8	1.32155	1.35593	1.39977
9	1.36144	1.39741	1.44360
10	1.40129	1.43816	1.48665
11	1.44120	1.47955	1.52964
12	1.48110	1.52106	1.57345
13	1.52106	1.56173	1.61648
14	1.56097	1.60317	1.66032
15	1.60084	1.64470	1.70328
16	1.64147	1.68526	1.74631
20	1.68143	1.72672	1.79014
21	1.72125	1.76823	1.83313
27	1.76114	1.80975	1.87616

APPENDIX 3

SALARY SCHEDULE 2024-2025

Step	BA	150	MA	MA + 15	MA + 30
0	39,479	41,236	42,997	44,181	45,405
1	41,145	42,961	45,002	46,329	47,608
2	42,811	44,686	47,004	48,472	49,811
3	44,477	46,412	49,009	50,620	52,014
4	46,143	48,141	51,015	52,768	54,217
5	47,809	49,866	53,020	54,915	56,419
6	49,803	51,978	55,022	57,063	58,622
7	51,800	54,086	57,027	59,211	60,821
8	53,794	56,194	59,033	61,358	63,024
9	55,788	58,303	61,038	63,506	65,231
10	57,785	60,411	63,040	65,650	67,426
11	59,491	62,215	64,943	67,797	68,946
12	61,192	64,019	66,842	69,945	70,462
13	61,654	64,734	67,959	70,711	71,982
14	62,061	65,448	69,080	71,477	73,498
15	62,795	66,163	70,198	72,247	75,018
16	64,351	67,849	72,014	74,122	76,992
17	64,351	67,849	72,014	74,122	76,992
18	64,351	67,849	72,014	74,122	76,992
19	64,351	67,849	72,014	74,122	76,992
20	65,906	69,542	73,834	75,997	78,966
21	67,462	71,228	75,650	77,872	80,940
22	67,462	71,228	75,650	77,872	80,940
23	67,462	71,228	75,650	77,872	80,940
24	67,462	71,228	75,650	77,872	80,940
25	67,462	71,228	75,650	77,872	80,940
26	67,462	71,228	75,650	77,872	80,940
27	69,017	72,918	77,466	79,752	82,914
28	69,017	72,918	77,466	79,752	82,914
29	69,017	72,918	77,466	79,752	82,914
30	70,300	74,240	79,661	81,299	86,100
31	70,300	74,240	79,661	81,299	86,100
32	70,300	74,240	79,661	81,299	86,100
33	71,607	75,583	81,915	82,874	89,404
34	71,607	75,583	81,915	82,874	89,404
35	71,607	75,583	81,915	82,874	89,404

APPENDIX 4

SPEECH THERAPY 2024-2025

Step	MA	MA+15	MA+30
0	47,298	48,486	49,741
1	49,223	50,443	51,853
2	51,113	52,406	53,889
3	52,999	54,292	55,960
4	54,885	56,290	57,995
5	56,774	58,255	60,029
6	58,662	60,211	62,101
7	60,547	62,137	64,133
8	62,507	64,133	66,206
9	64,393	66,095	68,279
10	66,278	68,022	70,316
11	68,166	69,980	72,349
12	70,053	71,943	74,421
13	71,943	73,867	76,456
14	73,831	75,827	78,530
15	75,717	77,791	80,562
16	77,638	79,709	82,597
17	77,638	79,709	82,597
18	77,638	79,709	82,597
19	77,638	79,709	82,597
20	79,528	81,670	84,670
21	81,412	83,634	86,703
22	81,412	83,634	86,703
23	81,412	83,634	86,703
24	81,412	83,634	86,703
25	81,412	83,634	86,703
26	81,412	83,634	86,703
27	83,298	85,598	88,739

APPENDIX 5

SALARY SCHEDULE 2025-2026

Step	BA	150	MA	MA + 15	MA + 30
0	40,269	42,061	43,857	45,065	46,313
1	41,968	43,821	45,903	47,256	48,560
2	43,668	45,580	47,944	49,442	50,807
3	45,367	47,340	49,990	51,633	53,054
4	47,066	49,104	52,036	53,824	55,301
5	48,766	50,864	54,081	56,014	57,548
6	50,799	53,018	56,123	58,205	59,795
7	52,837	55,169	58,169	60,395	62,038
8	54,871	57,319	60,214	62,586	64,285
9	56,904	59,469	62,260	64,777	66,536
10	58,942	61,620	64,302	66,963	68,775
11	60,681	63,460	66,243	69,154	70,326
12	62,417	65,300	68,179	71,345	71,872
13	62,888	66,029	69,319	72,126	73,422
14	63,303	66,758	70,463	72,907	74,969
15	64,052	67,487	71,602	73,692	76,519
16	65,638	69,206	73,455	75,605	78,533
17	65,638	69,206	73,455	75,605	78,533
18	65,638	69,206	73,455	75,605	78,533
19	65,638	69,206	73,455	75,605	78,533
20	67,225	70,934	75,311	77,518	80,546
21	68,812	72,653	77,163	79,431	82,560
22	68,812	72,653	77,163	79,431	82,560
23	68,812	72,653	77,163	79,431	82,560
24	68,812	72,653	77,163	79,431	82,560
25	68,812	72,653	77,163	79,431	82,560
26	68,812	72,653	77,163	79,431	82,560
27	70,398	74,377	79,016	81,347	84,573
28	70,398	74,377	79,016	81,347	84,573
29	70,398	74,377	79,016	81,347	84,573
30	71,707	75,726	81,255	82,926	87,823
31	71,707	75,726	81,255	82,926	87,823
32	71,707	75,726	81,255	82,926	87,823
33	73,040	77,095	83,554	84,533	91,193
34	73,040	77,095	83,554	84,533	91,193
35	73,040	77,095	83,554	84,533	91,193

APPENDIX 6

SPEECH THERAPY 2025-2026

Step	MA	MA+15	MA+30
0	48,244	49,456	50,736
1	50,208	51,452	52,890
2	52,135	53,454	54,967
3	54,059	55,378	57,079
4	55,982	57,416	59,155
5	57,910	59,420	61,229
6	59,836	61,415	63,343
7	61,758	63,380	65,415
8	63,757	65,415	67,531
9	65,681	67,417	69,645
10	67,604	69,383	71,722
11	69,529	71,379	73,796
12	71,454	73,382	75,910
13	73,382	75,344	77,985
14	75,307	77,343	80,100
15	77,231	79,347	82,173
16	79,191	81,304	84,249
17	79,191	81,304	84,249
18	79,191	81,304	84,249
19	79,191	81,304	84,249
20	81,119	83,304	86,364
21	83,040	85,306	88,438
22	83,040	85,306	88,438
23	83,040	85,306	88,438
24	83,040	85,306	88,438
25	83,040	85,306	88,438
26	83,040	85,306	88,438
27	84,964	87,310	90,513

APPENDIX 7

SALARY SCHEDULE 2026-2027

Step	BA	150	MA	MA + 15	MA + 30
0	41,879	43,743	45,610	46,867	48,165
1	43,646	45,573	47,738	49,145	50,502
2	45,414	47,403	49,861	51,419	52,839
3	47,181	49,233	51,989	53,697	55,176
4	48,948	51,067	54,116	55,975	57,512
5	50,715	52,897	56,243	58,254	59,849
6	52,830	55,138	58,367	60,532	62,186
7	54,949	57,374	60,494	62,810	64,519
8	57,064	59,611	62,622	65,088	66,856
9	59,179	61,847	64,749	67,367	69,197
10	61,298	64,083	66,872	69,641	71,525
11	63,107	65,997	68,891	71,919	73,137
12	64,912	67,911	70,905	74,197	74,746
13	65,402	68,669	72,091	75,009	76,358
14	65,834	69,427	73,280	75,822	77,966
15	66,613	70,185	74,465	76,639	79,578
16	68,263	71,973	76,391	78,628	81,672
17	68,263	71,973	76,391	78,628	81,672
18	68,263	71,973	76,391	78,628	81,672
19	68,263	71,973	76,391	78,628	81,672
20	69,913	73,770	78,322	80,617	83,766
21	71,563	75,558	80,249	82,606	85,860
22	71,563	75,558	80,249	82,606	85,860
23	71,563	75,558	80,249	82,606	85,860
24	71,563	75,558	80,249	82,606	85,860
25	71,563	75,558	80,249	82,606	85,860
26	71,563	75,558	80,249	82,606	85,860
27	73,213	77,351	82,175	84,600	87,954
28	73,213	77,351	82,175	84,600	87,954
29	73,213	77,351	82,175	84,600	87,954
30	74,574	78,753	84,503	86,241	91,334
31	74,574	78,753	84,503	86,241	91,334
32	74,574	78,753	84,503	86,241	91,334
33	75,960	80,177	86,895	87,912	94,839
34	75,960	80,177	86,895	87,912	94,839
35	75,960	80,177	86,895	87,912	94,839

APPENDIX 8

SPEECH THERAPY 2025-2026

Step	MA	MA+15	MA+30
0	49,209	50,445	51,751
1	51,212	52,481	53,948
2	53,178	54,524	56,066
3	55,140	56,486	58,221
4	57,102	58,564	60,339
5	59,068	60,609	62,454
6	61,032	62,644	64,610
7	62,993	64,647	66,724
8	65,032	66,724	68,881
9	66,995	68,765	71,038
10	68,956	70,770	73,157
11	70,920	72,807	75,272
12	72,883	74,850	77,428
13	74,850	76,851	79,545
14	76,814	78,890	81,703
15	78,776	80,934	83,817
16	80,775	82,930	85,934
17	80,775	82,930	85,934
18	80,775	82,930	85,934
19	80,775	82,930	85,934
20	82,741	84,970	88,091
21	84,701	87,013	90,206
22	84,701	87,013	90,206
23	84,701	87,013	90,206
24	84,701	87,013	90,206
25	84,701	87,013	90,206
26	84,701	87,013	90,206
27	86,664	89,056	92,324

APPENDIX 9

Extra Duty Index Schedule for Coaching

		0-2 Years	3-5 Years	6+ Years
Football				
	Head Coach	0.158	0.166	0.174
	Asst. Coach (up to 3)	0.118	0.125	0.131
	JV Coach	0.048	0.05	0.053
	Freshman Coach	0.095	0.1	0.105
	Strength Coach	0.048	0.05	0.053
	JH Coach (2- Up to 3 if there is a 7th grade team and 8th grade team)	0.063	0.066	0.07
Cross Country				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.057	0.06	0.064
Golf				
	Boys Head Coach	0.118	0.125	0.131
	Girls Head Coach	0.118	0.125	0.131
Wrestling				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.071	0.075	0.079
	JH Coach	0.071	0.075	0.079
Boys Basketball				
	Head Coach	0.158	0.166	0.174
	Asst. Head Coach	0.118	0.125	0.131
	JV Coach	0.118	0.125	0.131
	Freshman Coach (Only if Freshman Team)	0.095	0.100	0.105
	7th Grade Coach	0.063	0.066	0.070
	8th Grade Coach	0.063	0.066	0.070
Baseball				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.048	0.050	0.053
	JV Coach	0.048	0.050	0.053
Boys Track				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.063	0.066	0.07

	JH Coach	0.047	0.050	0.052
Swimming				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.057	0.060	0.064
Boys Soccer				
	Head Coach	0.118	0.125	0.131
	JV Coach	0.095	0.100	0.105
Girls Soccer				
	Head Coach	0.118	0.125	0.131
	JV Coach	0.095	0.100	0.105
Girls Basketball				
	Head Coach	0.158	0.166	0.174
	Asst. Head Coach	0.118	0.125	0.131
	JV Coach	0.118	0.125	0.131
	Freshman Coach (Only if Freshman team)	0.095	0.100	0.105
	7th Grade Coach	0.063	0.066	0.070
	8th Grade Coach	0.063	0.066	0.070
Volleyball				
	Head Coach	0.118	0.125	0.131
	Asst. Head Coach	0.041	0.044	0.048
	JV Coach	0.087	0.092	0.097
	Freshman Coach	0.041	0.044	0.048
	7th Grade Coach	0.039	0.042	0.044
	8th Grade Coach	0.039	0.042	0.044
Softball				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.048	0.050	0.053
	JV Coach	0.048	0.050	0.053
Girls Track				
	Head Coach	0.118	0.125	0.131
	Assistant Coach	0.063	0.066	0.070
	JH Coach	0.047	0.050	0.052
Athletic Trainer		0.307	0.324	0.34

APPENDIX 10

Extra Duty Schedule for Coaching 2024-2025

		0-2 Years	3-5 Years	6+ Years
Football				
	Head Coach	6,238	6,554	6,869
	Assistant Coach (up to 3)	4,659	4,935	5,172
	JV Coach	1,895	1,974	2,092
	Freshman Coach	3,751	3,948	4,145
	Strength Coach	1,895	1,974	2,092
	JH Coach (2- up to 3 if there is a 7th grade team and 8th grade team)	2,487	2,606	2,764
Cross Country				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	2,250	2,369	2,527
Golf				
	Boys Head Coach	4,659	4,935	5,172
	Girls Head Coach	4,659	4,935	5,172
Wrestling				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	2,803	2,961	3,119
	JH Coach	2,803	2,961	3,119
Boys Basketball				
	Head Coach	6,238	6,554	6,869
	Assistant Coach	4,659	4,935	5,172
	JV Coach	4,659	4,935	5,172
	Freshman Coach (only if freshman team)	3,751	3,948	4,145
	7th Grade Coach	2,487	2,606	2,764
	8th Grade	2,487	2,606	2,764
Baseball				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	1,895	1,974	2,092
	JV Coach	1,895	1,974	2,092
Boys Track				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	2,487	2,606	2,764
	JH Coach	1,856	1,974	2,053

Swimming				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	2,250	2,369	2,527
Boys Soccer				
	Head Coach	4,659	4,935	5,172
	JV Coach	3,751	3,948	4,145
Girls Soccer				
	Head Coach	4,659	4,935	5,172
	JV Coach	3,751	3,948	4,145
Girls Basketball				
	Head Coach	6,238	6,554	6,869
	Assistant Coach	4,659	4,935	5,172
	JV Coach	4,659	4,935	5,172
	Freshman Coach(Only if Freshman Team)	3,751	3,948	4,145
	7th Grade Coach	2,487	2,606	2,764
	8th Grade Coach	2,487	2,606	2,764
Volleyball				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	1,619	1,737	1,895
	JV Coach	3,435	3,632	3,829
	Freshman Coach	1,619	1,737	1,895
	7th Grade Coach	1,540	1,658	1,737
	8th Grade Coach	1,540	1,658	1,737
Softball				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	1,895	1,974	2,092
	JV Coach	1,895	1,974	2,092
Girls Track				
	Head Coach	4,659	4,935	5,172
	Assistant Coach	2,487	2,606	2,764
	JH Coach	1,856	1,974	2,053
Athletic Trainer		12,120	12,791	13,423

APPENDIX 11

Extra Duty Schedule for Coaching 2025-2026

		0-2 Years	3-5 Years	6+ Years
Football				
	Head Coach	6,363	6,685	7,007
	Assistant Coach (up to 3)	4,752	5,034	5,275
	JV Coach	1,933	2,013	2,134
	Freshman Coach	3,826	4,027	4,228
	Strength Coach	1,933	2,013	2,134
	JH Coach (2- up to 3 if there is a 7th grade team and 8th grade team)	2,537	2,658	2,819
Cross Country				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	2,295	2,416	2,577
Golf				
	Boys Head Coach	4,752	5,034	5,275
	Girls Head Coach	4,752	5,034	5,275
Wrestling				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	2,859	3,020	3,181
	JH Coach	2,859	3,020	3,181
Boys Basketball				
	Head Coach	6,363	6,685	7,007
	Assistant Coach	4,752	5,034	5,275
	JV Coach	4,752	5,034	5,275
	Freshman Coach (only if freshman team)	3,826	4,027	4,228
	7th Grade Coach	2,537	2,658	2,819
	8th Grade	2,537	2,658	2,819
Baseball				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	1,933	2,013	2,134
	JV Coach	1,933	2,013	2,134
Boys Track				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	2,537	2,658	2,819
	JH Coach	1,893	2,013	2,094

Swimming				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	2,295	2,416	2,577
Boys Soccer				
	Head Coach	4,752	5,034	5,275
	JV Coach	3,826	4,027	4,228
Girls Soccer				
	Head Coach	4,752	5,034	5,275
	JV Coach	3,826	4,027	4,228
Girls Basketball				
	Head Coach	6,363	6,685	7,007
	Assistant Coach	4,752	5,034	5,275
	JV Coach	4,752	5,034	5,275
	Freshman Coach(Only if Freshman Team)	3,826	4,027	4,228
	7th Grade Coach	2,537	2,658	2,819
	8th Grade Coach	2,537	2,658	2,819
Volleyball				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	1,651	1,772	1,933
	JV Coach	3,503	3,705	3,906
	Freshman Coach	1,651	1,772	1,933
	7th Grade Coach	1,570	1,691	1,772
	8th Grade Coach	1,570	1,691	1,772
Softball				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	1,933	2,013	2,134
	JV Coach	1,933	2,013	2,134
Girls Track				
	Head Coach	4,752	5,034	5,275
	Assistant Coach	2,537	2,658	2,819
	JH Coach	1,893	2,013	2,094
Athletic Trainer		12,363	13,047	13,691

APPENDIX 12

Extra Duty Schedule for Coaching 2026-2027

		0-2 Years	3-5 Years	6+ Years
Football				
	Head Coach	6,617	6,952	7,287
	Assistant Coach (up to 3)	4,942	5,235	5,486
	JV Coach	2,010	2,094	2,220
	Freshman Coach	3,979	4,188	4,397
	Strength Coach	2,010	2,094	2,220
	JH Coach (2- up to 3 if there is a 7th grade team and 8th grade team)	2,638	2,764	2,932
Cross Country				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,387	2,513	2,680
Golf				
	Boys Head Coach	4,942	5,235	5,486
	Girls Head Coach	4,942	5,235	5,486
Wrestling				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,973	3,141	3,308
	JH Coach	2,973	3,141	3,308
Boys Basketball				
	Head Coach	6,617	6,952	7,287
	Assistant Coach	4,942	5,235	5,486
	JV Coach	4,942	5,235	5,486
	Freshman Coach (only if freshman team)	3,979	4,188	4,397
	7th Grade Coach	2,638	2,764	2,932
	8th Grade	2,638	2,764	2,932
Baseball				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,010	2,094	2,220
	JV Coach	2,010	2,094	2,220
Boys Track				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,638	2,764	2,932
	JH Coach	1,968	2,094	2,178

Swimming				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,387	2,513	2,680
Boys Soccer				
	Head Coach	4,942	5,235	5,486
	JV Coach	3,979	4,188	4,397
Girls Soccer				
	Head Coach	4,942	5,235	5,486
	JV Coach	3,979	4,188	4,397
Girls Basketball				
	Head Coach	6,617	6,952	7,287
	Assistant Coach	4,942	5,235	5,486
	JV Coach	4,942	5,235	5,486
	Freshman Coach(Only if Freshman Team)	3,979	4,188	4,397
	7th Grade Coach	2,638	2,764	2,932
	8th Grade Coach	2,638	2,764	2,932
Volleyball				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	1,717	1,843	2,010
	JV Coach	3,643	3,853	4,062
	Freshman Coach	1,717	1,843	2,010
	7th Grade Coach	1,633	1,759	1,843
	8th Grade Coach	1,633	1,759	1,843
Softball				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,010	2,094	2,220
	JV Coach	2,010	2,094	2,220
Girls Track				
	Head Coach	4,942	5,235	5,486
	Assistant Coach	2,638	2,764	2,932
	JH Coach	1,968	2,094	2,178
Athletic Trainer		12,857	13,569	14,239

APPENDIX 13

Extra Duty Index Schedule for Other	0-2 Years	3-5 Years	6+ Years
High School Yearbook	0.0417	0.0439	0.0461
Junior High Yearbook	0.0213	0.0224	0.0235
Freshman Advisor	0.0159	0.0168	0.0176
Sophomore Advisor	0.0159	0.0168	0.0176
Junior Advisor	0.0293	0.0308	0.0324
Senior Advisor	0.0293	0.0308	0.0324
High School Student Council (2 positions at full salary)	0.0222	0.0234	0.0246
Junior High Student Council	0.0111	0.0116	0.0122
Spring Musical Director	0.0430	0.0446	0.0462
Spring Musical - Vocal Director	0.0215	0.0223	0.0231
Spring Musical - Pit Orchestra Director	0.0215	0.0223	0.0231
High school Cheerleading	0.0555	0.0585	0.0614
Freshman Cheerleading	0.0240	0.0252	0.0265
Junior High Cheerleading	0.0240	0.0252	0.0265
District Music Coordinator	0.0121	0.0135	0.0149
High School Band Director	0.1056	0.1111	0.1167
High School Assistant Band Director	0.0677	0.0710	0.0743
Junior High Choral Director	0.0257	0.0270	0.0283
Elementary Choral Director: Per Building	0.0215	0.0149	0.0156
Junior High Band Director	0.0257	0.0270	0.0283
High School Choral Director	0.0626	0.0654	0.0682
Elementary Band Director: Per Building	0.0215	0.0227	0.0238
Choral Assistant	0.0108	0.0113	0.0119
Elementary Summer Band Instructor	0.0417	0.0439	0.0461
Color Guard Instructor/ Percussion Instructor	0.0445	0.0469	0.0492
High School Pep Band Director	0.0108	0.0113	0.0119
Students Against Destructive Decisions (SADD)	0.0108	0.0113	0.0119
Speech and Debate	0.0136	0.0143	0.0150
Quiz Team	0.0136	0.0143	0.0150
National Honor Society	0.0194	0.0204	0.0214
Ohio Model of United Nations	0.0194	0.0204	0.0214
Response To Intervention (RTI) Leader	0.0628		
NET Mentor (per 9-week)	0.0036		
LPDC Committee Member	0.0461		
Department Head	0.0108		
Camp Ohio Coordinator	0.0143		
Prom Coordinator	0.0270		
Graduation Coordinator	0.0231		
Resident Educators Mentors/Facilitator (Years 1 & Year 2)	0.0419		

Digital Media Coordinator – one (1) per building		$500/yr
Event Technology Coordinator	$500/yr	
Paw Print Coordinator	$500/yr	

APPENDIX 14

EXTRA DUTY SCHEDULE for OTHER 2024-2025	0-2	3-5	6+
	Years	Years	Years
High School Yearbook	1,646	1,733	1,820
Junior High Yearbook	841	884	928
Freshman Advisor	628	663	695
Sophomore Advisor	628	663	695
Junior Advisor	1,157	1,216	1,279
Senior Advisor	1,157	1,216	1,279
High School Student Council – Two (2) positions at full salary	876	924	971
Junior High Student Council	438	458	482
Spring Musical Director	1,698	1,761	1,824
Spring Musical – Vocal Director	849	880	912
Spring Musical – Pit Orchestra Director	849	880	912
High School Cheerleading	2,191	2,310	2,424
Freshman Cheerleading	947	995	1,046
Junior High Cheerleading	947	995	1,046
District Music Coordinator	478	533	588
High School Band Director	4,169	4,386	4,607
High School Assistant Band Director	2,673	2,803	2,933
Junior High Choral Director	1,015	1,066	1,117
Elementary Choral Director – per building	849	588	616
Junior High Band Director	1,015	1,066	1,117
High School Choral Director	2,471	2,582	2,692
Elementary Band Director – per building	849	896	940
Choral Assistant	426	446	470
Elementary Summer Band Instructor	1,646	1,733	1,820
Color Guard/Percussion Instructor	1,757	1,852	1,942
High School Pep Band Director	426	446	470
Students Against Destructive Decisions (SADD)	426	446	470
Speech and Debate	537	565	592
Quiz Team	537	565	592
National Honor Society	766	805	845
Ohio Model of United Nations	766	805	845
Response to Intervention (RTI) Leader	2,479		
NET Mentor (per 9-week)	142		
LPDC Committee Member	1,820		
Department Head	426		
Camp Ohio Coordinator	565		
Prom Coordinator	1,066		
Graduation Coordinator	912		
Resident Educators Mentors (Yrs 1 & 2)	1,654		
Digital Media Coordinator – one (1) per building	500		
Event Technology Coordinator	500		
Paw Print Coordinator - one (1) per building	500		

APPENDIX 15

EXTRA DUTY SCHEDULE for OTHER 2025-2026	0-2 Years	3-5 Years	6+ Years
High School Yearbook	1,679	1,768	1,856
Junior High Yearbook	858	902	946
Freshman Advisor	640	677	709
Sophomore Advisor	640	677	709
Junior Advisor	1,180	1,240	1,305
Senior Advisor	1,180	1,240	1,305
High School Student Council – Two (2) positions at full salary	894	942	991
Junior High Student Council	447	467	491
Spring Musical Director	1,732	1,796	1,860
Spring Musical – Vocal Director	866	898	930
Spring Musical – Pit Orchestra Director	866	898	930
High School Cheerleading	2,235	2,356	2,473
Freshman Cheerleading	966	1,015	1,067
Junior High Cheerleading	966	1,015	1,067
District Music Coordinator	487	544	600
High School Band Director	4,252	4,474	4,699
High School Assistant Band Director	2,726	2,859	2,992
Junior High Choral Director	1,035	1,087	1,140
Elementary Choral Director – per building	866	600	628
Junior High Band Director	1,035	1,087	1,140
High School Choral Director	2,521	2,634	2,746
Elementary Band Director – per building	866	914	958
Choral Assistant	435	455	479
Elementary Summer Band Instructor	1,679	1,768	1,856
Color Guard/Percussion Instructor	1,792	1,889	1,981
High School Pep Band Director	435	455	479
Students Against Destructive Decisions (SADD)	435	455	479
Speech and Debate	548	576	604
Quiz Team	548	576	604
National Honor Society	781	821	862
Ohio Model of United Nations	781	821	862
Response to Intervention (RTI) Leader	2,529		
NET Mentor (per 9-week)	145		
LPDC Committee Member	1,856		
Department Head	435		
Camp Ohio Coordinator	576		
Prom Coordinator	1,087		
Graduation Coordinator	930		
Resident Educators Mentors (Yrs 1 & 2)	1,687		
Digital Media Coordinator – one (1) per building	500		
Event Technology Coordinator	500		
Paw Print Coordinator - one (1) per building	500		

APPENDIX 16

EXTRA DUTY SCHEDULE for OTHER 2026-2027	0-2	3-5	6+
	Years	Years	Years
High School Yearbook	1,746	1,838	1,931
Junior High Yearbook	892	938	984
Freshman Advisor	666	704	737
Sophomore Advisor	666	704	737
Junior Advisor	1,227	1,290	1,357
Senior Advisor	1,227	1,290	1,357
High School Student Council – Two (2) positions at full salary	930	980	1,030
Junior High Student Council	465	486	511
Spring Musical Director	1,801	1,868	1,935
Spring Musical – Vocal Director	900	934	967
Spring Musical – Pit Orchestra Director	900	934	967
High School Cheerleading	2,324	2,450	2,571
Freshman Cheerleading	1,005	1,055	1,110
Junior High Cheerleading	1,005	1,055	1,110
District Music Coordinator	507	565	624
High School Band Director	4,422	4,653	4,887
High School Assistant Band Director	2,835	2,973	3,112
Junior High Choral Director	1,076	1,131	1,185
Elementary Choral Director – per building	900	624	653
Junior High Band Director	1,076	1,131	1,185
High School Choral Director	2,622	2,739	2,856
Elementary Band Director – per building	900	951	997
Choral Assistant	452	473	498
Elementary Summer Band Instructor	1,746	1,838	1,931
Color Guard/Percussion Instructor	1,864	1,964	2,060
High School Pep Band Director	452	473	498
Students Against Destructive Decisions (SADD)	452	473	498
Speech and Debate	570	599	628
Quiz Team	570	599	628
National Honor Society	812	854	896
Ohio Model of United Nations	812	854	896
Response to Intervention (RTI) Leader	2,630		
NET Mentor (per 9-week)	151		
LPDC Committee Member	1,931		
Department Head	452		
Camp Ohio Coordinator	599		
Prom Coordinator	1,131		
Graduation Coordinator	967		
Resident Educators Mentors (Yrs 1 & 2)	1,755		
Digital Media Coordinator – one (1) per building	500		
Event Technology Coordinator	500		
Paw Print Coordinator - one (1) per building	500		

APPENDIX 17
Extended Service Contracts

Vocational Agriculture – 60 days
Family & Consumer Science Teacher – 3 days
High School Guidance – 20 days
Speech Therapy- 5 days
Music Dept. – 15 days

Side Agreements:

1. Choir accompanist position will be created as an outside position.

2. Music extended days will be studied to determine current use and potential redistribution. Should redistribution be considered, parties will meet to determine such and an MOU will be executed.

APPENDIX 18
IEP/ALTERNATIVE ASSESSMENT PAY

Teachers who are required to develop Individual Education Plans for students shall:

1. Be compensated by means of a stipend of $100 or,

2. Be permitted to be out of class one day to complete IEPs. A substitute teacher shall be provided for that day out of class.

Administrator approval is necessary.

APPENDIX 19
REQUEST FOR PERSONAL LEAVE

Name of Staff Member: _____

Building/Assignment: _____

Date(s) of Requested Personal Leave: _____

_____

I affirm that this leave is for use according to the Personal Leave Article XV in the RVEA Master Agreement and further that such leave is not used for routine personal activities, rest and recreation, vacation, or for seeking or engaging in other gainful employment.

Staff Member Signature: _____

Signature of Principal/Supervisor: _____

_____

_____ Approved _____ Disapproved

_____ Approved Without Pay (special circumstances)

By: _____ Superintendent

Date: _____

APPENDIX 20
FAIR SHARE FEE MOU

The Following Memorandum was executed by the parties with ratification of the 2021 Master Agreement:

With Respect to the Supreme Court's ruling in Janus V. American Federation of State, County, and Municipal Employees, Council 31, 138 S. Ct. 2448 (2018), The River View Education Association (RVEA) and the River View Local Schools Board of Education (Board) have the following understanding:

1. Consistent with the Janus Decision, the Parties Agree to remove Article II, Section "J" as finalized in the 2019-2021 Master Agreement in its entirety from the Agreement between parties.

2. The parties agree that if Janus is subsequently overruled by the Supreme Court, and/or the right of the association to collect agency fees from non-members becomes legally permissible, the above identified provision shall go into full force and effect in the beginning of the school year immediately following said decision consistent with that decision.



Improvement Plan

Teacher Name: _____ Grade Level/Subject: _____

School year: _____ Building: _____ Date of Improvement Plan Conference: _____

A written Improvement Plan is to be developed when an educator has a Final Holistic Rating of **Ineffective**. However, districts have discretion to place any teacher on an Improvement Plan at any time based on deficiencies in any individual component of the evaluation system. The notice requirements for being placed on an Improvement Plan, the components of the plan and the implementation process for the plan may be subject to the terms of a collective bargaining agreement.

The purpose of the Improvement Plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support. If the teacher does not take corrective actions in the timeline specified in the Improvement Plan, the evaluator may recommend the teacher be dismissed or continue working under the plan.

Section 1: Improvement Statement—List specific area(s) for improvement related to the ***Ohio Standards for the Teaching Profession***. Attach documentation.

Section 2: Desired Level of Performance—List specific goal(s) to improve performance. Indicate what will be measured for each goal.



Section 3: Specific Plan of Action—Describe in detail specific actions the teacher must take to improve performance. Indicate the sources of evidence the evaluator will use to document the completion of the Improvement Plan.

Actions to be Taken	Qualitative or Quantitative Measurable Indicators: Evidence Indicating Progress on the Goal(s)

Section 4: Assistance and Professional Development—Describe in detail specific supports that will be provided as well as opportunities for professional development.

Section 5: Alignment to District and/or Building Improvement Plan(s)— Describe the alignment to district and/or building improvement plan(s).

Comments:

Date for Improvement Plan to be evaluated: _____

Teacher's Signature: _____ Date: _____

Evaluator's Signature: _____ Date: _____

Improvement Plan: Evaluation of Plan

Teacher Name: _____ Grade Level/Subject: _____

School year: _____ Building: _____ Date of Evaluation: _____

The Improvement Plan will be evaluated at the end of the time specified in the plan. Outcomes from the Improvement Plan will be one of the following.

☐ Improvement is demonstrated and performance standards are met to a satisfactory level of performance.

☐ The Improvement Plan should continue for time specified: _____

☐ Dismissal is recommended.

Comments: Provide justification for recommendation indicated above and attach evidence to support the recommended action.

I have reviewed this evaluation and discussed it with my evaluator. My signature indicates I have been advised of my performance status; it does not necessarily imply I agree with this evaluation.

Teacher's Signature: _____ Date: _____

Evaluator's Signature: _____ Date: _____

The evaluator's signature on this form verifies the proper procedures as detailed in the local contract have been followed.

Professional Growth Plan

The Professional Growth Plan helps the teacher identify areas of professional development that will enable the teacher to enhance practice. The teacher is accountable for implementing and completing the plan. The plan must align to any district and/or building improvement plan(s). The Professional Growth Plan is developed annually. It is to be reviewed regularly and updated as necessary based on collaborative conversations between the evaluator and the teacher. The Professional Growth Plan should reflect the evidence available and focus on the most recent evaluation and observations. The Professional Growth Plan should be individualized to the needs of the teacher. The school or district should provide for professional development opportunities and support the teacher by providing resources (e.g., time, financial). The Professional Growth Plan must be clear and comprehensive. It is aligned to the most recent evaluation results and proposes a sequence of appropriate activities leading to progress toward the goals.

Teacher Name: _____ Evaluator Name: _____ ☐Self-Directed (Accomplished) ☐Jointly Developed (Skilled) ☐Evaluator Guided (Developing)

<table>
<tr><td colspan="4">Choose the Domain(s) aligned to the goal(s).</td></tr>
<tr><td colspan="2">☐ Focus for Learning
☐ Knowledge of Students
☐ Lesson Delivery</td><td colspan="2">☐ Classroom Environment
☐ Assessment of Student Learning
☐ Professional Responsibilities</td></tr>
<tr><td>Goal Statement(s) Demonstrating Performance on Ohio Standards for the Teaching Profession</td><td>Action Steps & Resources to Achieve Goal(s)</td><td>Qualitative or Quantitative Measurable Indicators:
Evidence Indicating Progress on the Goal(s)</td><td>Dates Discussed</td></tr>
<tr><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="4">Describe the alignment to district and/or building improvement plan(s):</td></tr>
<tr><td colspan="4">Comments:</td></tr>
</table>

*Teacher's Signature:*_____ *Date:*_____

Evaluator's Signature:_____ Date:_____

The evaluator's signature on this form verifies the proper procedures as detailed in the local contract have been followed.