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MASTER AGREEMENT

BETWEEN

THE ST. CLAIRSVILLE-RICHLAND CITY SCHOOL DISTRICT BOARD OF EDUCATION

AND

THE ST. CLAIRSVILLE EDUCATION ASSOCIATION

2024-2027

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This agreement entered into this 1st day of June 2024 by and between the Board of Education of the St. Clairsville-Richland City School District, hereinafter the "Board," and the St. Clairsville Education Association OEA/NEA-Local, hereinafter the "Association."

WITNESSETH:

ARTICLE I – RECOGNITION

1.1 Recognition of the Association

The St. Clairsville Board of Education, hereafter "Employer" or "Board," hereby recognizes the St. Clairsville Education Association OEA/NEA-Local, hereafter the 'Association"/"Union" as the sole and exclusive bargaining representative, for the purpose of and as defined in Chapter 4117 Ohio Revised Code, for all professional, non-supervisory, personnel (as certified by the State Employment Relations Board) for all full-time and regular part-time certificated personnel who are currently performing bargaining unit work, including, by way of illustration only but not limitation, classroom teachers (K-12, adult, special, vocational, and full-time substitutes), guidance counselors, librarians, media and program specialists, school nurses, coordinators, department heads, and tutors. The Union recognizes that the Superintendent, Assistant Superintendent, Assistant Principals, Principals, School Psychologist, Athletic Director, Dean of Students, Chief Academic Advisor, and other Administrative Personnel defined in Chapter 4117 Ohio Revised Code are excluded from the bargaining unit. The Employer recognizes that the Union representation will include any newly created position unless employment into the position is governed by Section 3319.02 of the Ohio Revised Code.

1.2 Recognition of the Board

The Association recognizes the Board as the lawfully elected body charged with establishing policies for public education in the St. Clairsville-Richland City School District and as the Employer of all certificated personnel of the school system.

1.3 Recognition of the Superintendent

The Association and Board recognize the Superintendent as the Chief Executive Officer and primary professional advisor of the Board.

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ARTICLE II - NEGOTIATION PROCEDURES

2.1 Procedures

a. Each party shall designate a negotiation team of up to five (5) persons. All negotiations shall be conducted between said teams. Each party will also be allowed up to two (2) observers who may not participate in discussions.
b. Bargaining teams shall be empowered to make proposals and counterproposals, to consider proposals and counterproposals, and to indicate tentative agreement on behalf of the parties.
c. The parties agree to bargain in good faith. Good faith shall be defined as the obligation of the parties to deal openly and fairly with each other in a sincere effort to reach an agreement upon the matters being negotiated. Such obligation does not compel either party to agree or make a concession, but both parties are obligated to make written counterproposals to negotiable issues placed on the table for discussion and to give reasons for these counterproposals.
d. Either party may request opening the negotiations at least ninety (90) days prior to the expiration of this contract.
e. Both parties shall meet and exchange complete written proposals at least seventy-five (75) days prior to the expiration of the contract.
f. A mutually convenient meeting shall be held no later than sixty (60) days prior to the expiration of the contract.
g. At the first meeting, the bargaining teams shall establish an agenda of items for negotiations. No additional items shall be added to the agenda after the first meeting unless mutually agreed to by both parties.
h. Meetings shall be held in executive session unless otherwise mutually agreed. Meetings shall not exceed five (5) hours, and meetings subsequent to the first meeting shall be held at times mutually agreeable to both parties.
i. The parties may appoint joint ad hoc study committees to research and study proposals and to make recommendations on matters under consideration. The committees shall report all findings to both parties. Any cost will be mutually shared.
j. Each party shall have the right to recess its group for independent caucus at any time for a period of one (1) hour or as the parties otherwise mutually agree. Either party may call upon professional and lay consultants to assist in negotiations and may use its consultants in the manner it deems necessary. Each party agrees to pay for the services of consultants which it obtains.
k. As negotiation items receive a tentative agreement, the complete article shall be reduced to writing and initialed by each party.
l. Both parties agree not to release information concerning negotiations to persons or groups not immediately concerned in negotiations without mutual consent.
m. The Association and the Board will alternate providing final typed copies of items mutually agreed upon.
n. The Board and the Association will share equally the cost of providing printed contracts to all parties in the bargaining unit, the Board, and the Administration.

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2.2 Scope of Bargaining

Wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this Agreement.

2.3 Agreement

a. When a tentative agreement is reached between the teams, it shall be submitted to the Association and the Board for approval. Both parties agree to act on approval at the next regular or special meeting, provided the Board shall not act prior to the action by the St. Clairsville Education Association. Following approval by both parties, the agreement shall be signed by both parties. The resulting contract shall be binding on both parties.

b. The representative teams from both parties shall have the power to negotiate without delays to consult the total membership of the respective groups. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representative will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

2.4 Disagreement

Thirty (30) days prior to the expiration date of this Agreement, the parties will notify Federal Mediation and Conciliation Services (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. In the event that an agreement is not reached by the expiration date of this agreement, 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.

ARTICLE III - RIGHTS OF INDIVIDUALS

3.1 Nothing herein contained shall prohibit certificated employees from presenting their own views to the Superintendent. However, such expressed opinions shall not be an indication of the views of other bargaining unit members.

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ARTICLE IV - GRIEVANCE PROCEDURE

4.1 Definition

a. A "grievance" is the allegation of a teacher, a group of teachers, or the bargaining agent that the provisions of this Agreement have been misinterpreted, violated, or misapplied.

b. Grievant or Aggrieved
The term "grievant" or "aggrieved" shall include all members of the bargaining unit, any group of members acting as a class, or the bargaining agent acting on behalf of itself for any member or group of members.

c. Days
"Days" as used in this procedure shall be working days during the school year and Monday through Friday during summer vacation, exclusive of negotiated or federally recognized holidays.

d. Representative or Representation
"Representation" or "representative" as provided for in this section shall be an association representative.

4.2 Rights of the Grievant

a. A grievant may appear on their own behalf or may be represented at any and all steps of the Grievance Procedure by the bargaining agent, by counsel, or by any other person of the aggrieved's choice. The Association will be notified of all formal meetings at Steps I-III. The submission of all grievance report forms must be acknowledged at each step.

b. A grievant shall have the right to present a claim in accordance with the procedure described herein, free from interference, coercion, restraint, discrimination, or reprisal.

c. Nothing contained herein shall limit or otherwise exclude any grievant from seeking redress from any governmental agency, regulatory body, or any court of law with jurisdiction over this school district.

d. No grievance may be submitted to arbitration without the consent of the bargaining agent.

e. If a grievance appears to arise from the actions of an authority higher than the immediate supervisor and/or affects a group of members or the bargaining agent, it may be submitted at Step II described herein.

f. Any grievance not settled at an informal level shall be reduced to writing, shall state such relief sought, and the specific section or sections of the agreement violated, misinterpreted or misapplied.

g. Any grievance may be dealt with by the grievant seeking redress with the immediate supervisor; however, this informal procedure does not preclude the filing of any grievance at any appropriate formal step. The resolution at the informal step shall not create precedent(s) for the Board or the Association.

h. A grievant shall not be placed in jeopardy or be subject to reprisal or discrimination for having followed or utilized this Grievance Procedure.

i. Copies of the documents pertaining to a grievance that has been filed shall be placed only in the confidential files of the Treasurer of the Board and the President of the Association. The Treasurer shall make these available only to members of the Board, the Superintendent, and/or by court order. All proceedings shall be destroyed after three (3) years.

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j. Time Limits

Time limits specified herein are considered maximum; however, they may be extended by written agreement of the parties. Failure at any step of this procedure to communicate the disposition of a grievance within the time limits provided shall grant the relief sought. Lack of adherence to time limits by the grievant shall bar the grievance and act as a waiver of the grievant's right to proceed.

k. The aggrieved, irrespective of the step at which the grievance is entered, shall be granted a minimum of thirty (30) days in which to make the first filing.

4.3 Procedural Steps

a. Informal Step

If a potential grievant believes there is a basis for an eligible grievance, the potential grievant must first discuss the matter with an immediate supervisor in an effort to resolve the problem informally. Such discussion must take place within thirty (30) days after the alleged grievance occurs. The immediate supervisor shall provide the aggrieved with an answer within five (5) days of the informal discussion, and the potential grievant and the immediate supervisor shall execute a Verification Report as identified in Article 4.5(a) if the matter is not resolved through the informal step.

b. Step I

If the informal discussion does not resolve the grievance to the satisfaction of the employee, such employee shall have the right to lodge a formal claim to their immediate supervisor by submitting a completed Grievance Report form. If such a Grievance Report is not filed within five (5) days of the date of the receipt of the answer from the immediate supervisor, the grievance shall no longer exist. Within five (5) days of receipt of the grievance, the immediate supervisor shall meet with the aggrieved and the aggrieved's representative(s), if elected by the aggrieved, in an effort to resolve the matter. The immediate supervisor shall indicate their disposition of the grievance within five (5) days after such meeting by completing the report form and returning it to the aggrieved and the bargaining agent. If such disposition is not timely filed, the grievance shall be sustained.

c. Step II

If the aggrieved is not satisfied with the disposition of the grievance in Step I, the grievant and/or the bargaining agent shall complete the Grievance Repost Form, Step II, and submit the grievance to the Superintendent. Failure to file such a Step II report within five (5) days following the receipt of the immediate supervisor's disposition of the grievance shall be deemed a waiver of the right to appeal. Within five (5) days of receipt, the Superintendent and/or designated representative shall meet with the grievant and/or their representative to resolve the matter. Within five (5) days of this meeting, the Superintendent shall indicate in writing their disposition of the grievance by completing their portion of Step II and forwarding it to the aggrieved. The bargaining agent shall be notified in writing of said disposition. If such disposition is not time filed, the grievance shall be sustained.

d. Step III

If the aggrieved is not satisfied with the disposition of the grievance at Step II, they may, within five (5) days, submit the grievance to Step III – The Board of Education. The Board shall, at their next regular or special Board meeting, conduct a hearing in executive session. The Board shall render their decision in writing within five (5) days of the hearing. If said decision is not timely filed, the grievance shall be sustained.

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e. Step IV

i. If the aggrieved is not satisfied with the disposition of the grievance at Step III, they may within five (5) days submit the grievance to arbitration by a single arbitrator by the American Arbitration Association, whose labor arbitration rules and regulations shall likewise govern the proceedings. The arbitrator may not add to, alter, or delete from the terms of the Board Policy or terms of the negotiated items. The arbitrator shall have all power and remedies within lawful statutes, the terms of this agreement, and the applicable rules of the American Arbitration Association to render a binding award to the parties. In cases where the arbitrability of an issue is questioned, the matter of arbitrability shall be ruled upon by the arbitrator in an expedited fashion prior to a ruling by the arbitrator on the merits of the issue.

ii. The arbitration hearing shall be conducted at a mutually agreeable site in proximity to St. Clairsville, Ohio. A stenographic record of the arbitration proceedings shall be taken by a mutually acceptable court reporter service.

iii. The cost of the services of the arbitrator, hearing location, and court reporter services shall be equally shared between the Board and the Association. Notwithstanding the foregoing, each party shall bear the cost and expense of any witness appearing before the arbitrator called on behalf of that party and the cost of representation of each party.

iv. In the alternative and by mutual agreement, no later than fourteen (14) days in advance of the arbitration hearing, each party shall submit to the arbitrator and exchange with one another their respective last best offers on all issues to be submitted to the arbitrator, exclusive of arbitrability. Following the hearing, the arbitrator shall then be limited to awarding only one or the other of the two (2) positions taken as a whole and not on individual issues within the positions.

4.4 Grievance forms shall be available at all administrative offices, all building representatives, and all other Association officers.

4.5 Forms

a. Verification Report Informal Step, see page 67

b. Grievance Report Form, see page 68

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ARTICLE V - ASSOCIATION RIGHTS

5.1 Exclusive Rights

The rights of the Association as the employee representative shall entitle the Association to certain exclusive rights. Only the Association shall have the following rights:

a. Bulletin Board

The building representative of the Association in each individual school will have the use of a bulletin board area, designated for Association business. Such an area will normally be located in the teacher's lounge.

b. Time at Faculty Meetings

Representatives of the Association may make announcements at school faculty meetings at a time designated by the principal.

c. Use of Buildings Public Address System

Representatives of the Association may submit announcements to the school building principal to be made on the school building public address systems. Permission for such announcements to be made shall not be withheld as long as they are presented at least ten (10) minutes prior to regular building announcements and do not disrupt the educational process.

d. Use of School Equipment

The Association building representatives will have permission to use school equipment and buildings provided that:

1. Request is made for use is arranged for in advance.
2. All equipment will be checked for condition by the building principal or their designated representative and the Association building representative prior to its use so that, in the event of damage or breakage, the Association will be responsible for repairing or, if necessary, replacing such equipment.
3. Supplies in connection with such equipment used will be furnished or paid for by the Association.

e. Board Meetings

A copy of the official agenda of each Board meeting shall be given to the Association at the same time it is given to the news media. Two (2) representatives of the Association shall be accorded the same seating privilege as the press at regularly scheduled or special meetings of the Board. A representative of the Association shall be permitted to address the Board during the hearing of the public. Normally, the subject of such address shall have been communicated to the Superintendent at least twenty-four (24) hours prior to the Board meeting. Minutes of the Board meetings will be made available to the Association. The Association will be normally notified twenty-four (24) hours in advance of any special Board meeting. Notification may be given by the Treasurer or any person acting on behalf of or under the authority of the Treasurer. Notification can be oral or written or by electronic mail, or any combination thereof. Oral notification means notification given orally either in person or by telephone directly to the person for whom such notification is intended, or by leaving an oral message for such person with an adult at the address, or if by telephone at the telephone number of such person as shown on the list provided to the Treasurer by the Association. Written notification means personal delivery to the person for whom the notice is intended, or leaving the same in their school mailbox not later than the end of the school

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day on which the meeting will be held, or leaving the same at the address set forth on the list provided to the Treasurer by the Association; or by regular U.S. mail, postage paid prepaid, to said address, with reasonable assurance of delivery prior to the meeting. At the beginning of each school year, the Association shall provide a list of not more than four (4) persons who are members of the organization to whom such notice may be given. The list shall include the person's name, mailing address, and telephone number at or through which the person can be reached during and outside of school hours. Notification to any one person on the list is sufficient. The list provided by the Association may be relied upon by the Board as accurate and complete unless otherwise notified in writing by the Association. A reasonable attempt at notification shall constitute notification. The names of other persons on the list shall not be changed more than once in any calendar year.

f. Names and Addresses of New Employees
Names and addresses of newly employed professional staff members will be provided to the Association upon request following the Board approval of their contract unless the professional staff member specifically requests otherwise in writing.

g. New Teacher Orientation
Whenever a general orientation meeting for new teachers is held, the Association may participate in the following way: fifteen (15) minutes will be granted for such participation after the administration has completed its program.

h. Inter-School Mail
The Association shall be serviced by the Board's inter-school mail pick-up and delivery system.

i. Supplies and Materials
The Association may purchase supplies and materials from the Board's supplies at the price paid by the Board if such supplies are available.

5.2 Leave for Association President
The president or designee of the Association shall be granted up to three and one-half (3½) days of leave to conduct local, state, or national Association business. Such leave will not be charged to any other negotiated leave provision. Application for such leave must be made at least five (5) days in advance where feasible and must be for at least a half (1/2) day. Additional days may be granted at the Superintendent's discretion. If a substitute for the president or designee is deemed necessary, then the Association shall pay for the cost of such substitute.

5.3 Staff Directory
The administration shall make available by November 1 to all professional staff members a directory listing the names, addresses, phone numbers, and job assignments on record of all certificated employees of the Board, except employees who have specifically requested not to be listed in this directory.

5.4 Printing and Providing Copies of Contract
The Association shall provide a copy of this contract to the bargaining unit members. The Board shall share equally the expense of printing copies of the contract.

5.5 No Reprisal Clause
There shall be no reprisals of any kind taken against any teacher by reason of membership in the Association or participation in any of the activities.

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5.6 Guarantee Leave for Association Conferences, Conventions, and Work

The Board may authorize two (2) delegates of the Association a maximum of two (2) total days of absence without loss of pay per year (September 1 – August 31) to serve on programs in an official representative capacity at Association meetings, conferences, or conventions. Should any Association member be elected as a delegate at large, such person may accompany the two (2) delegates under the same conditions. To be valid, a request for the use of such leave must be submitted by the President of the Association to the Superintendent or their designee at least fifteen (15) days in advance unless there is an emergency or a special meeting that makes such notice impossible. The Board shall not be responsible for any expense. Additional days for such leave must be requested and approved by the Superintendent.

5.7 Classroom Visitations

No person shall interfere with or disrupt any teacher or class during the "school day," for example, by calling the teacher out of class, etc., unless express permission to do so is given by the building principal.

5.8 Contractual Guarantee of Rights Under Law

Nothing contained herein shall deny a professional staff member rights they may have under the law if those rights are not superseded by this master agreement.

5.9 Right to Fair Share Fee

a. Payroll Deduction of Fair Share Fee

The Board shall deduct from the pay of regular full-time members of the bargaining unit (substitutes are excluded) who elect not to become or to remain members of the Association, a fair share fee for the Association's representation of such nonmembers during the term of this contract. No nonmember filing a timely demand shall be required to subsidize partisan political or ideological causes, not germane to the Association's work in the realm of collective bargaining.

b. Notification of the Amount of Fair Share Fee

Notice of the amount of the annual fair share fee, which shall be 100% of the unified dues of the Association, shall be transmitted by the Association to the Treasurer on or about September 30 of each year during the term of this contract for the purpose of determining amounts to be payroll-deducted, and the Board agrees to promptly transmit all amounts deducted to the Association.

c. Schedule of Fair Share Fee Deductions

1. All fair share fee payers

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

a. Sixty (60) days in a bargaining unit position (which shall be the required probationary period).
b. January 15

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

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

e. Procedure for Rebate
   The Association represents to the Board that an internal rebate procedure has been established and will be given to each member of the bargaining unit who does join the Association and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitution of the United States and the State of Ohio.

f. Entitlement to Rebate
   Upon timely demand, nonmembers may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.

g. Indemnification of Employer
   The Association, on behalf of itself and the OEA and NEA, agrees to indemnify the board for any cost or liability incurred as a result of the implementation and enforcement of this provision provided that:
   1. The Board shall give a ten (10) day written notice of any claim made or action filed against the employer by a nonmember for which indemnification may be claimed.
   2. The Association shall reserve the right to designate counsel to represent and defend the employer.
   3. The Board agrees to (1) give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding, (2) permit the Association or its affiliates to intervene as a party if it so desires, and/or (3) to not oppose the Association or its affiliates application to the file briefs amicus curiae in the action.
   4. The Board acted in good faith in compliance with the fair share fee provision of this Agreement; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) or misapplies such fair share fee provisions herein.

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ARTICLE VI - WORKING CONDITIONS

6.1 The Board intends to continue maintaining a teacher work area in each of the buildings, provided it is feasible.

6.2 When an emergency exists, a teacher shall notify the office for immediate assistance, i.e., for class coverage.

6.3 Parking

a. At each building, a parking area shall be designated exclusively for teacher use during school hours. Employees and students shall be notified of such designation.

b. Allotment of individual spaces within the designated area shall be the responsibility of the Association. Upon notification by a teacher that a non-teacher's vehicle is parked in the designated area, along with the make, color, and license number of the vehicle, the building principal, over the P.A. system during non-instructional time, shall request the driver of that vehicle to immediately move the vehicle. If the vehicle is not moved after the announcement is made, a notice of violation will be placed on the vehicle.

6.4 A teacher lounge area shall be provided in each building in substantially equivalent condition to which it presently exists at its current location unless an emergency relocation is necessary to meet the educational needs of the district resulting from unanticipated circumstances.

6.5 In the event that regular or special teachers, i.e., classroom, physical education, music, and art teachers, are absent or unable to fulfill their scheduled classes, the administration shall make every effort to secure a substitute teacher or reimburse those affected by the change of schedule. If a certified employee is required by the principal to change their daily routine, they shall be compensated at the rate of $4.50 for every fifteen (15) minutes or a portion of every fifteen (15) minute segment of the classroom period.

6.6 The Board recognizes that appropriate textbooks, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests, questionnaires, and similar instructional materials are tools of the teaching profession. The Board, within its financial means, will continue to provide these tools to the teaching staff. The Board further recognizes the value of teacher participation in the selection and use of instructional materials and agrees to solicit the advice of the appropriate segment of the teaching staff in the process of selecting school materials; however, the Board reserves the right to make final approval and/or selection decisions regarding such materials before authorizing the purchase.

6.7 Teachers are to have access during the teacher's workday to media centers, duplicating equipment, and all supplies necessary to conduct their classes (i.e., preparation period).

6.8 The preservation of safe, wholesome, clean, and pleasant surroundings is of mutual concern to the Board and the Association. To help the Board achieve this aim, the Association shall select three (3) members from each building to meet, as necessary, with the building principal to make suggestions and recommendations regarding any hazardous room and building repairs and other allied matters.

6.9 No teacher shall be assigned responsibilities normally performed by the custodial staff.

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6.10 Prior to developing definitive plans for any new building or major changes to present structures, a committee of affected teachers, not exceeding three (3), may be selected by the Association to make suggestions regarding such plans. The following may be considered:

1. Each classroom will be provided with, but not limited to, in all cases possible:
    a. Student stations to accommodate enrollment
    b. Tack board and chalkboard
    c. Safe, strong space for instructional materials, equipment, and supplies
    d. Electrical outlets and other accommodations for convenient use of audio-visual equipment
    e. Proper ventilation
    f. Artificial and natural light control
    g. Space for reference material
2. The Board will provide in each building in all cases possible:
    a. Teacher rest areas, conference rooms, and lavatories, appropriately furnished, ventilated, and maintained, are conveniently available for the professional staff. These facilities will not generally be used for regularly scheduled meetings.
    b. A teacher workroom and storage space of suitable size and location containing adequate equipment and supplies to meet the needs of the teacher in preparing instructional materials. This room or the teacher rest area will include a telephone to be reserved for the exclusive use of the teachers.

6.11 Bargaining unit members required to write IEPs will be provided release time to be preapproved and completed on school grounds (current practice).

6.12. Academic Freedom

a. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill an appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere that is free from censorship and artificial restraints upon free inquiry and learning and in which academic freedom for teachers and students is encouraged.
b. Academic freedom shall be guaranteed to teachers, and no special limitations shall be placed upon study, investigation, presenting, and interpreting facts and ideas concerning man, human society, the physical and biological world, and other branches of learning subject only to accepted standards of professional education responsibility.
c. Freedom of individual conscience, association, and expression will be encouraged, and fairness in procedures will be observed both to safeguard the legitimate interests of schools and to exhibit by appropriate examples the basic objectives of a democratic society.

6.13 When a bargaining unit member is directed, authorized, and required to use their personal automobile on school business, the Treasurer shall pay an amount per mile authorized automobile expense which is equal to the per mile allowance standard being utilized by the Internal Revenue Service at the current allowance. In the event the IRS modifies the allowance, the Treasurer shall, upon being so notified by the Association and after verification of the fact by the Treasurer, put the same into effect on the first day of the following month.

6.14 Teachers shall comply with Board policy establishing a tobacco-free campus.

6.15 Children of bargaining unit members who live outside of the district's boundaries shall not be required to pay tuition in order to attend St. Clairsville Schools.

6.16 Forms

a. Notice of Parking Violation, see page 73

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ARTICLE VII - COMPLAINT PROCEDURE – PROFESSIONAL STAFF

7.1 Should a complaint be made by a student's parents or any other person to an administrator regarding a teacher assigned to their building concerning the teacher's professional performance, the administration shall, within three (3) working days, inform the teacher that a complaint has been made.

7.2 No complaints will be placed in the personnel file of a teacher unless all of the following are fulfilled:

a. The allegation is in writing and is signed by a complainant on the complaint form as provided.
b. A conference was held, including the complainant, the teacher, and the principal or immediate supervisor.
c. The results of findings of a conference have been reduced to writing by the immediate supervisor and signed by the teacher. Said results shall be attached to the complaint. No anonymous letters or materials will be placed in the files.
d. The teacher(s) shall have the right to submit in writing a rebuttal which shall be attached to the complaint.
e. Teacher(s) signature(s) are not an indication of agreement with the findings but only provide verification of having seen the complaint.

7.3 Forms

a. Complaint Procedure Form, see page 70

ARTICLE VIII - TEACHER EVALUATION

8.1 Definitions

a. Evaluation Cycle: The period from the establishment of a professional growth or improvement plan through the issuance of an evaluation rating in the year in which an evaluation rating is required by this contract or Ohio Revised Code.
b. Evaluation Factors: The walkthrough(s), observation(s), and other components required by the Ohio Revised Code to be used in the teacher evaluation procedure.
c. Evaluation Framework: The document created and approved by the ODE that establishes the Standards-Based evaluation of teachers in accordance with Ohio Rev. Code §3319.111(A).
d. Evaluation Instruments: The forms used by the teacher's evaluator. The approved evaluation instruments are attached to this agreement.
e. Evaluation Procedure: The procedural requirements set forth in this agreement which conform with and provide specificity to the statutory obligations established by Ohio Revised Code §3319.111 and §3319.112.
f. Evaluation Rating: The final summative evaluation level that is assigned to a teacher based on the holistic review of all Evaluation Factors, observed during the Evaluation Cycle. The rating shall be "accomplished," "skilled," "developing," or "ineffective." The final rating shall not be weighted in such a way that one (1) domain or component of the evaluation system has higher importance than another, except that any area marked N/A shall not negatively impact the evaluation rating.

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g. Evidence: Information collected by the evaluator and/or information provided to the credentialed evaluator by the teacher to support and inform the accurate reflection of the Evaluation Factors. Examples include but are not limited to, student information affecting educational progress, student interest or learning style surveys, newsletters, classroom rules, lesson plans, student portfolios, summative assessments, and student work samples.

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

i. Improvement Plan: A detailed, written plan collaboratively developed between the teacher and evaluator, utilized solely when a teacher receives an Evaluation Rating of ineffective. The approved form for the Improvement Plan is attached to this agreement.

j. Ohio Evaluation System (OhioES): The electronic system used by the District to report aggregate, summative teacher evaluation ratings to the Ohio Department of Education and Workforce.

k. Ohio Teacher Evaluation System (OTES): The teacher evaluation system required by Ohio Revised Code §3319.111 and §3319.112.

l. Poorly Performing Teacher: A teacher who receives an evaluation rating of ineffective for a period of no less than two (2) out of the last three (3) years under OTES 2.0.

m. Professional Growth Plan: A written plan, self-directed or jointly developed between the teacher and evaluator, 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.

n. Teacher of Record: A teacher who is:

   1. Responsible for assigning the grade to the student or is responsible for the daily instruction of a specific student; and,
   2. Required to have the proper certification and/or licensure to teach the subject/grade level for which they have been designated "teacher(s) of record"; and,
   3. Responsible for at least fifty percent (50%) of a student's scheduled and attended instructional time within a given subject or course.

o. Teacher Performance: The assessment of a teacher during the evaluation cycle, which is based upon the educator's professional standards and reported using the rubric contained in this Agreement.

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8.2 Purpose

The purpose of teacher evaluation is to use fair, objective, and reasonable practices to:

1. Advance the professional learning and practice of teachers individually and collectively in the school district.
2. Inform instruction.
3. Assist teachers and administrators in identifying, implementing, and supporting best educational best practices that will provide the greatest opportunity for student learning and growth.

8.3 Application

a. The teacher evaluation procedure contained in this agreement applies to the following employees of the District:
    1. Teachers working under a license issued under Ohio Revised Code §3319.22, §3319.26, §3319.222, or §3319.226 and who spend at least fifty percent (50%) of their time providing student instruction.
    2. Teachers working under a professional or permanent certificate issued under section Ohio Revised Code §3319.222, as it existed prior to September 2003, and who spend at least fifty percent (50%) of their time providing student instruction.
b. The District shall not conduct an evaluation for any teacher who:
    1. Was on leave for fifty percent (50%) or more of the school year;
    2. Submitted notice of retirement and such notice has been acted upon by the Board on or before December 1 of the school year in which they plan to retire;
    3. Is participating in the teacher residency program established by Ohio Revised Code §3319.223 so long as the teacher, for the first time, takes at least half of the performance-based assessments prescribed by the State Board of Education for resident educators;
    4. Is a substitute teacher.

8.4 Evaluators

Qualifications and Assignments:

a. Each evaluator shall be an employee of the St. Clairsville-Richland City School District, employed under a full-time contract pursuant to sections 3319.01 or 3319.02 of R.C., must hold at least one (1) administrator certificate/license under section 3319.22 of R.C. and shall be credentialed at the time of any walkthrough, observation, or evaluation.
b. A teacher's evaluator shall be assigned, and the teacher shall be notified of the assignment in writing no later than September 15, or in the case of a new teacher, within thirty (30) days of the first day employed.
c. Evaluator assignments shall be made pursuant to the following requirement: teachers have the ability to select their evaluator.
d. In assessing a teacher's performance, evaluators shall not make judgments or otherwise discriminate based on a teacher's age, length of service, gender, gender identity, gender expression, race, ethnicity, national origin, religion, sexual orientation, marital status, military status, disability, union membership, or union activism.
e. Any administrator who violates any provision of this evaluation system more than two (2) times in a three (3) year period shall be deemed unqualified to perform evaluations under OTES until the administrator successfully passes the credentialing assessment following their removal.

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8.5 Orientation and Professional Development

a. Professional Development

1. The Board shall meet the requirements of Ohio Revised Code §3319.112(A)(8)(9) to provide professional development and sufficient financial resources to support the professional learning required by this agreement. All professional development will align with the Ohio Professional Development Standards.
2. The Board shall provide training on the components of the teacher evaluation procedure, including the calibration of evaluation ratings, the evaluation Standards for Ohio Educators, rubrics, tools, processes, methodology, and the use of High-Quality Student Data (HQSD).

b. Evaluators

1. Before beginning the evaluation process for any bargaining unit member, the assigned evaluator shall be required to have successfully completed the state-mandated evaluator credentialing or re-credentialing training and have passed the said assessment.
2. The evaluators shall be given written instructions on the purpose, mechanics, and dimensions of the evaluation procedures.
3. Written instructions for evaluators shall be supplemented by specific group evaluation instrument training to familiarize evaluators with the process and instruments to assess teacher performance.
4. Updates to written instructions and group professional development shall occur on an annual basis.
5. Evaluators who fail to pass re-credentialing or recalibration will be prohibited from evaluating.

c. Professional Development

1. Each teacher shall be given written instructions on the purpose, mechanics, and dimensions of the evaluation procedure, including the teaching standards and rubrics on which the evaluation is based.
2. Written instructions shall be supplemented by specific group evaluation instrument training to familiarize teachers with how the evaluation instrument is designed and will be utilized.
3. Written instructions and group evaluation instrument training shall be presented to the teachers not later than September 15, or in the case of a new teacher, not later than thirty (30) days after initial employment with the District.

d. Joint Training on Evaluation Instrument

1. Before the beginning of each evaluation cycle, the Board shall provide joint training for administrators and teachers, which ensures functional awareness and understanding of all standards and rubrics, processes, forms, and tools used in the evaluation procedure.

8.6 Funding for Orientation, Professional Development and Training

a. The Board shall allocate financial resources for the purpose of professional development and training purposes to support the teacher evaluation system.

8.7 Evaluation Structure and Procedures

a. Schedule of Evaluation

1. No teacher shall be subject to more than one (1) Evaluation Cycle per school year.
2. The evaluation cycle shall be completed no later than May 1 and the teacher shall receive the final written report of the cycle, including the assigned evaluation rating, not later than May 10.

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b. Criteria for Performance Assessment

1. A teacher's performance shall be based on the Ohio Educator Standards (or aligned standards) and rubrics for teaching and the criteria set forth in the evaluation instrument included in this contract.
2. Teacher performance shall be based on the evidence provided by the teacher and on the formal observations and walkthroughs by the teacher's assigned evaluator.
3. A teacher may provide evidence to the credentialed evaluator to support and inform an accurate reflection of the Evaluation Factors being evaluated. Examples include but are not limited to, student information affecting educational progress, student interest or learning style surveys, newsletters, classroom rules, lesson plans, portfolios, summative assessments, professional education organization work, education awards, and student work samples. All evidence presented shall be included in the report and will be considered in the evaluator's assessment of the teacher.
4. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
5. No misleading, inaccurate, untimely, undocumented, or unsubstantiated information may become part of a teacher's performance assessment. All results and conclusions of performance assessments shall be documented and supported by evidence collected by the evaluator.
6. In implementing performance assessments, the District shall conduct all assessments so as to observe the legal and constitutional rights of teachers; and no teacher performance information shall be collected by video or audio devices without the express, written consent of the teacher being evaluated.
7. The District will not use video/audio evidence submitted to the ODE by the Resident Educator as evidence to assess teaching performance.

c. Schedule of Observations

1. The Board shall perform two (2) formal observations in a year in which the teacher is on an evaluation cycle. Each formal observation shall last a minimum of thirty (30) continuous minutes. There shall be at least three (3) weeks between formal observations. The first formal observation shall be completed no later than the end of the first semester. The second formal observation shall be completed no later than April 15.
2. The Board shall perform a minimum of three (3) formal observations during the evaluation cycle in any school year in which the Board may wish to declare its intention not to re-employ a teacher under Ohio Revised Code §3319.11. The observation schedule shall comply with (1) above, and the third formal observation shall occur at least fifteen (15) working days following the second post-observation conference. The third formal observation shall be completed no later than April 15.
3. One (1) formal observation shall occur in a year in which a teacher is not on an evaluation cycle.
4. Teachers shall not receive a formal observation on a day before or after the following: the administration of standardized testing, a holiday, or any school break of more than two (2) consecutive calendar days.
5. A teacher may request one formal observation at any time in addition to those required by this procedure.
6. All formal observations shall be scheduled.

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d. Observation Conferences
   1. A pre-observation conference is not required, but if requested, may occur between the evaluator and the teacher not less than five (5) working days prior to each formal observation. At the pre-observation conference, the teacher shall provide evidence for the work situation to be observed on the pre-observation form.
   2. A post-observation conference shall be held after each formal observation. The post-observation conference shall take place not more than ten (10) working days following the formal observation. Teachers shall be given the opportunity to provide evidence, which must be utilized to inform the evaluator's rating in all areas of the observation and shall include a discussion of the progress being made on the teacher's professional growth or improvement plan.
   3. The evaluator shall provide the teacher with copies of all written documentation, including but not limited to notes, scripts, artifacts, and evidence collected during formal observations and walkthroughs.

e. Walkthroughs
   1. A walkthrough is a formative assessment process that focuses on one (1), but not more than two (2), of the following components, which results in brief written note(s) or a summary:
      i. Evidence of planning;
      ii. Lesson delivery;
      iii. Differentiation;
      iv. Resources;
      v. Classroom environment;
      vi. Student engagement;
      vii. Assessment;
      viii. Any other component of the Standards for Ohio Educators and rubrics approved for teacher evaluation.
   2. The walkthrough shall be at least five (5) consecutive minutes but not more than twenty (20) consecutive minutes in duration.
   3. The teacher shall be provided a copy of the walkthrough form, including all scripted and anecdotal documents relative to the walkthrough, no later than five (5) work days following the walkthrough.
   4. At the request of the teacher, a formal debriefing shall occur no later than five (5) work days after the walkthrough to discuss observations of the evaluator.
   5. No more than eight (8) walkthroughs shall be conducted in each evaluation cycle.
   6. Walkthroughs shall not disrupt the learning environment in the classroom.

f. High-Quality Student Data (HQSD)
   1. Each evaluation shall contain two (2) measures of high-quality student data (HQSD). When applicable to the grade level or subject area taught by the teacher being evaluated, HQSD shall include the value-added progress dimension as one (1) source of HQSD.

2. When utilizing vendor assessments to construct HQSD, all related teaching, student, and other educational materials shall be purchased, and all affected staff shall be trained on the utilization of the assessment program.
    i. The Evaluation Committee shall provide a recommendation to the Superintendent and Association President on the use of a proposed vendor assessment prior to submission to the Board of Education. The committee may ask for the vendor to make a presentation to the committee.
3. HQSD shall be used as evidence in any component of the teacher's evaluation related to the following:
    i. Knowledge of the students to whom the teacher provides instruction;
    ii. The teacher's use of differentiated instruction practices;
    iii. Assessment of student learning;
    iv. The use of assessment data;
    v. Professional responsibility and growth.
4. HQSD shall not be aggregated to provide "shared attribution" among teachers in a District, building, grade, content area, or other group.

g. <u>Professional Growth and Improvement Plans</u>

1. Professional growth and improvement plans shall be developed as follows:
    i. Teachers whose evaluation rating is Accomplished shall develop a self-directed plan for continuing professional growth and may choose the credentialed evaluator for their next evaluation cycle as set forth in this agreement.
    ii. Teachers whose evaluation rating is Skilled shall develop a professional growth plan collaboratively with their credentialed evaluator and shall have input on the selection of the credentialed evaluator for their next evaluation cycle as set forth in this agreement.
    iii. Teachers whose evaluation rating is Developing shall develop a professional growth plan with their assigned evaluator, pursuant to the terms of this agreement.
    iv. Teachers whose evaluation rating is Ineffective shall develop a professional improvement plan with their assigned evaluator, pursuant to the terms of this agreement.
2. The Board shall provide professional development, mentoring/coaching, the allocation of financial resources to accelerate teacher growth and improvement, and support to poorly performing teachers.
3. The improvement plan shall include:
    i. Specific, measurable instructional practices to be observed;
    ii. Specific, evidence-based resources and assistance to be provided;
    iii. Clearly articulated timelines for the completion of the plan and
    iv. Monetary, time, material, and human resources sufficient to realize the expectations set forth in the plan; and,
    v. Shall utilize the form found in this agreement.
4. Professional growth and improvement plans shall be aligned to the teacher's evaluation and, if applicable, include one (1) component of the District's or Building level improvement plan required under the "Elementary and Secondary Education Act of 1965", as amended.

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5. No Improvement Plan or Professional Growth Plan will have more than two (2) achievable goals per Evaluation Cycle.

h. Mentor Teacher for Teachers on an Improvement Plan
   1. The District may provide teachers on an improvement plan with a trained mentor teacher who is not the credentialed evaluator. The mentor teacher shall be provided release time to allow for consultations and/or observations with the teacher.

i. Finalization of Evaluation
   1. Written Report
      i. Before the evaluation cycle is final, and not later than May 10, a copy of the evaluation report shall be given to the teacher, and a conference shall be held between the teacher and the evaluator.
      ii. The teacher shall have the right to make a written response and to have it attached prior to it being placed in the teacher's personnel file. A copy, signed by both parties, shall be provided to the teacher.
   2. Completion of Evaluation Cycle
      i. The summative evaluation rating shall be based upon a preponderance of the evidence, assessed in a holistic manner, that is aligned with the Ohio Educator Standards. Only evidence gathered during the walkthroughs and formal observations that are conducted for the current school year may be used.
      ii. The evaluation shall acknowledge, through the gathered evidence, the performance strengths of the teacher evaluated as well as performance deficiencies, if any.
      iii. The evaluator shall note evidence of all information used to support the conclusions reached in the formal evaluation report.
      iv. The evaluation report shall be signed by the evaluator and the teacher to verify notification to the teacher that the evaluation shall be placed on file. The teacher's signature shall not be construed as evidence that the teacher agrees with the contents of the evaluation report. Electronic signatures (e.g. a 'PIN') may be used.
      v. The evaluation report shall be completed, signed by both parties and filed with the Superintendent no later than May 10.
      vi. Any teacher who receives an evaluation rating of "skilled" shall not be subject to another evaluation cycle until the second school year following the rating unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.
      vii. Any teacher who receives an evaluation rating of "accomplished" shall not be subject to another evaluation cycle until the third school year following the rating unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.
      viii. The Superintendent shall annually file a report to the ODE including only the following information:
         a. the number of teachers for whom an evaluation was conducted;

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b. the number of teachers assigned each rating (Accomplished, Skilled, Developing or Ineffective) aggregated by the institution where they received their teaching degree and the year in which they graduated.

All other information and documents obtained through the evaluation process shall be stored and maintained by the District.

ix. Upon request, teachers shall be given copies of all information and documents obtained through the evaluation process.

3. Ohio Evaluation System (OhioES)

i. The use of OhioES or any other teacher evaluation electronic reporting and/or storage system shall be done in such a way as to comply with #2 above and with the assurance that the name of, or any other personally identifiable information is not transmitted outside of the District.

j. Due Process

1. A teacher shall be entitled to Association representation at any conference held during this procedure. The evaluator shall notify the teacher of this right prior to scheduling any conference regarding this evaluation process.
2. Failure by the District to adhere to any timeline or condition established in this agreement shall render the evaluation, including the summative rating, void. Such errors shall automatically require re-employment of the teacher under the appropriate contract which they are otherwise eligible to receive under the collective bargaining agreement and/or Ohio law.
3. Any violation of either procedural or substantive due process shall automatically require re-employment of the teacher under appropriate contract which they are otherwise eligible to receive under the collective bargaining agreement and/or Ohio law.
4. All provisions of OTES shall be governed by this Agreement, in compliance with Ohio Rev. Code, and shall be grievable under the applicable grievance provisions of this Agreement. The timeline for initiating a grievance shall begin with the reporting of a teacher's evaluation rating at the end of their evaluation cycle.
5. The Board shall amend its evaluation policy to conform to the terms of this agreement.
6. If the Ohio General Assembly promulgates a law that invalidates portions of this evaluation procedure, or a Court of competent jurisdiction or the State Employee Relations Board (SERB) determines that a provision of this section is unlawful, the parties shall meet within 30 days to bargain over the impact of the changes. If the parties fail to reach an agreement within thirty (30) days of the initial bargaining meeting, the parties shall utilize the Dispute Resolution Procedure found in this agreement. If the parties are unable to reach an agreement after thirty (30) days of the enactment of the Dispute Resolution Procedure, the parties may avail themselves of any other legal remedy. The Association specifically retains the right to strike under Ohio Rev. Code § 4117 at the end of the thirty (30) day dispute resolution procedure period.

8.8 Personnel Action

The evaluation procedure contained in this agreement shall not be used in any decision concerning the retention, promotion, removal, reduction, or recall of any (current contract language).

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ARTICLE IX – PERSONNEL FILE

9.1 The Board shall maintain an official personnel file for each teacher in the administrative center. All items in the file shall show the date of filing. All documents in the file shall be signed or identified as to the source.

9.2 Each teacher has the right to examine their file. The teacher may be accompanied by a representative. An administrator or designee may be present during the examination. The file will be available for examination within twenty-four (24) hours of the request providing no more than ten (10) requests are received during said twenty-four (24) hour period. The teacher has the right to attach written comments to any item in the file.

9.3 The file shall not be removed from the administrative center by the teacher. Copies may be obtained if the teacher pays the reproduction cost.

9.4 Nothing in this Agreement shall prevent any administrator from maintaining a file system for professional use, which file shall be available for inspection by the teacher as provided herein.

9.5 Each file shall contain a record of when and why the file was opened. Routine personnel functions performed by central office employees are exempted from this provision.

9.6 No anonymous material may be placed in the file.

ARTICLE X – VACANCIES AND REASSIGNMENTS

10.1 Definitions

a. A “vacancy” is defined as any newly created position or any preexisting position that the Administration elects to fill and which is left unoccupied as the result of non-renewals, terminations, resignations, retirements, or deaths.

b. A “reassignment” is a voluntary or involuntary change in the grade, subject matter, or building assignment of a teacher by the Administration in the absence of a vacancy that has not been filled by teachers presently employed.

10.2 Vacancies

a. Written notice of all vacancies shall be made to the teaching staff presently employed by posting on all bulletin boards and, on the first day of posting, through the district’s then-existing electronic notification system for a period of three (3) days.

b. When the students are not in session, a notice of postings shall also be provided on the day of posting to the members of the Bargaining Unit telephonically through the district’s then-existing mass communication system. Provided that if the mass communication system is not operating on the date of posting, then notice shall be provided by regular mail to the last address of the teacher filed with the Treasurer for forwarding of paychecks during the same period and shall be in effect for five (5) days from the date of mailing. The posted notice shall be the official notice, and any discrepancy between the posted notice and the telephonic notice shall be resolved in favor of the posted notice.

c. The vacancy shall not be filled until the notice has been posted for the time periods set forth above.

d. As used in this article, the term "days" shall be working days during the school year and Monday through Friday during summer vacation, exclusive of negotiated or federally recognized holidays. In computing time, the first day of posting shall not be counted, and the final day of posting shall be counted.

e. (1) If a vacancy, as defined in Article 10.1(a), is to be effective between July 1 and December 31 of a school year, the vacancy shall be posted pursuant to Article 10.1 (b), (c), or (d) within a reasonable time after the conclusion of the school year.

(2) If such vacancy is to be effective between January 1 and June 30 of a school year, it shall be posted within a reasonable period of time to be filled for the remainder of the school year, as set forth above, or filled with a long-term substitute for the remainder of the school year at the discretion of the Superintendent. If filled with a long-term substitute, the vacancy shall then be posted pursuant to Article 10.1 (b), (c), and (d) within a reasonable time after the conclusion of the school year.

(3) If such a vacancy is to be effective between January 1 and June 30 of a school year, and the Superintendent, in the exercise of discretion, elects to post the position for the remainder of the school year and the position is awarded to a currently employed member of the bargaining unit, then the Superintendent shall have the same discretion with respect to filling the vacancy thereby created, and any subsequent vacancies thereby created by posting and filling such vacancy from a then currently employed member of the bargaining unit. Any vacancy filled by a long-term substitute shall then be posted pursuant to Article 10.1 (b), (c), and (d) within a reasonable time after the conclusion of the school year.

(4) a. If, during or subsequent to the end of the second semester and prior to the commencement of the next first semester of the ensuing school year, the Administration is notified that a vacancy will occur in that first semester as the result of a resignation or retirement, then the vacancy shall be posted and, within a reasonable period of time, filled pursuant to this Article to commence at the start of the next school year.

b. The teacher whose position will be vacated shall remain employed under their contract up to the effective date of the vacancy to perform duties as may be assigned by the Administration not inconsistent with the duties of a teacher within the district in the areas of mentoring, intervention, enrichment, and substitution within their grade level of licensure specific to the building at which the vacancy will occur.

c. Provided, however, that without their consent, the retiring/resigning teacher shall not be used as a substitute unless no other qualified substitutes are available, and no more than twenty (20) days per nine (9) week grading period.

f. In filing a vacancy from teachers presently employed who apply within the posting period, the Superintendent shall apply the following criteria in order (1) individual qualifications/certification; (2) experience in the teaching field, grade level, and subject matter; (3) seniority in the school system (as defined in Article XXXIII).

g. After following the foregoing provision, the Superintendent shall have final authority to assign teachers and other employees under the Superintendent's supervision in the educational interest of the school district.

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h. Vacancies which may be filled by a teacher subject to recall pursuant to Article XI are subject to the procedures set forth in that article and take precedence over this procedure.

10.3 Voluntary Reassignments

a. A teacher who desires a reassignment for the following school year shall file a written request with the Superintendent by May 1 of the prior school year, which shall remain in effect through July 10 of that calendar year.
b. The Superintendent will notify the teacher requesting the reassignment of the disposition of their request by July 10 of the calendar year in which the request is submitted.
c. In acting on the request for reassignment, the Superintendent shall apply the following criteria in order: (1) individual qualifications and certification; (2) experience in the teaching field, grade level, and subject matter; (3) seniority in the school system (as defined in Article XXXIV).
d. After applying the foregoing criteria and the educational interests of the school district, the decision with respect to granting the teacher's request shall be in the sole discretion of the Superintendent.

10.4 Involuntary Reassignments

a. A teacher may be reassigned on an involuntary basis by the Superintendent. Involuntary reassignment shall only be implemented when it is in the best educational interest of the district as determined by the Superintendent.
b. Within ten (10) days, the teacher being reassigned shall be informed in a meeting with the Superintendent, at which the Building Principal may or may not be present. The Superintendent's reasons for the transfer will be made known in writing to the teacher.

ARTICLE XI – REDUCTION IN STAFF

11.1 When any of the following reasons ably to the School District, the Board may reasonably reduce the number of teachers and/or teaching positions:

a. Return to duty of regular teachers after leaves of absence;
b. Suspension of schools;
c. Territorial changes affecting the District;
d. Decreased enrollment of pupils in the District;
e. Financial reasons.

11.2 Having made a determination that such reduction is made for the above reasons, the Superintendent shall inform the Association of the decision at least thirty (30) calendar days prior to the Board meeting at which action shall be taken on the reduction.

11.3 Accompanying that notice, the Association shall receive a list of all teachers to be reduced, which shall include the teacher's tenure at the time of notification, area certification, present teaching assignment, and building assignment.

11.4 In making such reduction:

a. The Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent, who shall, within each teaching field affected, give preference first to teachers on continuing contracts and then to teachers who have greater seniority within the school system as defined herein.

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b. Limited by certification, bumping rights shall accrue to teachers within their respective contract status groups (continuing/limited). A teacher with limited contract status may not exercise bumping rights over a teacher with continuing contract status who has the necessary certification to fill the same position.

11.5 On a case-by-case basis, in lieu of suspending a contract in whole, the Board may suspend a contract in part so that an individual teacher is required to work a percentage of the time they otherwise are required to work under the teacher's existing contract and receive a commensurate percentage of the full compensation which the teacher would otherwise receive under that contract.

11.6 Teachers whose continuing contracts are suspended by the Board pursuant to this Article shall have the right of restoration to continuing service status by the Board if and when teaching positions become vacant or are created for which any of such teachers are or become qualified.

11.7 No teacher whose continuing contract has been suspended pursuant to this Article shall lose that right of restoration to continuing service status by reason of having declined recall to a position that is less than full-time or if the teacher was not employed full-time just prior to suspension of the teacher's continuing contract, to a position requiring a lesser percentage of full-time employment that the position the teacher last held while employed in the District.

11.8 Teachers whose contracts have been suspended pursuant to this Article shall have recall rights in the following order:

a. Teachers with continuing contract status by certification in order of seniority.
b. If the vacant position cannot be filled by teachers with continuing contract status, then teachers with non-continuing contract status licensed in the subject matter in order of seniority.
c. When a recall is made for a vacancy, the eligible teacher next on the recall list will be notified in writing by certified mail at the address last provided to the Treasurer of the District. Any teacher who fails to respond in writing to the Treasurer or Superintendent within seven (7) calendar days of the mailing of said letter or who refuses an offer to a position for which the teacher is certified or otherwise qualified will lose all recall rights.
d. In any event, all rights of recall shall expire within two (2) years after the date of suspension of the teacher's contract.
e. While subject to recall, it shall be the obligation of the teacher to notify the Board through the Superintendent of any changes in the teacher's certification following layoff.

11.9 During the term of this Master Agreement, the Board shall make every reasonable effort to avoid laying off staff (reducing employees from active positions). Efforts shall be made to utilize alternative procedures in lieu of reducing staff. Such alternatives may include attrition of positions by not replacing employees who reign, retire, take leave of absence, transfer, die, or are lawfully terminated. However, the Board, in its discretion, engages in a reduction in force in accordance with the terms and procedures of this Article. Any employee who may be subject to a reduction in force shall be provided thirty (30) days' written notice prior to the Board meeting in which the Board will take action to reduce staff.

11.10 Notwithstanding any provisions to the contrary in Chapter 4117 of the Ohio Revised Code, the requirements of section ORC 3319.17 prevail over any conflicting provisions of this Agreement.

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ARTICLE XII – SCHOOL CALENDAR

12.1 The school calendar shall consist of one hundred eighty-two (182) days for students. Two (2) of these days shall be used for parent-teacher conferences. The parent-teacher conferences may consist of four (4) one-half days or two (2) full days. Two (2) of these days may be used for licensed staff in-service. The school year may also include two (2) teachers' meetings or workdays during which teachers shall be provided a minimum of two and one-half (2 ½) hours of the teachers' workday for classroom preparation. The total number of staff days in the calendar shall be one hundred eighty-four (184). One (1) additional day shall be required of teachers new to the system.

12.2 A teacher's committee, composed of five (5) certificated employees, shall be selected by the Association. This group will have one (1) representative from the high school level, two (2) from the middle school level, and one (1) from the elementary school level and the president or president-elect of the Association. They shall meet with the Superintendent and such principals as the Superintendent may designate at a mutually agreed time in early December to develop a calendar. The calendar agreed to in these meetings shall be presented to the St. Clairsville Board of Education at a regular or special meeting in January for consideration. If the committee and the Superintendent fail to agree on a calendar, each shall submit a proposed calendar for consideration by the Board.

ARTICLE XIII – SCHOOL DAY

13.1 School Day

a. The length of the workday for teachers in the St. Clairsville-Richland City School District shall be seven (7) hours and twenty (20) minutes, including a thirty (30) minute continuous lunch period in which they are not assigned duties.
   All licensed employees shall report to their respective buildings at such times assigned by the building principal.

b. Provided that no teacher shall be regularly scheduled beyond the foregoing workdays. On occasion, the Administrator or Department Chairman may call meetings beyond the seven (7) hour and twenty (20) minute regular day. Said meetings shall not exceed thirty (30) minutes in length and will not be scheduled more than twice a month. The building principal may excuse attendance from this meeting if the staff member has other assigned duties. Provided further, however, that if and when the school system or any building therein is operating under emergency conditions, the affected administrator or the Superintendent may call a staff meeting, the length of which shall not be limited and which shall not count toward the maximum of one meeting per month.

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13.2 Preparation/Planning Time

a. The term "preparation" or "planning time" shall mean work time during the student day in the elementary (K-4), exclusive of the professional staff member's (teacher's) daily duty-free lunch period. This time may be used by the professional staff (teacher) for any teacher-related duties. Provided that for high school, middle school, and elementary school teachers, no more than one (1) preparation/planning period per non-pay period week shall be used for collaborative/data meetings among grade or department levels as determined by the building principal.
b. The elementary (K-4) staff shall receive planning time of two hundred (200) minutes per week.
c. The secondary and middle school professional staff members (teachers) (5-12) shall be provided with one (1) unassigned preparation period daily or five (5) per week during the staff workday, each equivalent to forty-two (42) minutes.
d. Special area elementary professional staff members (teachers of art, music, physical education, shall be provided with one (1) unassigned preparation period daily or five (5) per week, each equivalent to the same length as a student regular class period.
e. A teacher serving on a Superintendent-approved committee that meets during preparation time or outside of the regular school day shall be compensated at the rate of twenty-five dollars ($25.00) per hour, with a minimum stipend of twenty-five dollars ($25.00) per meeting upon submission and approval of a timesheet for time expended.

ARTICLE XIV – TEACHER'S CONTRACTS

14.1 Teachers who are renewed in their teaching contracts by action of the Board shall receive their contracts no later than May 15. The contracts shall contain the following:

a. Name of member;
b. Type of contract (limited or continuing)
c. School year
d. Employee number
e. Base salary – bi-weekly and annual
f. Number of pay periods
g. Statement of salary classification.

14.2 Teachers who are not up for contract renewal or who are on continuing contracts shall receive a salary notice by July 15. Said salary notice shall contain the following information:

a. Name of member
b. School year
c. Employee number
d. Base salary – bi-weekly and annual
e. Number of pay periods
f. Statement of salary classification.

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14.3 Teachers who have obtained tenure in another district will be offered a one (1) year contract. Upon successful completion of this contract, the teacher will be offered a one (1) year contract or a continuing contract at the discretion of the Board.

14.4 A teacher who has not obtained tenure in another Ohio school district may:

a. Be offered a one (1) year limited contract upon initial employment
b. Upon completion of the contract, be offered another one (1) year limited contract.
c. After successful completion of the second one (1) year contract, be offered a two (2) year limited contract.
d. After successful completion of the two (2) year contract be offered a five (5) year limited contract.

14.5 A teacher employed under a limited contract for a period of four (4) years may not have their contract non-renewed except for gross inefficiency, immorality, willful and persistent violations of Board regulations, or other just cause.

14.6 If a teacher has been employed under a limited contract and becomes eligible for tenure, the Board may offer said teacher a continuing contract or a limited contract for one (1) year, along with a written explanation relative to the teacher's professional improvement as outlined in Section 3319 of the Ohio Revised Code. If at the end of this one (1) year limited contract, a teacher is not approved for tenure, said teacher will be non-renewed as provided in Section 3319.11 of the Ohio Revised Code.

14.7 A teacher who has become eligible for continuing contract status during the term of any limited contract may notify the Superintendent by October 31 of the school year in which the teacher wishes to be considered for continuing contract status. Written documentation from the college or university that verifies a degree will be conferred by December 31 must be provided to the Superintendent. The teacher shall then be subject to the evaluation procedures set forth in Article 8.7 as a teacher "under limited contract up for renewal. The teacher shall then be considered at the April Board meeting in that school year for continuing contract status, provided the teacher has met all requirements of the Ohio Revised Code and the provisions of this contract, including timely notice of eligibility referenced above.

14.8 In the event a teacher's contract is to be terminated by the Board of Education during the term thereof, such termination shall be for gross inefficiency, immorality, willful or persistent violations of Board regulations, or other just cause.

14.9 Probationary Employee – A probationary employee is any teacher who has been employed for less than one school year with the St. Clairsville Board of Education. During such a probationary period, the teacher's contract may be non-renewed without cause upon written notice to the teacher during the month of April. Upon written request to the Superintendent, such teacher shall have the right to meet with the Board in executive session prior to the Board's action. The teacher may have representation of their choosing at such meeting. This non-renewal procedure for probationary employees shall supersede all other provisions of this contract and of ORC 3319.111 and 3319.11. The non-renewed teacher shall have no right to take their non-renewal to arbitration or court. The St. Clairsville Schools' Superintendent shall inform all new applicants of this provision in writing prior to their employment.

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ARTICLE XV – LEAVES

15.1 Sick Leave Policy

a. Sick leave credit shall accumulate at the rate of one and one quarter (1 ¼) days per month and at a maximum of fifteen (15) days per year. Each teacher's maximum accumulation shall be two hundred forty (240) days. Each teacher shall be granted an advance of five (5) days of sick leave by the Board. Sick leave may only be used in whole or half increments.

b. Any teacher employed by the Board shall be credited with the unused balance of their accumulated sick leave upon verification of such accumulation from the proper public agency pursuant to Section 3319.141 of the Ohio Revised Code up to the maximum accumulation authorized to this Section.

c. A teacher shall be granted sick leave for absences due to personal illness, injury, pregnancy (to a maximum of eight (8) weeks or ten (10) weeks with a C-section from the date of birth), exposure to contagious disease which could be communicated to other employees or children, and absence due to illness or death in the immediate family. Sick leave shall be granted as authorized by this policy and shall be limited to the maximum sick leave accumulated by the teacher or advanced pursuant to Article 15.1 above or donated through the Sick Leave Donation Program.

d. Immediate family for the purposes of this policy shall include: spouse, children, father, mother, brother, sister, in-laws, grandparents, grandchildren, aunts, uncles, nieces, nephews, and other persons who stand in the place of the above enumerate individuals or any other relative living in the immediate family.

e. Sick leave Statement

A signed statement on forms provided by the Board to justify the use of sick leave shall accompany a sick leave request. If the absence exceeds three (3) consecutive days, a signed written statement from a physician may be provided to substantiate the absence. The statement will list the name and address of the attending physician and the dates consulted.

f. Falsification of Sick Leave

Falsification of sick leave shall be grounds for disciplinary action, including removal.

g. Sick Leave Donation Program

1. The Board and the Association shall establish a Sick Leave Donation Program ("Program"). The Program shall remain in effect for the duration of this Agreement and shall be governed by the following procedures.
2. To qualify for the Program, an employee must be absent due to the employee or a member of the employee's immediate family having experienced a personal catastrophic or chronic illness or injury. The employee must have depleted their accumulated leave(s) and used possible advances of sick leave days under this Agreement, and additional days are still needed. The term "catastrophic illness or injury" shall include only those illnesses or injuries that are calamitous in nature, constituting a great misfortune, or are chronic or long-term.

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3. Requests for use of the Program will be considered on a case-by-case basis by the Sick Leave Donation Committee ("Committee"). The Committee will consist of five (5) Association members, two (2) members of OAPSE Local 549, and two (2) Administrative members. The Committee shall develop a FAQ sheet to explain the Program and will make a determination on the following criteria:
    i. The employee must have experienced a person catastrophic or chronic illness or injury or a member of the employee's immediate family must have experienced a catastrophic or chronic illness or injury as defined in this section that has exhausted or will exhaust the employee's sick leave. If so, the Committee will send out a notice to all employees notifying them of the need for donated days. Immediate family for this policy will be defined as spouse, domestic partner, mother, father, children, brother, sister, mother-in-law, father-in-law, grandchildren, and other persons who stand in the place of the above-enumerated individuals.
    ii. The Committee may also accept requests for and allocate donations of sick leave to employees of the St. Clairsville-Richland City School District to the Program for use by an employee who otherwise meets the conditions for participation and receipt of donated sick leave days under the Program negotiated in the CBAs of the Board and Association and OAPSE under the following conditions:
        a. The employee requesting the donation of sick leave days is currently employed in the District, and the request is made for an illness, injury, or condition to the employee, the employee's spouse, the employee's minor child, or a person of similar status residing in the employee's household which otherwise qualifies for sick leave.
        b. The employee has utilized their accumulated sick leave for a catastrophic illness or injury to the employee, the employee's spouse, the employee's minor child, or persons of similar status residing in the home of the employee if the catastrophic illness or injury occurred within the current or previous school year.
        c. The donation of sick leave for such purpose is subject to the approval of the Superintendent, whose decision shall be final and not subject to grievance.
        d. The allocation of such sick leave to the employee shall be subject to all other conditions of the Program, including, but not limited to, the individual limits of use of such leave and count toward the cumulative donations of such sick leave per school year as stated in the Program.
    iii. Employees requesting consideration for the Program must complete the request on the proper form (See Appendices) and submit one copy to the Treasurer and one copy to the Association President.
    iv. Sick leave donations may not be used to defer the application for or receipt of disability retirement benefits.
    v. All requests will be subject to the responses of the employees who wish to make donations to an individual approved by the Committee.
    vi. All donations of sick leave by employees will remain confidential and should be submitted to the Committee on the proper form. Included on the form shall be a signed statement by the employee donating days, authorizing the Board Treasurer to transfer the days. (Pages 71 and 72)

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vii. Activation of the Program shall be made by a vote of each committee member. The rule of simple majority will be used to determine if the request is granted. All voting will be done by secret ballot.

viii. An employee may request donations more than once in any school year for the same illness or injury, as needed and as approved by the Committee per school year, regardless of the number of requests. The maximum number of days an employee may use per request shall not exceed fifteen (15) days. Total allotment per individual request for the year is up to a maximum of thirty (30) days. However, if the individual has been certified as terminal by a physician, an additional fifteen (15) days may be requested, increasing the maximum to forty-five (45) days. The District would not be responsible for more than a total of one hundred fifty (150) days per school year to be utilized by the Program.

4. An employee may apply to the Committee to the Program in advance of the depletion of their accumulated sick leave, to be granted, if needed, upon such depletion.
5. Sick leave usage for the purpose of this program shall be in full or half-day units.
6. All applications to the Program shall be in writing, shall be verified by the Committee, and may be submitted on behalf of an employee by another person when necessary because of the incapacity of the employee.
7. A doctor's statement is required with the application in order for the application to be considered. The applicant may be required to execute such HIPPA release(s) as may be necessary to provide minimum relevant information to the Committee. Additional information may be requested by the Committee.
8. Employees who have a minimum of thirty (30) days accrued of unused sick leave days at the time the donation request is made may donate up to five (5) days of sick leave per each request for donation up to a maximum of ten (10) donated days per school year. Employees donating sick leave shall notify the Committee of their donation by submitting a donation form (See Appendices) to the Committee.
9. The donation of sick leave days by employees is strictly voluntary. The Committee is not responsible for providing sick leave days if none are donated.
10. Neither the name of the employee requesting the donation of sick leave days nor the names of the employees donating sick leave days shall be disclosed to anyone other than the Committee representatives or those member(s) of the Treasurer's staff who administer the crediting and debiting of sick leave days pursuant to the donation procedure.
11. Donated sick leave days cannot be requested beyond the school year in which the request is made or beyond the term of the contract under which the requesting employee is employed, whichever comes first.
12. No bank, fund, or carryover balance of donated sick leave days shall be created as a result of the implementation of this section. The Treasurer or their staff will only deduct the number of requested and used days up to a maximum of thirty (30) days from those employees who have responded to the donation request.
13. The Committee shall establish procedures and forms for the recording, reporting, and accounting of the Program's transactions and shall establish any other procedures necessary for the proper implementation of the Program.
14. Applications for the Program may be obtained from the Board office.

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15. All decisions of the Committee are final and neither grievable nor arbitrable. The Association will defend and hold the Board and the Treasurer harmless against claims by a member against the Board relating to the Committee's administration of the Program.
16. Within three (3) days of the final approval of the request, the Committee shall notify the Treasurer of the Board, in writing, of the number of days to be deducted/credited and from whom they are to be deducted/credited. The Treasurer may rely on the accuracy of the information provided by the Committee and shall not be required to modify or reverse a member's compensation or sick leave accumulation or otherwise be liable to a member of the Association for acts or omissions based on erroneous or untimely information.
17. The Committee will meet once per year by October 1 to annually review its guidelines.
18. Any district employee is eligible to submit an application to the Committee. Provided, however, that employees who are members of another recognized bargaining unit within the District may not donate or apply without the consent of that bargaining unit.
19. Notwithstanding approval of a request for leave by the Committee, falsification of a request or inappropriate use of sick leave by an employee is subject to discipline.
20. Approved but unused sick leave days will not be returned to the donor.

15.2 Professional Leave

a. Professional meetings are an extension of a teacher's continuing education. Participation in these meetings will serve as a benefit to the school district and each department through the educational awareness of new concepts in instruction and current trends in education.
b. Each full-time or part-time teacher shall be entitled to apply for professional leave. Upon the approval of the building principal and the Superintendent, said leave shall be granted for attending meetings, conferences, curriculum visitations, or related activities that will benefit the teacher's professional abilities and/or benefit the district. Expenses shall be reimbursed as pre-approved by the Superintendent. Transportation expenses shall be reimbursed at the then-existing IRS rate. Meal expenses are not to exceed thirty dollars ($30.00) per day unless otherwise approved by the Superintendent.
c. Written notification for leave shall be made in advance to the building principal. It shall include the date(s), purpose, and estimated expenses.
d. The total amount allotted for professional leave shall not exceed the amount budgeted by the Board of Education and assigned to each school building. If the sums budgeted are exhausted, additional professional leave will not be granted until the next school year.
e. Professional leave is not to be considered for coaches' clinics or workshops. Such leave shall be arranged through the Athletic Board.

15.3 Child Rearing Leave

a. Leave Rights

A teacher who is pregnant or adopting a child shall be entitled to a leave of absence without pay for maternity reasons to begin at any time between:

i. The commencement of pregnancy, or in case of adoption, the receipt of custody and
ii. One (1) year after the child is born or adopted. Such leave shall be for one (1) year and may be extended for one (1) year further at the request of the teacher.

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b. Application for Leave

Applications for maternity leave shall be in writing and shall contain a statement of the expected date of birth, or in case of adoption, the date of obtaining custody, the date on which the leave of absence is to commence, and the date the teacher anticipates return to service. Such return date shall coincide with the commencement of a grading period. Applications for maternity leave shall be granted by the employer.

c. Time Filing Applications

Application for maternity leave prior to childbirth should be made prior to the thirtieth (30) day before the beginning date of the leave. The employee's failure to make a timely application shall not be grounds for denying the approval of maternity leave.

d. Rights While on Leave

Teachers on maternity leave, whether before or after the period of disability caused or contributed to by pregnancy, shall continue to be credited with sick leave at the statutory rate and shall be recognized as full-time employees and treated as such for all fringe benefit purposes and the teacher may be the premiums for all fringe benefits on a monthly basis to the Treasurer. Teachers on maternity leave effective prior to the period of disability caused or contributed to by pregnancy shall not be entitled to the use of sick leave for the period of disability immediately following the period of maternity leave. Teachers who will be on approved maternity leave to become effective at the termination of the period of disability caused or contributed to by pregnancy shall be entitled to use sick leave during the period of disability as provided in Article 15.1.

e. Reinstatement Rights

Upon return from the initially approved maternity leave at the time set forth in the application for leave, the teacher shall be entitled to reinstatement to the same position which they held prior to the leave, or if that position is no longer in existence, to a substantially equivalent position for which the teacher holds a valid, unexpired license. If the teacher desires to return to active service prior to the stated date for the application for leave, the teacher shall notify the Superintendent at least thirty (30) days in advance, when possible, in writing that an early return to service is requested, and the date upon which the teacher will return. The teacher shall be assigned to the same or a substantially equivalent position for which they are qualified not later than the commencement of the next grading period only if such a position for which they are qualified is available before the commencement of the next grading period. If such a position is available, they shall be assigned to it. If such a position is not available, then at the expiration of the leave period as originally granted, the teacher shall be entitled to reinstatement on the same terms and conditions as set forth in the application. Upon return from the extended maternity leave, the teacher shall be reinstated to the same or a substantially equivalent position for which they then hold a valid, unexpired certification/license or for they are otherwise qualified at the discretion of the Superintendent no later than the expiration of the leave period.

f. Contract Rights

No factor pertaining to the condition of maternity, pregnancy, miscarriage, abortion, childbirth, and recovery therefrom shall be grounds for termination, non-renewal, or failure to issue any limited or continuing contract, whether for regular teaching duties, supplemental duties, or administrative duties.

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15.4 Personal Leave

a. At the beginning of each school year, each certificated employee shall be credited with four (4) days of personal leave to be used for any purpose at the discretion of the individual without loss of pay except any personal leave requested for the first or last student days shall be under the following restrictions:
   1. Accidents or catastrophes involving family property
   2. Court appearance as litigant or witness
   3. Observance of religious holidays where total abstinence from work is required
   4. Attend graduation exercise or other ceremony honoring the employee, spouse, or child
   5. Weddings of applicant or children of applicant
   6. Attending the funeral of persons not within the immediate family
   7. College registration when it cannot be done at any other time
   8. Any other reason deemed valid by the Superintendent

b. Any individual planning to use such leave should notify their immediate supervisor of such intent as soon as possible. Classroom teachers who are granted such leave shall be replaced by a substitute according to Board policy.

c. The number of certified staff who can use personal leave on the day before or after a school holiday will be limited to fifteen percent (15%) per school building.

d. In the event that the requests from the certified staff exceed the fifteen percent (15%) quota of each building the day before or after a school holiday, the Superintendent shall have the final authority to grant such leave request.

e. Personal leave shall be used only in whole or half-day increments.

f. Personal Leave Bonus Payment
   1. If none of the four (4) days, in whole or in part, is used during the school year, the employee shall receive a bonus of the number of four (4) unused personal days times the daily certified teacher substitute rate to be paid in the following July.
   2. If three (3) days have not been used, in whole or in part, during the school year, the employee shall receive a bonus of the number of three (3) unused personal days times the daily certified teacher substitute rate to be paid in the following July.
   3. If two (2) days have not been used, in whole or in part, during the school year, the employee shall receive a bonus of the number of two (2) unused personal days times the daily certified teacher substitute rate to be paid in the following July.
   4. If one (1) day has not been used, in whole or in part, during the school year, the employee shall receive a bonus of the daily certified teacher substitute rate to be paid in the following July.

15.5 Assault Leave

If any member of the instructional staff is physically assaulted while performing their assignment or duties by a parent, student, other employees, or persons, the Board shall grant leave of absence for the period so designated by the employee's physician. The leave shall be granted with full pay and benefit accruing and usable and shall not be charged to any other leave.

15.6 Sabbatical Leave

A teacher may request unpaid sabbatical leave for a period of not more than one (1) year upon written application made no later than March 1 of any school year. The application will be directed to the Superintendent, who may grant such leave at their discretion.

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15.7 Medical Leave

Upon request, a teacher may be granted unpaid medical leave for one (1) semester or one (1) year if they have no accumulated sick leave and a doctor has certified that such leave is necessary.

15.8 Court Leave

An employee who is summoned for jury duty or who is appearing before a court or an agency as a witness or party in a criminal or civil proceeding shall be granted all necessary leave. The employee's compensation for said leave shall be with pay if the compensation received for the services performed is remitted to the Board.

15.9 Leave of Absence Insurance

Bargaining unit members who are on an authorized unpaid leave of absence shall be permitted to participate in the district insurance programs, at the member's expense, by paying the entire amount of the premium to the Treasurer of the Board once a month, providing authorization from the carrier is obtained.

15.10 FMLA Leave

In accordance with the Family Medical Leave Act, bargaining unit members shall be afforded up to twelve (12) weeks of unpaid leave annually, July 1 - June 30. Only bargaining unit members who have been employed for at least one (1) year or 1250 hours shall be eligible for such leave. FMLA leave may be taken intermittently or on a reduced schedule in accordance with the law. Although eligible for FMLA leave, employees may choose to take paid sick leave, personal leave, or other paid leave subject to the limits and the terms of this collective bargaining agreement. The taking of such paid leave will not diminish the annual amount of FMLA leave available to the bargaining unit member. If the bargaining unit member elects to use FMLA leave, the board may require certification of a "serious medical condition" by the member's physician before such leave is granted. Upon return to work from FMLA leave, the employee may be required to provide a statement from their physician that they are able to resume the full-time responsibilities of their position.

15.11 Attendance Incentive

Each member of the bargaining unit who limits the use of sick leave, personal leave, and unpaid leave days during any of the specified periods below shall receive an attendance incentive payment as follows:

a. 1st Grading Period

Zero (0) days used (sick, personal, and unpaid)	$100.00
One (1) day used (sick, personal, and unpaid)	$50.00

b. 2nd Grading Period

Zero (0) days used (sick, personal, and unpaid)	$100.00
One (1) day used (sick, personal, and unpaid)	$50.00

c. 3rd Grading Period

Zero (0) days used (sick, personal, and unpaid)	$100.00
One (1) day used (sick, personal, and unpaid)	$50.00

d. 4th Grading Period

Zero (0) days used (sick, personal, and unpaid)	$100.00
One (1) day used (sick, personal, and unpaid)	$50.00

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ARTICLE XVI – PAYROLL DEDUCTIONS

16.1 Professional Dues

a. A signed authorization form for each teacher desiring dues check-off shall be filed with the Treasurer of the Board by September 30.
    1. Authorization for dues check-off shall be for the entire year and continue in effect until such time as it is revoked by the teacher. Revocation shall take effect at the end of the deduction period.
    2. After the first day of employment, all new teachers shall be permitted a period of one (1) month to sign up for payroll deduction.

b. The Association agrees to give the Treasurer a copy of all certified employees on payroll deduction and the amount to be deducted by September 30.

c. A check shall be provided to the Treasurer of the Association once per month.

16.2 Other Payroll Deductions

a. Deductions may be made for the following purposes under the conditions specified therein:
    1. Credit Union, provided
        i. All administrative work, with the exception of withholding, is performed by the Association;
        ii. Employees may elect this payroll deduction at any time during the school year. Once made, an election to withhold may not be changed during the school year.
        iii. A copy of the credit union rules and regulations is given to the administration.
    2. Political Contributions
    3. The number of tax-sheltered programs may not exceed ten (10), provided there are a minimum of five (5) participants in each program.
    4. Savings Bonds
    5. Fair Share Fee

ARTICLE XVII – PAY PERIODS

17.1 The Treasurer is authorized to adjust three (3) pay dates approximately every five (5) years to remedy the “payroll creep.” All employees will receive a timely notice of the new pay dates.

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ARTICLE XVIII – COURSEWORK REIMBURSEMENT

18.1 The total number of hours covered shall be thirty-six (36) semester hours or an equivalent number of continuing education units.

18.2 Said coursework reimbursement shall be granted for graduate courses in educational methods, areas of instruction, curriculum, educationally related fields, or continuing education units for certificated renewal or upgrade.

18.3 a. Application

Application by the teacher must be completed before the first meeting of the course taken. Applications shall be submitted on an Application Form which shall be available in the Superintendent's office during regular business hours.

b. Delivery of Application

The Application Form may be hand-delivered to the office of the Superintendent or the office of the Treasurer during regular business hours. The teacher will then be provided a dated and receipted copy of the form by an employee of the Superintendent's office or the Treasurer's office. Receipts from other employees will not be sufficient to establish delivery.

c. Alternate Delivery of Application

In the alternative, the teacher may submit the Application Form by certified mail (return receipt requested) along with a self-addressed postage-paid envelope for return of a dated and receipted copy of the Form. The Form shall be addressed to the "Office of the Superintendent, St. Clairsville Schools, 108 Woodrow Avenue, St. Clairsville, OH 43950." The Form must be received in the Superintendent's office set forth above to be effective.

d. Dated and Receipted Copy

The teacher will receive a dated and receipted copy of the form upon application. A copy of the same will also be forwarded to the Association president.

18.4 Coursework Reimbursement

The amount of $29,001.00 will be divided into semesters for use during the following terms:

- Fall $9,667.00
- Winter $9,667.00
- Summer $9,667.00

Each teacher will be entitled to apply for six (6) semester hours per semester. An additional three (3) semester hours may be reimbursed per applicant per semester if funds are available. The completed Application Form must be received by the Superintendent's office by the following dates for the appropriate term, or the application will be denied. Application dates will be:

- Fall August 1 – 15
- Winter December 1 – 15
- Summer April 1 – 15

If the above dates fall on Saturday or Sunday, the application will be on the subsequent Monday.

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There is a ceiling cap of twenty (20) applicants per application date on a first-come, first-serve basis. Money will be dispersed among applicants equally by credit hour but will not exceed the actual amount of registration (fees are excluded). Any balance between the applicant's actual cost of registration and the applicant's share of coursework reimbursement within the term will be equally divided between the remaining applicants. Should the applicant not use the full amount per term, any remaining balance will be rolled into the next term. If an applicant is unable to complete the coursework within six (6) months, the applicant's share will be rolled into the next term.

Example 1: Twenty (20) applicants apply for thirty (30) total credit hours. Each applicant will be allotted $311.00 per credit hour ($9,333/30 credit hours). If an applicant applied for two (2) credit hours with a registration fee of $200.00 per hour, the difference of $311-$200=$111 times 2 hours =$222 will be divided among the remaining twenty (28) credit hours to increase the per credit our allocation. ($222/8=$7.93=+$311=$318.93 per credit hour)

Example 2: If applicants apply for ten (10) credit hours, each applicant would be allotted $933.30 per credit hour ($933/10 credit hours). However, if the total actual cost of registration is only $3,000, the remaining balance of $6,333.00 will be rolled into the next term.

Example 3: $3,000.00 remaining after initial calculation limited to six (6) hours per applicant. Then, this amount can be utilized for an additional three (3) hours per applicant. Calculation based upon Example #1.

18.5 Upon completion of all aforesaid requirements, reimbursement shall be made at the next pay period.

ARTICLE XIX – COLLEGE CREDIT PLUS

19.1 Those teachers who are obtaining a dual enrollment credential at the request and approval of the District shall receive paid coursework or reimbursement for up to eighteen (18) semester hours of tuition for the required coursework needed to teach dual enrollment courses. For any teacher that has dual enrollment coursework reimbursed or paid by the District, said teacher cannot refuse to teach dual enrollment courses. In the event a teacher refuses to teach dual enrollment coursework within five (5) years from receipt of the certificate, the teacher must reimburse the District for one hundred percent (100%) of tuition and material costs. The District shall pay the college or university directly for coursework and related materials without requiring the said teacher to go through the reimbursement process until OAC Straight A Grant funds are exhausted. After OAC Straight A Grant funds are exhausted, the Board shall reimburse the teacher from tuition available for tuition reimbursement set forth in Article XVIII – Coursework Reimbursement. If the amount made available for tuition reimbursement is exhausted, then reimbursement will be made from funds provided by other grants and/or District funds.

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19.2 Said teachers teaching dual enrollment courses for the District shall receive a stipend of five hundred dollars ($500.00) per course taught, to be paid no later than June 30.

19.3 The District has final authority in selecting teachers who will be trained and paid to teach dual enrollment and/or Project Lead the Way courses, and teachers shall have no right to challenge said selections through the negotiated grievance procedure or other tribunal.

ARTICLE XX - INSURANCE

20.1 Group Life Insurance

The Board shall provide a group life insurance policy for each certificated employee in the amount of thirty thousand dollars ($30,000). The full cost of this program and any increase thereof shall be paid by the Board. To the extent reasonably possible, the plan shall not limit or exclude payment of benefits as the result of a teacher being on a leave granted pursuant to this agreement.

20.2 Hospital/Surgical Insurance – Major Medical

The Board shall provide single and family medical insurance protection for each certified employee, with a carrier chosen by the Board substantially equivalent to the level of benefits attached hereto. The Board shall pay ninety-one and one-half percent (91½ %) of the premium costs, and the insured employee shall pay eight and one-half percent (8 ½%) of the premium costs for said coverage. Any increases in premium costs during the term of this contract shall be paid in the same proportions (Board 91½ %, Employee 8½ %).

Specifications – Major Medical Insurance

The specifications for hospital/surgical-major medical-prescription drug insurance shall be at the level set forth page 74 through a carrier chosen by the board. The Board shall use all reasonable efforts to work with the insurance committee to negotiate exceptions to the changes in the level of benefits from the previous contract.

Health Reimbursement Arrangement

Effective January 1, 2023, the Board will establish a Health Reimbursement Arrangement whereby the Board annually will contribute: (a) up to $1,000 for each employee on a single plan to reimburse the employee for qualified medical expenses paid by the employee during the plan year over $500 and up to $1,500 and (b) up to $2,000 for each employee on a family plan to reimburse the employee for qualified medical expenses paid by the employee that exceed a $1,000 deductible up a $3,000 deductible.

IRS Section 125 Plan

Effective January 1, 2004, a full IRS Section 125 Plan will be implemented.

20.3 Group Dental Insurance

The Board shall provide a dental plan equivalent to the plan previously carried, through an insurance carrier licensed to do business in Ohio. Ninety-one and one-half percent (91½ %) of the cost thereof shall be paid by the Board, and eight and one-half percent (8½ %) shall be paid by the insured employee.

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20.4 Prescription Drug Insurance

The Board shall provide a family prescription drug plan through a carrier licensed to do business in Ohio and chosen by the Board, with a level of benefits substantially equivalent to those attached hereto. Ninety-one and one-half percent (91½ %) of the cost thereof shall be paid by the Board, and eight and one-half percent (8½ %) shall be paid by the insured employee.

20.5 Liability for Transportation of Students

The Board shall provide all necessary insurance coverage and liability protection when a teacher, under a regular or supplement contract, is expected to supply transportation to students in their own vehicle.

20.6 Insurance Committee

The Administration and the Association shall form an Insurance Committee whose purpose shall be to review various types of insurance programs as a cost savings measure. The Insurance Committee shall be composed of three (3) teachers selected by the Association and three (3) administrators selected by the Board. After a full study, the Insurance Committee shall provide a written report to the Board and Association. Such report shall be reviewed and utilized by the prospective negotiations teams of the above-referenced parties to formulate insurance proposals and counterproposals in negotiations of a successor Master Agreement as the parties deem appropriate.

ARTICLE XXI – SEVERANCE PAY

21.1 The Board shall pay an employee who elects to retire from teaching the total per diem rate for one-third (1/3) of total sick days.

21.2 Such payment shall be made in cash and based upon the employee's per diem pay at the time of retirement from teaching.

21.3 The Treasurer is directed to advise all individuals who have retired to establish procedures the processing of applications and to process such applications for conversion of sick leave from employees who retired.

21.4 Severance payments as provided herein will be made to the estate of any employee who dies after applying for service or disability retirement benefits but before receiving such benefits.

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ARTICLE XXII – BOARD "PICK UP"

22.1 State Teachers Retirement System Board (hereafter STRS) "Pick Up" shall be implemented and effective after execution of this agreement. This change in procedure will be at no cost to the Board and is solely for the purpose of reducing the current Federal Withholding Tax for certificated employees. This procedure will remain in effect as long as the Internal Revenue Ruling #77-462 and the rules and regulations of the STRS remain substantially unchanged.

22.2 Teachers are individually responsible for reviewing the relationship between this Article and any other tax deferral arrangements they may have.

22.3 The following guidelines must be met for implementation of the employer "pick up" of teacher contributions:

a. The employer elects to pick up the required employee contribution in accordance with the Internal Revenue Service #77-462 which is supported by the Attorney General Opinion #78-049 and #82-097.

b. The "pick up" must be a uniform percentage for the entire group being covered. It must be considered as a condition for employment for that group and not an individual member's opinion.

c. All of the certificated employees must be included for "pick up" purposes.

d. Earnable compensation for "pick up" purposes includes overtime or supplemental earnings. The amount picked up by the employer on behalf of the teacher does not discharge, relieve, or reduce the employer contributions required by Section 33069.49 of the Ohio Revised Code.

e. The amount picked up by the employer is applied toward teacher contributions under Section 3307.53 of the Ohio Revised Code. All statutory and regulatory requirements applicable to Section 3307.53 of the Ohio Revised Code must also apply to the "pick up." The Board agrees to account for the amount of the "pick up" but otherwise assumes no further liability.

22.4 The Board may refuse to accept "pick-ups" if so directed by the Internal Revenue Service and the STRS if guidelines based upon the changing status of laws are not followed or if the qualified plan status for the STRES is placed in jeopardy. Should for any reason the current taxation or deferred taxation "pick up" plan be determined null and void by either the Internal Revenue Service or the STRS, the Board assumes no liability for any back taxes, interest, or penalties that may be applied by the Internal Revenue Service or the STRS. This will be solely the responsibility of each individual member.

22.5 In the event Medicare is made mandatory by Ohio law for all members of the bargaining unit, then this item will immediately become negotiable.

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ARTICLE XXIII – SALARY

23.1 Salary

a. Salary Schedule Provisions
The base salary shall be increased as follows:

- Four percent (4%) in the 2024-2025 school year
- Three and one-half percent (3 ½ %) in the 2025-2026 school year
- Three and one-half percent (3 ½ %) in the 2026-2027 school year

b. Initial placement on the Teachers' Salary Schedule shall be determined in accordance with the applicable provision of the Ohio Law.
A four (4%) compounded index will be used for each increment. Increments are based on experience and training.

c. Experience will be credited as a full year. A year is equal to at least one hundred twenty (120) days or more of active teaching or an hourly equivalent. A one-time adjustment to round up experience to a whole year will be made at the beginning of the 2017-2018 school year for any currently employed teacher who ends the 2016-2017 school year with a half-year credit. Example: A teacher who ends the 2016-2017 school year with 3.5 years of experience will be placed on the salary schedule at step 4 for the beginning of the 2017-2018 school year.

d. Salary adjustments due to a teacher's change in column status shall be made twice a year at the beginning of each semester.

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St. Clairsville-Richland City School District
Certified Employees Salary Schedule
2024-2025 School Year
4% Base Increase

$ 41,089.00 **Base Salary**

Years	Bachelor		Bachelor +		Master		Master +30	
of Experience	Percent	Salary	Percent	Salary	Percent	Salary	Percent	Salary
0	1.0000	$41,089.00	1.0400	$42,733.00	1.0950	$44,992.00	1.1991	$49,270.00
1	1.0400	$42,733.00	1.0816	$44,442.00	1.1430	$46,965.00	1.2471	$51,242.00
2	1.0816	$44,442.00	1.1249	$46,221.00	1.1910	$48,937.00	1.2951	$53,214.00
3	1.1249	$46,221.00	1.1699	$48,070.00	1.2390	$50,909.00	1.3431	$55,187.00
4	1.1699	$48,070.00	1.2167	$49,993.00	1.2870	$52,882.00	1.3911	$57,159.00
5	1.2167	$49,993.00	1.2653	$51,990.00	1.3350	$54,854.00	1.4391	$59,131.00
6	1.2653	$51,990.00	1.3159	$54,069.00	1.3830	$56,826.00	1.4802	$60,820.00
7	1.3159	$54,069.00	1.3686	$56,234.00	1.4310	$58,798.00	1.4871	$61,103.00
8	1.3686	$56,234.00	1.4233	$58,482.00	1.4802	$60,820.00	1.5395	$63,257.00
9	1.4233	$58,482.00	1.4802	$60,820.00	1.5395	$63,257.00	1.6010	$65,783.00
10	1.4802	$60,820.00	1.5395	$63,257.00	1.6010	$65,783.00	1.6650	$68,413.00
11	1.5395	$63,257.00	1.6010	$65,783.00	1.6650	$68,413.00	1.7316	$71,150.00
12	1.6010	$65,783.00	1.6650	$68,413.00	1.7316	$71,150.00	1.8009	$73,997.00
13	1.6650	$68,413.00	1.7316	$71,150.00	1.8009	$73,997.00	1.8730	$76,960.00
14	1.7316	$71,150.00	1.8009	$73,997.00	1.8730	$76,960.00	1.9479	$80,037.00
15	1.8009	$73,997.00	1.8730	$76,960.00	1.9479	$80,037.00	2.0258	$83,238.00
20	1.8729	$76,956.00	1.9479	$80,037.00	2.0258	$83,238.00	2.1068	$86,566.00
25	1.9479	$80,037.00	2.0258	$83,238.00	2.1068	$86,566.00	2.1911	$90,030.00
30	2.0258	$83,238.00	2.1068	$86,566.00	2.1911	$90,030.00	2.2789	$93,638.00

St. Clairsville-Richland City School District
Certified Employees Salary Schedule
2025-2026 School Year
3.5% Base Increase

$ 42,527.00 **Base Salary**

Years	Bachelor		Bachelor +		Master		Master +30	
of Experience	Percent	Salary	Percent	Salary	Percent	Salary	Percent	Salary
0	1.0000	$42,527.00	1.0400	$44,228.00	1.0950	$46,567.00	1.1991	$50,994.00
1	1.0400	$44,228.00	1.0816	$45,997.00	1.1430	$48,608.00	1.2471	$53,035.00
2	1.0816	$45,997.00	1.1249	$47,839.00	1.1910	$50,650.00	1.2951	$55,077.00
3	1.1249	$47,839.00	1.1699	$49,752.00	1.2390	$52,691.00	1.3431	$57,118.00
4	1.1699	$49,752.00	1.2167	$51,743.00	1.2870	$54,732.00	1.3911	$59,159.00
5	1.2167	$51,743.00	1.2653	$53,809.00	1.3350	$56,774.00	1.4391	$61,201.00
6	1.2653	$53,809.00	1.3159	$55,961.00	1.3830	$58,815.00	1.4802	$62,948.00
7	1.3159	$55,961.00	1.3686	$58,202.00	1.4310	$60,856.00	1.4871	$63,242.00
8	1.3686	$58,202.00	1.4233	$60,529.00	1.4802	$62,948.00	1.5395	$65,470.00
9	1.4233	$60,529.00	1.4802	$62,948.00	1.5395	$65,470.00	1.6010	$68,086.00
10	1.4802	$62,948.00	1.5395	$65,470.00	1.6010	$68,086.00	1.6650	$70,807.00
11	1.5395	$65,470.00	1.6010	$68,086.00	1.6650	$70,807.00	1.7316	$73,640.00
12	1.6010	$68,086.00	1.6650	$70,807.00	1.7316	$73,640.00	1.8009	$76,587.00
13	1.6650	$70,807.00	1.7316	$73,640.00	1.8009	$76,587.00	1.8730	$79,653.00
14	1.7316	$73,640.00	1.8009	$76,587.00	1.8730	$79,653.00	1.9479	$82,838.00
15	1.8009	$76,587.00	1.8730	$79,653.00	1.9479	$82,838.00	2.0258	$86,151.00
20	1.8729	$79,649.00	1.9479	$82,838.00	2.0258	$86,151.00	2.1068	$89,596.00
25	1.9479	$82,838.00	2.0258	$86,151.00	2.1068	$89,596.00	2.1911	$93,181.00
30	2.0258	$86,151.00	2.1068	$89,596.00	2.1911	$93,181.00	2.2789	$96,915.00

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St. Clairsville-Richland City School District
Certified Employees Salary Schedule
2026-2027 School Year
3.5% Base Increase

$ 44,015.00 **Base Salary**

Years	Bachelor		Bachelor +		Master		Master +30	
of Experience	Percent	Salary	Percent	Salary	Percent	Salary	Percent	Salary
0	1.0000	$44,015.00	1.0400	$45,776.00	1.0950	$48,196.00	1.1991	$ 52,778.00
1	1.0400	$45,776.00	1.0816	$47,607.00	1.1430	$50,309.00	1.2471	$ 54,891.00
2	1.0816	$47,607.00	1.1249	$49,512.00	1.1910	$52,422.00	1.2951	$ 57,004.00
3	1.1249	$49,512.00	1.1699	$51,493.00	1.2390	$54,535.00	1.3431	$ 59,117.00
4	1.1699	$51,493.00	1.2167	$53,553.00	1.2870	$56,647.00	1.3911	$ 61,229.00
5	1.2167	$53,553.00	1.2653	$55,692.00	1.3350	$58,760.00	1.4391	$ 63,342.00
6	1.2653	$55,692.00	1.3159	$57,919.00	1.3830	$60,873.00	1.4802	$ 65,151.00
7	1.3159	$57,919.00	1.3686	$60,239.00	1.4310	$62,985.00	1.4871	$ 65,455.00
8	1.3686	$60,239.00	1.4233	$62,647.00	1.4802	$65,151.00	1.5395	$ 67,761.00
9	1.4233	$62,647.00	1.4802	$65,151.00	1.5395	$67,761.00	1.6010	$ 70,468.00
10	1.4802	$65,151.00	1.5395	$67,761.00	1.6010	$70,468.00	1.6650	$ 73,285.00
11	1.5395	$67,761.00	1.6010	$70,468.00	1.6650	$73,285.00	1.7316	$ 76,216.00
12	1.6010	$70,468.00	1.6650	$73,285.00	1.7316	$76,216.00	1.8009	$ 79,267.00
13	1.6650	$73,285.00	1.7316	$76,216.00	1.8009	$79,267.00	1.8730	$ 82,440.00
14	1.7316	$76,216.00	1.8009	$79,267.00	1.8730	$82,440.00	1.9479	$ 85,737.00
15	1.8009	$79,267.00	1.8730	$82,440.00	1.9479	$85,737.00	2.0258	$ 89,166.00
20	1.8729	$82,436.00	1.9479	$85,737.00	2.0258	$89,166.00	2.1068	$ 92,731.00
25	1.9479	$85,737.00	2.0258	$89,166.00	2.1068	$92,731.00	2.1911	$ 96,441.00
30	2.0258	$89,166.00	2.1068	$92,731.00	2.1911	$96,441.00	2.2789	$100,306.00

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ARTICLE XXIV – SUPPLEMENTAL SALARIES

24.1 The Board will accept the recommendations but reserves the right not to fill any of the positions listed or in the existing Agreement. The positions shown on the next pages following this page, if filled by the Board, shall be paid the compensation indicated. A proportional step shall be added to the supplemental salary schedule for longevity in a specific position for ten (10) consecutive years.

24.2 A complete job description of each supplemental position, covering duties, areas of responsibilities, and minimum time to be expended, may be prepared.

24.3 It is the prerogative of the Board to add to or subtract from the positions shown and to establish the salaries, therefore. The Board agrees, however, to negotiate the supplemental salaries so established during the next contract negotiations.

24.4 The positions of Director of Sports (Athletic Director) and Middle School Athletic Director shall be removed from the bargaining unit. The Board may establish the position of Athletic Director as an administrative position and assign to the position such compensation and administrative duties as it deems appropriate.

24.5 The Board will pay for all positions that are filled, including Department Chairs and Club Advisors.

24.6 For payment of supplemental contracts to bargaining unit members, the Treasurer's office will run three (3) separate check runs per year to coordinate with each season. The fall check run will be the week following the first pay of October, the winter check run will be the week following the first pay of January, and the spring check run will be the week following the first pay of May. Only supplemental contracts that have been approved by the Board will be included in the check run. Checks will be distributed after completion of duties and signed off by the supervisor and/or principal.

24.7 Bargaining unit members with supplemental contracts who transport students/athletes in the school van as part of their supplemental duties shall be compensated at the then-current top rate for the position of Bus Driver in the district per hour driven.

24.8 Subject to the then-existing policy provisions, the district shall provide primary liability insurance coverage to bargaining unit members when transporting students/athletes in their personal vehicle or a school van.

24.9 Mileage reimbursement at the then-current Internal Revenue Service rate when a personal vehicle is used.

24.10 For purposes of supplemental contracts, a Department must consist of at least three (3) certificated staff members.

St. Clairsville-Richland City School District
Supplemental Salary Schedule
2024-2025 School Year

$41,089.00

	Year 1		Year 2		Year 3		Year 4		Year 5		Year 10	
Non-Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Academic Quiz Team (2)	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Band Director Assistant (2)	0.029	$ 1,192.00	0.034	$ 1,397.00	0.039	$ 1,602.00	0.044	$ 1,808.00	0.049	$ 2,013.00	0.054	$ 2,219.00
Bus Supervisor A.M. (2)	0.040	$ 1,644.00	0.045	$ 1,849.00	0.050	$ 2,054.00	0.055	$ 2,260.00	0.060	$ 2,465.00	0.065	$ 2,671.00
Bus Supervisor P.M. (3)	0.040	$ 1,644.00	0.045	$ 1,849.00	0.050	$ 2,054.00	0.055	$ 2,260.00	0.060	$ 2,465.00	0.065	$ 2,671.00
Close Up Coach	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Color Guard	0.039	$ 1,602.00	0.043	$ 1,767.00	0.047	$ 1,931.00	0.051	$ 2,096.00	0.055	$ 2,260.00	0.059	$ 2,424.00
Culture Club	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Destination Imagin. Coordinator	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Drum Line	0.039	$ 1,602.00	0.043	$ 1,767.00	0.047	$ 1,931.00	0.051	$ 2,096.00	0.055	$ 2,260.00	0.059	$ 2,424.00
French Club	0.018	$ 740.00	0.023	$ 945.00	0.028	$ 1,150.00	0.033	$ 1,356.00	0.038	$ 1,561.00	0.043	$ 1,767.00
Fresh Class Advisor	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Grade Level Chair Elementary (7)	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
HS Department Chair (6)	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Indoor Guard Instructor	0.021	$ 863.00	0.025	$ 1,027.00	0.029	$ 1,192.00	0.033	$ 1,356.00	0.037	$ 1,520.00	0.041	$ 1,685.00
Indoor Percussion Instructor	0.021	$ 863.00	0.025	$ 1,027.00	0.029	$ 1,192.00	0.033	$ 1,356.00	0.037	$ 1,520.00	0.041	$ 1,685.00
Instrumental Music	0.086	$ 3,534.00	0.091	$ 3,739.00	0.096	$ 3,945.00	0.101	$ 4,150.00	0.106	$ 4,355.00	0.111	$ 4,561.00
JETS Team Coach (2)		$100.00 Each Per Year		$ -		$ -		$ -		$ -		$ -
Jr. Hi Student Council	0.021	$ 863.00	0.026	$ 1,068.00	0.031	$ 1,274.00	0.036	$ 1,479.00	0.041	$ 1,685.00	0.046	$ 1,890.00
Junior Class Advisor	0.053	$ 2,178.00	0.058	$ 2,383.00	0.063	$ 2,589.00	0.068	$ 2,794.00	0.073	$ 2,999.00	0.078	$ 3,205.00
MS Yearbook	0.029	$ 1,192.00	0.034	$ 1,397.00	0.039	$ 1,602.00	0.044	$ 1,808.00	0.049	$ 2,013.00	0.054	$ 2,219.00
NHS	0.029	$ 1,192.00	0.034	$ 1,397.00	0.039	$ 1,602.00	0.044	$ 1,808.00	0.049	$ 2,013.00	0.054	$ 2,219.00
Pep Band	0.015	$ 616.00	0.020	$ 822.00	0.025	$ 1,027.00	0.030	$ 1,233.00	0.035	$ 1,438.00	0.040	$ 1,644.00
Play Director - Elementary	0.029	$ 1,192.00	0.033	$ 1,356.00	0.037	$ 1,520.00	0.041	$ 1,685.00	0.045	$ 1,849.00	0.049	$ 2,013.00
Play Director - High School	0.042	$ 1,726.00	0.046	$ 1,890.00	0.050	$ 2,054.00	0.054	$ 2,219.00	0.058	$ 2,383.00	0.062	$ 2,548.00
Play Director - High School - Assistant	0.021	$ 863.00	0.023	$ 945.00	0.025	$ 1,027.00	0.027	$ 1,109.00	0.029	$ 1,192.00	0.031	$ 1,274.00
Play Director - Middle School	0.039	$ 1,602.00	0.043	$ 1,767.00	0.047	$ 1,931.00	0.051	$ 2,096.00	0.055	$ 2,260.00	0.059	$ 2,424.00
Recycling	0.015	$ 616.00	0.019	$ 781.00	0.023	$ 945.00	0.027	$ 1,109.00	0.031	$ 1,274.00	0.035	$ 1,438.00
Schi Schan	0.065	$ 2,671.00	0.070	$ 2,876.00	0.075	$ 3,082.00	0.080	$ 3,287.00	0.085	$ 3,493.00	0.090	$ 3,698.00
School Spirit Leader	0.015	$ 616.00	0.019	$ 781.00	0.023	$ 945.00	0.027	$ 1,109.00	0.031	$ 1,274.00	0.035	$ 1,438.00
Science Fair	0.015	$ 616.00	0.019	$ 781.00	0.023	$ 945.00	0.027	$ 1,109.00	0.031	$ 1,274.00	0.035	$ 1,438.00
Scoreboard Programer		$30.00 Per Hour		$ -		$ -		$ -		$ -		$ -
Senior Class Advisor	0.053	$ 2,178.00	0.058	$ 2,383.00	0.063	$ 2,589.00	0.068	$ 2,794.00	0.073	$ 2,999.00	0.078	$ 3,205.00
Sophomore Class Advisor	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Spanish Club	0.018	$ 740.00	0.023	$ 945.00	0.028	$ 1,150.00	0.033	$ 1,356.00	0.038	$ 1,561.00	0.043	$ 1,767.00
Spelling Bee (2)	0.015	$ 616.00	0.019	$ 781.00	0.023	$ 945.00	0.027	$ 1,109.00	0.031	$ 1,274.00	0.035	$ 1,438.00
St. C. Singers	0.042	$ 1,726.00	0.047	$ 1,931.00	0.052	$ 2,137.00	0.057	$ 2,342.00	0.062	$ 2,548.00	0.067	$ 2,753.00
St. C. Singers Assistant	0.021	$ 863.00	0.024	$ 986.00	0.026	$ 1,068.00	0.029	$ 1,192.00	0.031	$ 1,274.00	0.034	$ 1,397.00
Stage/Jazz Band	0.021	$ 863.00	0.026	$ 1,068.00	0.031	$ 1,274.00	0.036	$ 1,479.00	0.041	$ 1,685.00	0.046	$ 1,890.00
Student Action Committee	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Student Council	0.039	$ 1,602.00	0.044	$ 1,808.00	0.049	$ 2,013.00	0.054	$ 2,219.00	0.059	$ 2,424.00	0.064	$ 2,630.00
Team Leaders 5 - 8 (4)	0.018	$ 740.00	0.022	$ 904.00	0.026	$ 1,068.00	0.030	$ 1,233.00	0.034	$ 1,397.00	0.038	$ 1,561.00
Vocal Music	0.042	$ 1,726.00	0.047	$ 1,931.00	0.052	$ 2,137.00	0.057	$ 2,342.00	0.062	$ 2,548.00	0.067	$ 2,753.00
Washington DC Trip	0.021	$ 863.00	0.025	$ 1,027.00	0.029	$ 1,192.00	0.033	$ 1,356.00	0.037	$ 1,520.00	0.041	$ 1,685.00
Woodwind	0.039	$ 1,602.00	0.043	$ 1,767.00	0.047	$ 1,931.00	0.051	$ 2,096.00	0.055	$ 2,260.00	0.059	$ 2,424.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2025-2026 School Year

$42,527.00

	Year 1		Year 2		Year 3		Year 4		Year 5		Year 10	
Non-Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Academic Quiz Team (2)	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Band Director Assistant (2)	0.029	$ 1,233.00	0.034	$ 1,446.00	0.039	$ 1,659.00	0.044	$ 1,871.00	0.049	$ 2,084.00	0.054	$ 2,296.00
Bus Supervisor A.M. (2)	0.040	$ 1,701.00	0.045	$ 1,914.00	0.050	$ 2,126.00	0.055	$ 2,339.00	0.060	$ 2,552.00	0.065	$ 2,764.00
Bus Supervisor P.M. (3)	0.040	$ 1,701.00	0.045	$ 1,914.00	0.050	$ 2,126.00	0.055	$ 2,339.00	0.060	$ 2,552.00	0.065	$ 2,764.00
Close Up Coach	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Color Guard	0.039	$ 1,659.00	0.043	$ 1,829.00	0.047	$ 1,999.00	0.051	$ 2,169.00	0.055	$ 2,339.00	0.059	$ 2,509.00
Culture Club	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Destination Imagin. Coordinator	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Drum Line	0.039	$ 1,659.00	0.043	$ 1,829.00	0.047	$ 1,999.00	0.051	$ 2,169.00	0.055	$ 2,339.00	0.059	$ 2,509.00
French Club	0.018	$ 765.00	0.023	$ 978.00	0.028	$ 1,191.00	0.033	$ 1,403.00	0.038	$ 1,616.00	0.043	$ 1,829.00
Fresh Class Advisor	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Grade Level Chair Elementary (7)	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
HS Department Chair (6)	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Indoor Guard Instructor	0.021	$ 893.00	0.025	$ 1,063.00	0.029	$ 1,233.00	0.033	$ 1,403.00	0.037	$ 1,573.00	0.041	$ 1,744.00
Indoor Percussion Instructor	0.021	$ 893.00	0.025	$ 1,063.00	0.029	$ 1,233.00	0.033	$ 1,403.00	0.037	$ 1,573.00	0.041	$ 1,744.00
Instrumental Music	0.086	$ 3,657.00	0.091	$ 3,870.00	0.096	$ 4,083.00	0.101	$ 4,295.00	0.106	$ 4,508.00	0.111	$ 4,720.00
JETS Team Coach (2)		$100.00 Each Per Year		$ -		$ -		$ -		$ -		$ -
Jr. Hi Student Council	0.021	$ 893.00	0.026	$ 1,106.00	0.031	$ 1,318.00	0.036	$ 1,531.00	0.041	$ 1,744.00	0.046	$ 1,956.00
Junior Class Advisor	0.053	$ 2,254.00	0.058	$ 2,467.00	0.063	$ 2,679.00	0.068	$ 2,892.00	0.073	$ 3,104.00	0.078	$ 3,317.00
MS Yearbook	0.029	$ 1,233.00	0.034	$ 1,446.00	0.039	$ 1,659.00	0.044	$ 1,871.00	0.049	$ 2,084.00	0.054	$ 2,296.00
NHS	0.029	$ 1,233.00	0.034	$ 1,446.00	0.039	$ 1,659.00	0.044	$ 1,871.00	0.049	$ 2,084.00	0.054	$ 2,296.00
Pep Band	0.015	$ 638.00	0.020	$ 851.00	0.025	$ 1,063.00	0.030	$ 1,276.00	0.035	$ 1,488.00	0.040	$ 1,701.00
Play Director - Elementary	0.029	$ 1,233.00	0.033	$ 1,403.00	0.037	$ 1,573.00	0.041	$ 1,744.00	0.045	$ 1,914.00	0.049	$ 2,084.00
Play Director - High School	0.042	$ 1,786.00	0.046	$ 1,956.00	0.050	$ 2,126.00	0.054	$ 2,296.00	0.058	$ 2,467.00	0.062	$ 2,637.00
Play Director - High School - Assistant	0.021	$ 893.00	0.023	$ 978.00	0.025	$ 1,063.00	0.027	$ 1,148.00	0.029	$ 1,233.00	0.031	$ 1,318.00
Play Director - Middle School	0.039	$ 1,659.00	0.043	$ 1,829.00	0.047	$ 1,999.00	0.051	$ 2,169.00	0.055	$ 2,339.00	0.059	$ 2,509.00
Recycling	0.015	$ 638.00	0.019	$ 808.00	0.023	$ 978.00	0.027	$ 1,148.00	0.031	$ 1,318.00	0.035	$ 1,488.00
Schi Schan	0.065	$ 2,764.00	0.070	$ 2,977.00	0.075	$ 3,190.00	0.080	$ 3,402.00	0.085	$ 3,615.00	0.090	$ 3,827.00
School Spirit Leader	0.015	$ 638.00	0.019	$ 808.00	0.023	$ 978.00	0.027	$ 1,148.00	0.031	$ 1,318.00	0.035	$ 1,488.00
Science Fair	0.015	$ 638.00	0.019	$ 808.00	0.023	$ 978.00	0.027	$ 1,148.00	0.031	$ 1,318.00	0.035	$ 1,488.00
Scoreboard Programer		$30.00 Per Hour		$ -		$ -		$ -		$ -		$ -
Senior Class Advisor	0.053	$ 2,254.00	0.058	$ 2,467.00	0.063	$ 2,679.00	0.068	$ 2,892.00	0.073	$ 3,104.00	0.078	$ 3,317.00
Sophomore Class Advisor	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Spanish Club	0.018	$ 765.00	0.023	$ 978.00	0.028	$ 1,191.00	0.033	$ 1,403.00	0.038	$ 1,616.00	0.043	$ 1,829.00
Spelling Bee (2)	0.015	$ 638.00	0.019	$ 808.00	0.023	$ 978.00	0.027	$ 1,148.00	0.031	$ 1,318.00	0.035	$ 1,488.00
St. C. Singers	0.042	$ 1,786.00	0.047	$ 1,999.00	0.052	$ 2,211.00	0.057	$ 2,424.00	0.062	$ 2,637.00	0.067	$ 2,849.00
St. C. Singers Assistant	0.021	$ 893.00	0.024	$ 1,021.00	0.026	$ 1,106.00	0.029	$ 1,233.00	0.031	$ 1,318.00	0.034	$ 1,446.00
Stage/Jazz Band	0.021	$ 893.00	0.026	$ 1,106.00	0.031	$ 1,318.00	0.036	$ 1,531.00	0.041	$ 1,744.00	0.046	$ 1,956.00
Student Action Committee	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Student Council	0.039	$ 1,659.00	0.044	$ 1,871.00	0.049	$ 2,084.00	0.054	$ 2,296.00	0.059	$ 2,509.00	0.064	$ 2,722.00
Team Leaders 5 - 8 (4)	0.018	$ 765.00	0.022	$ 936.00	0.026	$ 1,106.00	0.030	$ 1,276.00	0.034	$ 1,446.00	0.038	$ 1,616.00
Vocal Music	0.042	$ 1,786.00	0.047	$ 1,999.00	0.052	$ 2,211.00	0.057	$ 2,424.00	0.062	$ 2,637.00	0.067	$ 2,849.00
Washington DC Trip	0.021	$ 893.00	0.025	$ 1,063.00	0.029	$ 1,233.00	0.033	$ 1,403.00	0.037	$ 1,573.00	0.041	$ 1,744.00
Woodwind	0.039	$ 1,659.00	0.043	$ 1,829.00	0.047	$ 1,999.00	0.051	$ 2,169.00	0.055	$ 2,339.00	0.059	$ 2,509.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2026-2027 School Year

$44,015.00

	Year 1		Year 2		Year 3		Year 4		Year 5		Year 10	
Non-Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Academic Quiz Team (2)	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Band Director Assistant (2)	0.029	$ 1,276.00	0.034	$ 1,497.00	0.039	$ 1,717.00	0.044	$ 1,937.00	0.049	$ 2,157.00	0.054	$ 2,377.00
Bus Supervisor A.M. (2)	0.040	$ 1,761.00	0.045	$ 1,981.00	0.050	$ 2,201.00	0.055	$ 2,421.00	0.060	$ 2,641.00	0.065	$ 2,861.00
Bus Supervisor P.M. (3)	0.040	$ 1,761.00	0.045	$ 1,981.00	0.050	$ 2,201.00	0.055	$ 2,421.00	0.060	$ 2,641.00	0.065	$ 2,861.00
Close Up Coach	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Color Guard	0.039	$ 1,717.00	0.043	$ 1,893.00	0.047	$ 2,069.00	0.051	$ 2,245.00	0.055	$ 2,421.00	0.059	$ 2,597.00
Culture Club	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Destination Imagin. Coordinator	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Drum Line	0.039	$ 1,717.00	0.043	$ 1,893.00	0.047	$ 2,069.00	0.051	$ 2,245.00	0.055	$ 2,421.00	0.059	$ 2,597.00
French Club	0.018	$ 792.00	0.023	$ 1,012.00	0.028	$ 1,232.00	0.033	$ 1,452.00	0.038	$ 1,673.00	0.043	$ 1,893.00
Fresh Class Advisor	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Grade Level Chair Elementary (7)	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
HS Department Chair (6)	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Indoor Guard Instructor	0.021	$ 924.00	0.025	$ 1,100.00	0.029	$ 1,276.00	0.033	$ 1,452.00	0.037	$ 1,629.00	0.041	$ 1,805.00
Indoor Percussion Instructor	0.021	$ 924.00	0.025	$ 1,100.00	0.029	$ 1,276.00	0.033	$ 1,452.00	0.037	$ 1,629.00	0.041	$ 1,805.00
Instrumental Music	0.086	$ 3,785.00	0.091	$ 4,005.00	0.096	$ 4,225.00	0.101	$ 4,446.00	0.106	$ 4,666.00	0.111	$ 4,886.00
JETS Team Coach (2)		$100.00 Each Per Year		$ -		$ -		$ -		$ -		$ -
Jr. Hi Student Council	0.021	$ 924.00	0.026	$ 1,144.00	0.031	$ 1,364.00	0.036	$ 1,585.00	0.041	$ 1,805.00	0.046	$ 2,025.00
Junior Class Advisor	0.053	$ 2,333.00	0.058	$ 2,553.00	0.063	$ 2,773.00	0.068	$ 2,993.00	0.073	$ 3,213.00	0.078	$ 3,433.00
MS Yearbook	0.029	$ 1,276.00	0.034	$ 1,497.00	0.039	$ 1,717.00	0.044	$ 1,937.00	0.049	$ 2,157.00	0.054	$ 2,377.00
NHS	0.029	$ 1,276.00	0.034	$ 1,497.00	0.039	$ 1,717.00	0.044	$ 1,937.00	0.049	$ 2,157.00	0.054	$ 2,377.00
Pep Band	0.015	$ 660.00	0.020	$ 880.00	0.025	$ 1,100.00	0.030	$ 1,320.00	0.035	$ 1,541.00	0.040	$ 1,761.00
Play Director - Elementary	0.029	$ 1,276.00	0.033	$ 1,452.00	0.037	$ 1,629.00	0.041	$ 1,805.00	0.045	$ 1,981.00	0.049	$ 2,157.00
Play Director - High School	0.042	$ 1,849.00	0.046	$ 2,025.00	0.050	$ 2,201.00	0.054	$ 2,377.00	0.058	$ 2,553.00	0.062	$ 2,729.00
Play Director - High School - Assistant	0.021	$ 924.00	0.023	$ 1,012.00	0.025	$ 1,100.00	0.027	$ 1,188.00	0.029	$ 1,276.00	0.031	$ 1,364.00
Play Director - Middle School	0.039	$ 1,717.00	0.043	$ 1,893.00	0.047	$ 2,069.00	0.051	$ 2,245.00	0.055	$ 2,421.00	0.059	$ 2,597.00
Recycling	0.015	$ 660.00	0.019	$ 836.00	0.023	$ 1,012.00	0.027	$ 1,188.00	0.031	$ 1,364.00	0.035	$ 1,541.00
Schi Schan	0.065	$ 2,861.00	0.070	$ 3,081.00	0.075	$ 3,301.00	0.080	$ 3,521.00	0.085	$ 3,741.00	0.090	$ 3,961.00
School Spirit Leader	0.015	$ 660.00	0.019	$ 836.00	0.023	$ 1,012.00	0.027	$ 1,188.00	0.031	$ 1,364.00	0.035	$ 1,541.00
Science Fair	0.015	$ 660.00	0.019	$ 836.00	0.023	$ 1,012.00	0.027	$ 1,188.00	0.031	$ 1,364.00	0.035	$ 1,541.00
Scoreboard Programer		$30.00 Per Hour		$ -		$ -		$ -		$ -		$ -
Senior Class Advisor	0.053	$ 2,333.00	0.058	$ 2,553.00	0.063	$ 2,773.00	0.068	$ 2,993.00	0.073	$ 3,213.00	0.078	$ 3,433.00
Sophomore Class Advisor	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Spanish Club	0.018	$ 792.00	0.023	$ 1,012.00	0.028	$ 1,232.00	0.033	$ 1,452.00	0.038	$ 1,673.00	0.043	$ 1,893.00
Spelling Bee (2)	0.015	$ 660.00	0.019	$ 836.00	0.023	$ 1,012.00	0.027	$ 1,188.00	0.031	$ 1,364.00	0.035	$ 1,541.00
St. C. Singers	0.042	$ 1,849.00	0.047	$ 2,069.00	0.052	$ 2,289.00	0.057	$ 2,509.00	0.062	$ 2,729.00	0.067	$ 2,949.00
St. C. Singers Assistant	0.021	$ 924.00	0.024	$ 1,056.00	0.026	$ 1,144.00	0.029	$ 1,276.00	0.031	$ 1,364.00	0.034	$ 1,497.00
Stage/Jazz Band	0.021	$ 924.00	0.026	$ 1,144.00	0.031	$ 1,364.00	0.036	$ 1,585.00	0.041	$ 1,805.00	0.046	$ 2,025.00
Student Action Committee	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Student Council	0.039	$ 1,717.00	0.044	$ 1,937.00	0.049	$ 2,157.00	0.054	$ 2,377.00	0.059	$ 2,597.00	0.064	$ 2,817.00
Team Leaders 5 - 8 (4)	0.018	$ 792.00	0.022	$ 968.00	0.026	$ 1,144.00	0.030	$ 1,320.00	0.034	$ 1,497.00	0.038	$ 1,673.00
Vocal Music	0.042	$ 1,849.00	0.047	$ 2,069.00	0.052	$ 2,289.00	0.057	$ 2,509.00	0.062	$ 2,729.00	0.067	$ 2,949.00
Washington DC Trip	0.021	$ 924.00	0.025	$ 1,100.00	0.029	$ 1,276.00	0.033	$ 1,452.00	0.037	$ 1,629.00	0.041	$ 1,805.00
Woodwind	0.039	$ 1,717.00	0.043	$ 1,893.00	0.047	$ 2,069.00	0.051	$ 2,245.00	0.055	$ 2,421.00	0.059	$ 2,597.00

St. Clairsville-Richland City School District
Supplemental Salary Schedule
2024-2025 School Year

$41,089.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Baseball Reserve	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Baseball Varsity Asst.	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Baseball Varsity Head	0.0870	$ 3,575.00	0.0896	$3,682.00	0.0923	$3,793.00	0.0951	$ 3,908.00	0.1046	$ 4,298.00	0.1203	$ 4,943.00
Basketball Boys 7th Head	0.0415	$ 1,705.00	0.0427	$1,755.00	0.0440	$1,808.00	0.0453	$ 1,861.00	0.0498	$ 2,046.00	0.0573	$ 2,354.00
Basketball Boys 8th Head	0.0415	$ 1,705.00	0.0427	$1,755.00	0.0440	$1,808.00	0.0453	$ 1,861.00	0.0498	$ 2,046.00	0.0573	$ 2,354.00
Basketball Boys 9th Head	0.0560	$ 2,301.00	0.0577	$2,371.00	0.0594	$2,441.00	0.0612	$ 2,515.00	0.0673	$ 2,765.00	0.0774	$ 3,180.00
Basketball Boys Reserve Head	0.0730	$ 2,999.00	0.0752	$3,090.00	0.0775	$3,184.00	0.0798	$ 3,279.00	0.0878	$ 3,608.00	0.1010	$ 4,150.00
Basketball Boys Varsity Asst.	0.0730	$ 2,999.00	0.0752	$3,090.00	0.0775	$3,184.00	0.0798	$ 3,279.00	0.0878	$ 3,608.00	0.1010	$ 4,150.00
Basketball Boys Varsity Head	0.1230	$ 5,054.00	0.1267	$5,206.00	0.1305	$5,362.00	0.1344	$ 5,522.00	0.1478	$ 6,073.00	0.1700	$ 6,985.00
Basketball Girls 7th Head	0.0415	$ 1,705.00	0.0427	$1,755.00	0.0440	$1,808.00	0.0453	$ 1,861.00	0.0498	$ 2,046.00	0.0573	$ 2,354.00
Basketball Girls 8th Head	0.0415	$ 1,705.00	0.0427	$1,755.00	0.0440	$1,808.00	0.0453	$ 1,861.00	0.0498	$ 2,046.00	0.0573	$ 2,354.00
Basketball Girls 9th Head	0.0560	$ 2,301.00	0.0577	$2,371.00	0.0594	$2,441.00	0.0612	$ 2,515.00	0.0673	$ 2,765.00	0.0774	$ 3,180.00
Basketball Girls Reserve Head	0.0730	$ 2,999.00	0.0752	$3,090.00	0.0775	$3,184.00	0.0798	$ 3,279.00	0.0878	$ 3,608.00	0.1010	$ 4,150.00
Basketball Girls Varsity Asst.	0.0730	$ 2,999.00	0.0752	$3,090.00	0.0775	$3,184.00	0.0798	$ 3,279.00	0.0878	$ 3,608.00	0.1010	$ 4,150.00
Basketball Girls Varsity Head	0.1230	$ 5,054.00	0.1267	$5,206.00	0.1305	$5,362.00	0.1344	$ 5,522.00	0.1478	$ 6,073.00	0.1700	$ 6,985.00
Bowling	0.0510	$ 2,096.00	0.0525	$2,157.00	0.0541	$2,223.00	0.0557	$ 2,289.00	0.0613	$ 2,519.00	0.0705	$ 2,897.00
Cheering - Competition	0.0510	$ 2,096.00	0.0525	$2,157.00	0.0541	$2,223.00	0.0557	$ 2,289.00	0.0613	$ 2,519.00	0.0705	$ 2,897.00
Cheering - Fall 7th Head	0.0150	$ 616.00	0.0155	$ 637.00	0.0160	$ 657.00	0.0165	$ 678.00	0.0182	$ 748.00	0.0209	$ 859.00
Cheering - Fall 8th Head	0.0150	$ 616.00	0.0155	$ 637.00	0.0160	$ 657.00	0.0165	$ 678.00	0.0182	$ 748.00	0.0209	$ 859.00
Cheering - Fall Reserve Head	0.0250	$ 1,027.00	0.0258	$1,060.00	0.0266	$1,093.00	0.0274	$ 1,126.00	0.0301	$ 1,237.00	0.0346	$ 1,422.00
Cheering - Fall Varsity Head	0.0350	$ 1,438.00	0.0361	$1,483.00	0.0372	$1,529.00	0.0383	$ 1,574.00	0.0421	$ 1,730.00	0.0484	$ 1,989.00
Cheering - Winter 7th Head	0.0150	$ 616.00	0.0155	$ 637.00	0.0160	$ 657.00	0.0165	$ 678.00	0.0182	$ 748.00	0.0209	$ 859.00
Cheering - Winter 8th Head	0.0150	$ 616.00	0.0155	$ 637.00	0.0160	$ 657.00	0.0165	$ 678.00	0.0182	$ 748.00	0.0209	$ 859.00
Cheering - Winter Reserve Head	0.0250	$ 1,027.00	0.0258	$1,060.00	0.0266	$1,093.00	0.0274	$ 1,126.00	0.0301	$ 1,237.00	0.0346	$ 1,422.00
Cheering - Winter Varsity Head	0.0350	$ 1,438.00	0.0361	$1,483.00	0.0372	$1,529.00	0.0383	$ 1,574.00	0.0421	$ 1,730.00	0.0484	$ 1,989.00
Conditioning Coach	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Cross Country Boys/Girls 7/8 Head	0.0270	$ 1,109.00	0.0278	$1,142.00	0.0286	$1,175.00	0.0295	$ 1,212.00	0.0325	$ 1,335.00	0.0374	$ 1,537.00
Cross Country Boys/Girls Varsity Head	0.0870	$ 3,575.00	0.0896	$3,682.00	0.0923	$3,793.00	0.0951	$ 3,908.00	0.1046	$ 4,298.00	0.1203	$ 4,943.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2024-2025 School Year

$41,089.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Facility/Equipment Manager - Fall	0.0210	$ 863.00	0.0216	$ 888.00	0.0222	$ 912.00	0.0229	$ 941.00	0.0252	$ 1,035.00	0.0290	$ 1,192.00
Facility/Equipment Manager - Spring	0.0210	$ 863.00	0.0216	$ 888.00	0.0222	$ 912.00	0.0229	$ 941.00	0.0252	$ 1,035.00	0.0290	$ 1,192.00
Facility/Equipment Manager - Winter	0.0210	$ 863.00	0.0216	$ 888.00	0.0222	$ 912.00	0.0229	$ 941.00	0.0252	$ 1,035.00	0.0290	$ 1,192.00
Football 7th Asst.	0.0600	$ 2,465.00	0.0618	$2,539.00	0.0637	$2,617.00	0.0656	$ 2,695.00	0.0722	$ 2,967.00	0.0830	$ 3,410.00
Football 7th Head	0.0620	$ 2,548.00	0.0639	$2,626.00	0.0658	$2,704.00	0.0678	$ 2,786.00	0.0746	$ 3,065.00	0.0858	$ 3,525.00
Football 8th Asst.	0.0600	$ 2,465.00	0.0618	$2,539.00	0.0637	$2,617.00	0.0656	$ 2,695.00	0.0722	$ 2,967.00	0.0830	$ 3,410.00
Football 8th Head	0.0620	$ 2,548.00	0.0639	$2,626.00	0.0658	$2,704.00	0.0678	$ 2,786.00	0.0746	$ 3,065.00	0.0858	$ 3,525.00
Football 9th Asst.	0.0610	$ 2,506.00	0.0628	$2,580.00	0.0647	$2,658.00	0.0666	$ 2,737.00	0.0733	$ 3,012.00	0.0843	$ 3,464.00
Football 9th Head	0.0690	$ 2,835.00	0.0711	$2,921.00	0.0732	$3,008.00	0.0754	$ 3,098.00	0.0829	$ 3,406.00	0.0953	$ 3,916.00
Football Varsity Asst. (4)	0.0800	$ 3,287.00	0.0824	$3,386.00	0.0849	$3,488.00	0.0874	$ 3,591.00	0.0961	$ 3,949.00	0.1105	$ 4,540.00
Football Varsity Head	0.1380	$ 5,670.00	0.1421	$5,839.00	0.1464	$6,015.00	0.1508	$ 6,196.00	0.1659	$ 6,817.00	0.1908	$ 7,840.00
Golf Boys Head Varsity	0.0510	$ 2,096.00	0.0525	$2,157.00	0.0541	$2,223.00	0.0557	$ 2,289.00	0.0613	$ 2,519.00	0.0705	$ 2,897.00
Golf Girls Head Varsity	0.0510	$ 2,096.00	0.0525	$2,157.00	0.0541	$2,223.00	0.0557	$ 2,289.00	0.0613	$ 2,519.00	0.0705	$ 2,897.00
Soccer Boys Varsity Asst.	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Soccer Boys Varsity Head	0.0870	$ 3,575.00	0.0896	$3,682.00	0.0923	$3,793.00	0.0951	$ 3,908.00	0.1046	$ 4,298.00	0.1203	$ 4,943.00
Soccer Girls Varsity Asst.	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Soccer Girls Varsity Head	0.0870	$ 3,575.00	0.0896	$3,682.00	0.0923	$3,793.00	0.0951	$ 3,908.00	0.1046	$ 4,298.00	0.1203	$ 4,943.00
Softball Reserve Head	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Softball Varsity Asst.	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Softball Varsity Head	0.0870	$ 3,575.00	0.0896	$3,682.00	0.0923	$3,793.00	0.0951	$ 3,908.00	0.1046	$ 4,298.00	0.1203	$ 4,943.00
Swim Coach Varsity Head	0.0510	$ 2,096.00	0.0525	$2,157.00	0.0541	$2,223.00	0.0557	$ 2,289.00	0.0613	$ 2,519.00	0.0705	$ 2,897.00
Tennis Boys/Girls Varsity Asst.	0.0250	$ 1,027.00	0.0258	$1,060.00	0.0266	$1,093.00	0.0274	$ 1,126.00	0.0301	$ 1,237.00	0.0346	$ 1,422.00
Tennis Boys/Girls Varsity Head	0.0510	$ 2,096.00	0.0525	$2,157.00	0.0541	$2,223.00	0.0557	$ 2,289.00	0.0613	$ 2,519.00	0.0705	$ 2,897.00
Track 7/8 Asst	0.0270	$ 1,109.00	0.0278	$1,142.00	0.0286	$1,175.00	0.0295	$ 1,212.00	0.0325	$ 1,335.00	0.0374	$ 1,537.00
Track 7/8 Head	0.0415	$ 1,705.00	0.0427	$1,755.00	0.0440	$1,808.00	0.0453	$ 1,861.00	0.0498	$ 2,046.00	0.0573	$ 2,354.00
Track Varsity Asst.	0.0730	$ 2,999.00	0.0752	$3,090.00	0.0775	$3,184.00	0.0798	$ 3,279.00	0.0878	$ 3,608.00	0.1010	$ 4,150.00
Track Varsity Head	0.1230	$ 5,054.00	0.1267	$5,206.00	0.1305	$5,362.00	0.1344	$ 5,522.00	0.1478	$ 6,073.00	0.1700	$ 6,985.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2024-2025 School Year

$41,089.00			3.0%		3.0%		3.0%		10.0%		15.0%	
	Year 1		Year 2		Year 3		Year 4		Year 5		Year 10	
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Volleyball 7th Head	0.0270	$ 1,109.00	0.0278	$1,142.00	0.0286	$1,175.00	0.0295	$ 1,212.00	0.0325	$ 1,335.00	0.0374	$ 1,537.00
Volleyball 8th Head	0.0270	$ 1,109.00	0.0278	$1,142.00	0.0286	$1,175.00	0.0295	$ 1,212.00	0.0325	$ 1,335.00	0.0374	$ 1,537.00
Volleyball 9th Head	0.0370	$ 1,520.00	0.0381	$1,565.00	0.0392	$1,611.00	0.0404	$ 1,660.00	0.0444	$ 1,824.00	0.0511	$ 2,100.00
Volleyball Reserve Head	0.0590	$ 2,424.00	0.0608	$2,498.00	0.0626	$2,572.00	0.0645	$ 2,650.00	0.0710	$ 2,917.00	0.0817	$ 3,357.00
Volleyball Varsity Head	0.0870	$ 3,575.00	0.0896	$3,682.00	0.0923	$3,793.00	0.0951	$ 3,908.00	0.1046	$ 4,298.00	0.1203	$ 4,943.00
Wrestling 7/8 Head	0.0415	$ 1,705.00	0.0427	$1,755.00	0.0440	$1,808.00	0.0453	$ 1,861.00	0.0498	$ 2,046.00	0.0573	$ 2,354.00
Wrestling Varsity Asst.	0.0730	$ 2,999.00	0.0752	$3,090.00	0.0775	$3,184.00	0.0798	$ 3,279.00	0.0878	$ 3,608.00	0.1010	$ 4,150.00
Wrestling Varsity Head	0.1230	$ 5,054.00	0.1267	$5,206.00	0.1305	$5,362.00	0.1344	$ 5,522.00	0.1478	$ 6,073.00	0.1700	$ 6,985.00

*Hold Harmless - Full-time employee's supplemental salary will stay at the 2020-21 amount until the new schedules exceed that amount for continuous service in the same position.

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2025-2026 School Year

$42,527.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Baseball Reserve	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Baseball Varsity Asst.	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Baseball Varsity Head	0.0870	$ 3,700.00	0.0896	$3,810.00	0.0923	$3,925.00	0.0951	$ 4,044.00	0.1046	$ 4,448.00	0.1203	$ 5,116.00
Basketball Boys 7th Head	0.0415	$ 1,765.00	0.0427	$1,816.00	0.0440	$1,871.00	0.0453	$ 1,926.00	0.0498	$ 2,118.00	0.0573	$ 2,437.00
Basketball Boys 8th Head	0.0415	$ 1,765.00	0.0427	$1,816.00	0.0440	$1,871.00	0.0453	$ 1,926.00	0.0498	$ 2,118.00	0.0573	$ 2,437.00
Basketball Boys 9th Head	0.0560	$ 2,382.00	0.0577	$2,454.00	0.0594	$2,526.00	0.0612	$ 2,603.00	0.0673	$ 2,862.00	0.0774	$ 3,292.00
Basketball Boys Reserve Head	0.0730	$ 3,104.00	0.0752	$3,198.00	0.0775	$3,296.00	0.0798	$ 3,394.00	0.0878	$ 3,734.00	0.1010	$ 4,295.00
Basketball Boys Varsity Asst.	0.0730	$ 3,104.00	0.0752	$3,198.00	0.0775	$3,296.00	0.0798	$ 3,394.00	0.0878	$ 3,734.00	0.1010	$ 4,295.00
Basketball Boys Varsity Head	0.1230	$ 5,231.00	0.1267	$5,388.00	0.1305	$5,550.00	0.1344	$ 5,716.00	0.1478	$ 6,285.00	0.1700	$ 7,230.00
Basketball Girls 7th Head	0.0415	$ 1,765.00	0.0427	$1,816.00	0.0440	$1,871.00	0.0453	$ 1,926.00	0.0498	$ 2,118.00	0.0573	$ 2,437.00
Basketball Girls 8th Head	0.0415	$ 1,765.00	0.0427	$1,816.00	0.0440	$1,871.00	0.0453	$ 1,926.00	0.0498	$ 2,118.00	0.0573	$ 2,437.00
Basketball Girls 9th Head	0.0560	$ 2,382.00	0.0577	$2,454.00	0.0594	$2,526.00	0.0612	$ 2,603.00	0.0673	$ 2,862.00	0.0774	$ 3,292.00
Basketball Girls Reserve Head	0.0730	$ 3,104.00	0.0752	$3,198.00	0.0775	$3,296.00	0.0798	$ 3,394.00	0.0878	$ 3,734.00	0.1010	$ 4,295.00
Basketball Girls Varsity Asst.	0.0730	$ 3,104.00	0.0752	$3,198.00	0.0775	$3,296.00	0.0798	$ 3,394.00	0.0878	$ 3,734.00	0.1010	$ 4,295.00
Basketball Girls Varsity Head	0.1230	$ 5,231.00	0.1267	$5,388.00	0.1305	$5,550.00	0.1344	$ 5,716.00	0.1478	$ 6,285.00	0.1700	$ 7,230.00
Bowling	0.0510	$ 2,169.00	0.0525	$2,233.00	0.0541	$2,301.00	0.0557	$ 2,369.00	0.0613	$ 2,607.00	0.0705	$ 2,998.00
Cheering - Competition	0.0510	$ 2,169.00	0.0525	$2,233.00	0.0541	$2,301.00	0.0557	$ 2,369.00	0.0613	$ 2,607.00	0.0705	$ 2,998.00
Cheering - Fall 7th Head	0.0150	$ 638.00	0.0155	$ 659.00	0.0160	$ 680.00	0.0165	$ 702.00	0.0182	$ 774.00	0.0209	$ 889.00
Cheering - Fall 8th Head	0.0150	$ 638.00	0.0155	$ 659.00	0.0160	$ 680.00	0.0165	$ 702.00	0.0182	$ 774.00	0.0209	$ 889.00
Cheering - Fall Reserve Head	0.0250	$ 1,063.00	0.0258	$1,097.00	0.0266	$1,131.00	0.0274	$ 1,165.00	0.0301	$ 1,280.00	0.0346	$ 1,471.00
Cheering - Fall Varsity Head	0.0350	$ 1,488.00	0.0361	$1,535.00	0.0372	$1,582.00	0.0383	$ 1,629.00	0.0421	$ 1,790.00	0.0484	$ 2,058.00
Cheering - Winter 7th Head	0.0150	$ 638.00	0.0155	$ 659.00	0.0160	$ 680.00	0.0165	$ 702.00	0.0182	$ 774.00	0.0209	$ 889.00
Cheering - Winter 8th Head	0.0150	$ 638.00	0.0155	$ 659.00	0.0160	$ 680.00	0.0165	$ 702.00	0.0182	$ 774.00	0.0209	$ 889.00
Cheering - Winter Reserve Head	0.0250	$ 1,063.00	0.0258	$1,097.00	0.0266	$1,131.00	0.0274	$ 1,165.00	0.0301	$ 1,280.00	0.0346	$ 1,471.00
Cheering - Winter Varsity Head	0.0350	$ 1,488.00	0.0361	$1,535.00	0.0372	$1,582.00	0.0383	$ 1,629.00	0.0421	$ 1,790.00	0.0484	$ 2,058.00
Conditioning Coach	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Cross Country Boys/Girls 7/8 Head	0.0270	$ 1,148.00	0.0278	$1,182.00	0.0286	$1,216.00	0.0295	$ 1,255.00	0.0325	$ 1,382.00	0.0374	$ 1,591.00
Cross Country Boys/Girls Varsity Head	0.0870	$ 3,700.00	0.0896	$3,810.00	0.0923	$3,925.00	0.0951	$ 4,044.00	0.1046	$ 4,448.00	0.1203	$ 5,116.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2025-2026 School Year

$42,527.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Facility/Equipment Manager - Fall	0.0210	$ 893.00	0.0216	$ 919.00	0.0222	$ 944.00	0.0229	$ 974.00	0.0252	$ 1,072.00	0.0290	$ 1,233.00
Facility/Equipment Manager - Spring	0.0210	$ 893.00	0.0216	$ 919.00	0.0222	$ 944.00	0.0229	$ 974.00	0.0252	$ 1,072.00	0.0290	$ 1,233.00
Facility/Equipment Manager - Winter	0.0210	$ 893.00	0.0216	$ 919.00	0.0222	$ 944.00	0.0229	$ 974.00	0.0252	$ 1,072.00	0.0290	$ 1,233.00
Football 7th Asst.	0.0600	$ 2,552.00	0.0618	$2,628.00	0.0637	$2,709.00	0.0656	$ 2,790.00	0.0722	$ 3,070.00	0.0830	$ 3,530.00
Football 7th Head	0.0620	$ 2,637.00	0.0639	$2,717.00	0.0658	$2,798.00	0.0678	$ 2,883.00	0.0746	$ 3,173.00	0.0858	$ 3,649.00
Football 8th Asst.	0.0600	$ 2,552.00	0.0618	$2,628.00	0.0637	$2,709.00	0.0656	$ 2,790.00	0.0722	$ 3,070.00	0.0830	$ 3,530.00
Football 8th Head	0.0620	$ 2,637.00	0.0639	$2,717.00	0.0658	$2,798.00	0.0678	$ 2,883.00	0.0746	$ 3,173.00	0.0858	$ 3,649.00
Football 9th Asst.	0.0610	$ 2,594.00	0.0628	$2,671.00	0.0647	$2,751.00	0.0666	$ 2,832.00	0.0733	$ 3,117.00	0.0843	$ 3,585.00
Football 9th Head	0.0690	$ 2,934.00	0.0711	$3,024.00	0.0732	$3,113.00	0.0754	$ 3,207.00	0.0829	$ 3,525.00	0.0953	$ 4,053.00
Football Varsity Asst. (4)	0.0800	$ 3,402.00	0.0824	$3,504.00	0.0849	$3,611.00	0.0874	$ 3,717.00	0.0961	$ 4,087.00	0.1105	$ 4,699.00
Football Varsity Head	0.1380	$ 5,869.00	0.1421	$6,043.00	0.1464	$6,226.00	0.1508	$ 6,413.00	0.1659	$ 7,055.00	0.1908	$ 8,114.00
Golf Boys Head Varsity	0.0510	$ 2,169.00	0.0525	$2,233.00	0.0541	$2,301.00	0.0557	$ 2,369.00	0.0613	$ 2,607.00	0.0705	$ 2,998.00
Golf Girls Head Varsity	0.0510	$ 2,169.00	0.0525	$2,233.00	0.0541	$2,301.00	0.0557	$ 2,369.00	0.0613	$ 2,607.00	0.0705	$ 2,998.00
Soccer Boys Varsity Asst.	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Soccer Boys Varsity Head	0.0870	$ 3,700.00	0.0896	$3,810.00	0.0923	$3,925.00	0.0951	$ 4,044.00	0.1046	$ 4,448.00	0.1203	$ 5,116.00
Soccer Girls Varsity Asst.	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Soccer Girls Varsity Head	0.0870	$ 3,700.00	0.0896	$3,810.00	0.0923	$3,925.00	0.0951	$ 4,044.00	0.1046	$ 4,448.00	0.1203	$ 5,116.00
Softball Reserve Head	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Softball Varsity Asst.	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Softball Varsity Head	0.0870	$ 3,700.00	0.0896	$3,810.00	0.0923	$3,925.00	0.0951	$ 4,044.00	0.1046	$ 4,448.00	0.1203	$ 5,116.00
Swim Coach Varsity Head	0.0510	$ 2,169.00	0.0525	$2,233.00	0.0541	$2,301.00	0.0557	$ 2,369.00	0.0613	$ 2,607.00	0.0705	$ 2,998.00
Tennis Boys/Girls Varsity Asst.	0.0250	$ 1,063.00	0.0258	$1,097.00	0.0266	$1,131.00	0.0274	$ 1,165.00	0.0301	$ 1,280.00	0.0346	$ 1,471.00
Tennis Boys/Girls Varsity Head	0.0510	$ 2,169.00	0.0525	$2,233.00	0.0541	$2,301.00	0.0557	$ 2,369.00	0.0613	$ 2,607.00	0.0705	$ 2,998.00
Track 7/8 Asst	0.0270	$ 1,148.00	0.0278	$1,182.00	0.0286	$1,216.00	0.0295	$ 1,255.00	0.0325	$ 1,382.00	0.0374	$ 1,591.00
Track 7/8 Head	0.0415	$ 1,765.00	0.0427	$1,816.00	0.0440	$1,871.00	0.0453	$ 1,926.00	0.0498	$ 2,118.00	0.0573	$ 2,437.00
Track Varsity Asst.	0.0730	$ 3,104.00	0.0752	$3,198.00	0.0775	$3,296.00	0.0798	$ 3,394.00	0.0878	$ 3,734.00	0.1010	$ 4,295.00
Track Varsity Head	0.1230	$ 5,231.00	0.1267	$5,388.00	0.1305	$5,550.00	0.1344	$ 5,716.00	0.1478	$ 6,285.00	0.1700	$ 7,230.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2025-2026 School Year

$42,527.00			3.0%		3.0%		3.0%		10.0%		15.0%	
	Year 1		Year 2		Year 3		Year 4		Year 5		Year 10	
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Volleyball 7th Head	0.0270	$ 1,148.00	0.0278	$1,182.00	0.0286	$1,216.00	0.0295	$ 1,255.00	0.0325	$ 1,382.00	0.0374	$ 1,591.00
Volleyball 8th Head	0.0270	$ 1,148.00	0.0278	$1,182.00	0.0286	$1,216.00	0.0295	$ 1,255.00	0.0325	$ 1,382.00	0.0374	$ 1,591.00
Volleyball 9th Head	0.0370	$ 1,573.00	0.0381	$1,620.00	0.0392	$1,667.00	0.0404	$ 1,718.00	0.0444	$ 1,888.00	0.0511	$ 2,173.00
Volleyball Reserve Head	0.0590	$ 2,509.00	0.0608	$2,586.00	0.0626	$2,662.00	0.0645	$ 2,743.00	0.0710	$ 3,019.00	0.0817	$ 3,474.00
Volleyball Varsity Head	0.0870	$ 3,700.00	0.0896	$3,810.00	0.0923	$3,925.00	0.0951	$ 4,044.00	0.1046	$ 4,448.00	0.1203	$ 5,116.00
Wrestling 7/8 Head	0.0415	$ 1,765.00	0.0427	$1,816.00	0.0440	$1,871.00	0.0453	$ 1,926.00	0.0498	$ 2,118.00	0.0573	$ 2,437.00
Wrestling Varsity Asst.	0.0730	$ 3,104.00	0.0752	$3,198.00	0.0775	$3,296.00	0.0798	$ 3,394.00	0.0878	$ 3,734.00	0.1010	$ 4,295.00
Wrestling Varsity Head	0.1230	$ 5,231.00	0.1267	$5,388.00	0.1305	$5,550.00	0.1344	$ 5,716.00	0.1478	$ 6,285.00	0.1700	$ 7,230.00

*Hold Harmless - Full-time employee's supplemental salary will stay at the 2020-21 amount until the new schedules exceed that amount for continuous service in the same position.

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2026-2027 School Year

$44,015.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Baseball Reserve	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Baseball Varsity Asst.	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Baseball Varsity Head	0.0870	$ 3,829.00	0.0896	$3,944.00	0.0923	$4,063.00	0.0951	$ 4,186.00	0.1046	$ 4,604.00	0.1203	$ 5,295.00
Basketball Boys 7th Head	0.0415	$ 1,827.00	0.0427	$1,879.00	0.0440	$1,937.00	0.0453	$ 1,994.00	0.0498	$ 2,192.00	0.0573	$ 2,522.00
Basketball Boys 8th Head	0.0415	$ 1,827.00	0.0427	$1,879.00	0.0440	$1,937.00	0.0453	$ 1,994.00	0.0498	$ 2,192.00	0.0573	$ 2,522.00
Basketball Boys 9th Head	0.0560	$ 2,465.00	0.0577	$2,540.00	0.0594	$2,614.00	0.0612	$ 2,694.00	0.0673	$ 2,962.00	0.0774	$ 3,407.00
Basketball Boys Reserve Head	0.0730	$ 3,213.00	0.0752	$3,310.00	0.0775	$3,411.00	0.0798	$ 3,512.00	0.0878	$ 3,865.00	0.1010	$ 4,446.00
Basketball Boys Varsity Asst.	0.0730	$ 3,213.00	0.0752	$3,310.00	0.0775	$3,411.00	0.0798	$ 3,512.00	0.0878	$ 3,865.00	0.1010	$ 4,446.00
Basketball Boys Varsity Head	0.1230	$ 5,414.00	0.1267	$5,577.00	0.1305	$5,744.00	0.1344	$ 5,916.00	0.1478	$ 6,505.00	0.1700	$ 7,483.00
Basketball Girls 7th Head	0.0415	$ 1,827.00	0.0427	$1,879.00	0.0440	$1,937.00	0.0453	$ 1,994.00	0.0498	$ 2,192.00	0.0573	$ 2,522.00
Basketball Girls 8th Head	0.0415	$ 1,827.00	0.0427	$1,879.00	0.0440	$1,937.00	0.0453	$ 1,994.00	0.0498	$ 2,192.00	0.0573	$ 2,522.00
Basketball Girls 9th Head	0.0560	$ 2,465.00	0.0577	$2,540.00	0.0594	$2,614.00	0.0612	$ 2,694.00	0.0673	$ 2,962.00	0.0774	$ 3,407.00
Basketball Girls Reserve Head	0.0730	$ 3,213.00	0.0752	$3,310.00	0.0775	$3,411.00	0.0798	$ 3,512.00	0.0878	$ 3,865.00	0.1010	$ 4,446.00
Basketball Girls Varsity Asst.	0.0730	$ 3,213.00	0.0752	$3,310.00	0.0775	$3,411.00	0.0798	$ 3,512.00	0.0878	$ 3,865.00	0.1010	$ 4,446.00
Basketball Girls Varsity Head	0.1230	$ 5,414.00	0.1267	$5,577.00	0.1305	$5,744.00	0.1344	$ 5,916.00	0.1478	$ 6,505.00	0.1700	$ 7,483.00
Bowling	0.0510	$ 2,245.00	0.0525	$2,311.00	0.0541	$2,381.00	0.0557	$ 2,452.00	0.0613	$ 2,698.00	0.0705	$ 3,103.00
Cheering - Competition	0.0510	$ 2,245.00	0.0525	$2,311.00	0.0541	$2,381.00	0.0557	$ 2,452.00	0.0613	$ 2,698.00	0.0705	$ 3,103.00
Cheering - Fall 7th Head	0.0150	$ 660.00	0.0155	$ 682.00	0.0160	$ 704.00	0.0165	$ 726.00	0.0182	$ 801.00	0.0209	$ 920.00
Cheering - Fall 8th Head	0.0150	$ 660.00	0.0155	$ 682.00	0.0160	$ 704.00	0.0165	$ 726.00	0.0182	$ 801.00	0.0209	$ 920.00
Cheering - Fall Reserve Head	0.0250	$ 1,100.00	0.0258	$1,136.00	0.0266	$1,171.00	0.0274	$ 1,206.00	0.0301	$ 1,325.00	0.0346	$ 1,523.00
Cheering - Fall Varsity Head	0.0350	$ 1,541.00	0.0361	$1,589.00	0.0372	$1,637.00	0.0383	$ 1,686.00	0.0421	$ 1,853.00	0.0484	$ 2,130.00
Cheering - Winter 7th Head	0.0150	$ 660.00	0.0155	$ 682.00	0.0160	$ 704.00	0.0165	$ 726.00	0.0182	$ 801.00	0.0209	$ 920.00
Cheering - Winter 8th Head	0.0150	$ 660.00	0.0155	$ 682.00	0.0160	$ 704.00	0.0165	$ 726.00	0.0182	$ 801.00	0.0209	$ 920.00
Cheering - Winter Reserve Head	0.0250	$ 1,100.00	0.0258	$1,136.00	0.0266	$1,171.00	0.0274	$ 1,206.00	0.0301	$ 1,325.00	0.0346	$ 1,523.00
Cheering - Winter Varsity Head	0.0350	$ 1,541.00	0.0361	$1,589.00	0.0372	$1,637.00	0.0383	$ 1,686.00	0.0421	$ 1,853.00	0.0484	$ 2,130.00
Conditioning Coach	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Cross Country Boys/Girls 7/8 Head	0.0270	$ 1,188.00	0.0278	$1,224.00	0.0286	$1,259.00	0.0295	$ 1,298.00	0.0325	$ 1,430.00	0.0374	$ 1,646.00
Cross Country Boys/Girls Varsity Head	0.0870	$ 3,829.00	0.0896	$3,944.00	0.0923	$4,063.00	0.0951	$ 4,186.00	0.1046	$ 4,604.00	0.1203	$ 5,295.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2026-2027 School Year

$44,015.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Facility/Equipment Manager - Fall	0.0210	$ 924.00	0.0216	$ 951.00	0.0222	$ 977.00	0.0229	$ 1,008.00	0.0252	$ 1,109.00	0.0290	$ 1,276.00
Facility/Equipment Manager - Spring	0.0210	$ 924.00	0.0216	$ 951.00	0.0222	$ 977.00	0.0229	$ 1,008.00	0.0252	$ 1,109.00	0.0290	$ 1,276.00
Facility/Equipment Manager - Winter	0.0210	$ 924.00	0.0216	$ 951.00	0.0222	$ 977.00	0.0229	$ 1,008.00	0.0252	$ 1,109.00	0.0290	$ 1,276.00
Football 7th Asst.	0.0600	$ 2,641.00	0.0618	$2,720.00	0.0637	$2,804.00	0.0656	$ 2,887.00	0.0722	$ 3,178.00	0.0830	$ 3,653.00
Football 7th Head	0.0620	$ 2,729.00	0.0639	$2,813.00	0.0658	$2,896.00	0.0678	$ 2,984.00	0.0746	$ 3,284.00	0.0858	$ 3,776.00
Football 8th Asst.	0.0600	$ 2,641.00	0.0618	$2,720.00	0.0637	$2,804.00	0.0656	$ 2,887.00	0.0722	$ 3,178.00	0.0830	$ 3,653.00
Football 8th Head	0.0620	$ 2,729.00	0.0639	$2,813.00	0.0658	$2,896.00	0.0678	$ 2,984.00	0.0746	$ 3,284.00	0.0858	$ 3,776.00
Football 9th Asst.	0.0610	$ 2,685.00	0.0628	$2,764.00	0.0647	$2,848.00	0.0666	$ 2,931.00	0.0733	$ 3,226.00	0.0843	$ 3,710.00
Football 9th Head	0.0690	$ 3,037.00	0.0711	$3,129.00	0.0732	$3,222.00	0.0754	$ 3,319.00	0.0829	$ 3,649.00	0.0953	$ 4,195.00
Football Varsity Asst. (4)	0.0800	$ 3,521.00	0.0824	$3,627.00	0.0849	$3,737.00	0.0874	$ 3,847.00	0.0961	$ 4,230.00	0.1105	$ 4,864.00
Football Varsity Head	0.1380	$ 6,074.00	0.1421	$6,255.00	0.1464	$6,444.00	0.1508	$ 6,637.00	0.1659	$ 7,302.00	0.1908	$ 8,398.00
Golf Boys Head Varsity	0.0510	$ 2,245.00	0.0525	$2,311.00	0.0541	$2,381.00	0.0557	$ 2,452.00	0.0613	$ 2,698.00	0.0705	$ 3,103.00
Golf Girls Head Varsity	0.0510	$ 2,245.00	0.0525	$2,311.00	0.0541	$2,381.00	0.0557	$ 2,452.00	0.0613	$ 2,698.00	0.0705	$ 3,103.00
Soccer Boys Varsity Asst.	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Soccer Boys Varsity Head	0.0870	$ 3,829.00	0.0896	$3,944.00	0.0923	$4,063.00	0.0951	$ 4,186.00	0.1046	$ 4,604.00	0.1203	$ 5,295.00
Soccer Girls Varsity Asst.	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Soccer Girls Varsity Head	0.0870	$ 3,829.00	0.0896	$3,944.00	0.0923	$4,063.00	0.0951	$ 4,186.00	0.1046	$ 4,604.00	0.1203	$ 5,295.00
Softball Reserve Head	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Softball Varsity Asst.	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Softball Varsity Head	0.0870	$ 3,829.00	0.0896	$3,944.00	0.0923	$4,063.00	0.0951	$ 4,186.00	0.1046	$ 4,604.00	0.1203	$ 5,295.00
Swim Coach Varsity Head	0.0510	$ 2,245.00	0.0525	$2,311.00	0.0541	$2,381.00	0.0557	$ 2,452.00	0.0613	$ 2,698.00	0.0705	$ 3,103.00
Tennis Boys/Girls Varsity Asst.	0.0250	$ 1,100.00	0.0258	$1,136.00	0.0266	$1,171.00	0.0274	$ 1,206.00	0.0301	$ 1,325.00	0.0346	$ 1,523.00
Tennis Boys/Girls Varsity Head	0.0510	$ 2,245.00	0.0525	$2,311.00	0.0541	$2,381.00	0.0557	$ 2,452.00	0.0613	$ 2,698.00	0.0705	$ 3,103.00
Track 7/8 Asst	0.0270	$ 1,188.00	0.0278	$1,224.00	0.0286	$1,259.00	0.0295	$ 1,298.00	0.0325	$ 1,430.00	0.0374	$ 1,646.00
Track 7/8 Head	0.0415	$ 1,827.00	0.0427	$1,879.00	0.0440	$1,937.00	0.0453	$ 1,994.00	0.0498	$ 2,192.00	0.0573	$ 2,522.00
Track Varsity Asst.	0.0730	$ 3,213.00	0.0752	$3,310.00	0.0775	$3,411.00	0.0798	$ 3,512.00	0.0878	$ 3,865.00	0.1010	$ 4,446.00
Track Varsity Head	0.1230	$ 5,414.00	0.1267	$5,577.00	0.1305	$5,744.00	0.1344	$ 5,916.00	0.1478	$ 6,505.00	0.1700	$ 7,483.00

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St. Clairsville-Richland City School District
Supplemental Salary Schedule
2026-2027 School Year

$44,015.00		Year 1	3.0%	Year 2	3.0%	Year 3	3.0%	Year 4	10.0%	Year 5	15.0%	Year 10
Athletic:	Index 1	Salary 1	Index 2	Salary 2	Index 3	Salary 3	Index 4	Salary 4	Index 5	Salary 5	Index 10	Salary 10
Volleyball 7th Head	0.0270	$ 1,188.00	0.0278	$1,224.00	0.0286	$1,259.00	0.0295	$ 1,298.00	0.0325	$ 1,430.00	0.0374	$ 1,646.00
Volleyball 8th Head	0.0270	$ 1,188.00	0.0278	$1,224.00	0.0286	$1,259.00	0.0295	$ 1,298.00	0.0325	$ 1,430.00	0.0374	$ 1,646.00
Volleyball 9th Head	0.0370	$ 1,629.00	0.0381	$1,677.00	0.0392	$1,725.00	0.0404	$ 1,778.00	0.0444	$ 1,954.00	0.0511	$ 2,249.00
Volleyball Reserve Head	0.0590	$ 2,597.00	0.0608	$2,676.00	0.0626	$2,755.00	0.0645	$ 2,839.00	0.0710	$ 3,125.00	0.0817	$ 3,596.00
Volleyball Varsity Head	0.0870	$ 3,829.00	0.0896	$3,944.00	0.0923	$4,063.00	0.0951	$ 4,186.00	0.1046	$ 4,604.00	0.1203	$ 5,295.00
Wrestling 7/8 Head	0.0415	$ 1,827.00	0.0427	$1,879.00	0.0440	$1,937.00	0.0453	$ 1,994.00	0.0498	$ 2,192.00	0.0573	$ 2,522.00
Wrestling Varsity Asst.	0.0730	$ 3,213.00	0.0752	$3,310.00	0.0775	$3,411.00	0.0798	$ 3,512.00	0.0878	$ 3,865.00	0.1010	$ 4,446.00
Wrestling Varsity Head	0.1230	$ 5,414.00	0.1267	$5,577.00	0.1305	$5,744.00	0.1344	$ 5,916.00	0.1478	$ 6,505.00	0.1700	$ 7,483.00

*Hold Harmless - Full-time employee's supplemental salary will stay at the 2020-21 amount until the new schedules exceed that amount for continuous service in the same position.

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ARTICLE XXV – MANAGEMENT RIGHTS

25.1 The Association agrees that the functions, rights, powers, responsibilities, and authority of the Board in regard to the management of the workforce and the operation of the school district are not specifically limited or modified by an express provision or term of this agreement or applicable law shall remain exclusively those of the Board.

ARTICLE XXVI – MAINTENACE OF STANDARDS

26.1 During the duration of this Agreement, the Board will maintain all terms, conditions, and benefits of employment as provided herein. It is agreed that the agreement supersedes and cancels all previous agreements, verbal or written, or based upon alleged past practices between the Board and Association and constitutes the entire agreement between the parties.

ARTICLE XXVII – PROVISIONS CONTRARY TO LAW

27.1 All items in the Agreement which supersede applicable state law and which may permissibly do so under Section 4117.01(A) shall not be affected by this article. Should any provision of this Agreement be held to be in violation of the law by a court of competent jurisdiction, then that provision of the Agreement s shall be deemed null and void, but the remainder of the Agreement shall remain in full force and effect. The subject of the Articles or Sections of this Agreement ruled invalid shall be submitted for negotiations within thirty (30) days after the Board and the Association learned of the ruling.

ARTICLE XXVIII – EQUAL OPPORTUNITY

28.1 Candidates for employment are considered equally without regard to age, race, color, religion, sex, national origin, marital status, or non-related medical condition or handicap.

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ARTICLE XXIX – RETIREMENT

29.1 Re-Employment of Retiree

a. As used in this subsection, a "Retiree" is an individual who:
    1. Is eligible for service retirement status with the State Teachers Retirement System and has submitted a Notice of Retirement to the Board; or
    2. Has attained service requirement status with the State Teachers Retirement System and is otherwise qualified by certification and background for public school teaching in Ohio.

b. The Board may offer a one (1) year contract to a Retiree, at the zero (0) step salary level at the degree level of the teacher at the time of retirement or upon re-employment following retirement, whichever is higher.

c. Said contract shall expire automatically at the end of its state term. No notice of non-renewal is required. Continuation of the employment of a retiree through offering a new one (1) year limited contract, which shall automatically expire at the end of its term, shall be at the election of the Board and upon recommendation of the Superintendent. The requirements of Article XIV of the negotiated agreement shall not apply to Retiree limited contracts. The parties specifically waive all rights for such employees pursuant to ORC 3319.11 and ORC 3319.11, or their successors.

d. While employed by the Board, a Retiree:
    1. Shall not retain or accumulate seniority;
    2. Shall accumulate and may use sick leave and personal leave in accordance with the negotiated agreement;
    3. Shall not be entitled to severance pay under the negotiated agreement upon conclusion of employment as a Retiree;
    4. A Retiree is not eligible for continuing contract status;
    5. The limited contracts of Retirees shall be the first suspended in the event of a reduction in force.

e. The Board and the Association expressly intend this article to supersede any differing or inconsistent terms of the negotiated agreement or provisions of the Ohio Revised Code, which would otherwise be applicable to these provisions.

29.2 Early Retirement Cash Payment

a. A teacher who is (1) otherwise eligible for retirement through STRS; (2) will have up to, but not in excess of, thirty (30) years of service by June 30 of the then-current school year; and (3) by April 15 of that school year submits a written contract of retirement to the Board through its Treasurer to be effective June 30 of that school year shall receive a ten thousand dollar ($10,000) cash payment, subject to all required withholding, by the first day of March of the calendar year following that teacher's last salary payment from the Board.

b. Failure of a teacher to elect retirement prior to the commencement of the teacher's thirty-first (31st) year of service will disqualify the teacher from receiving this payment.

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ARTICLE XXX – NEW STEP PLACEMENT

Any teacher new to the district, regardless of prior experience, may, upon initial employment, be placed on the salary schedule at any step zero (0) through three (3) years at the discretion of the Superintendent. When such teacher is placed at a step that exceeds their prior experience, they will remain at said step until the experience in the district is commensurate with the step placement. However, no teacher will be placed at a step lower than the experience credit they would be entitled to under the law. The Superintendent will give the Association reasonable notice when implementing this provision.

ARTICLE XXXI – COMMITTEES

31.1 The Local Professional Development Committee (LPDC) shall be established under the following guidelines:

a. The LPDC shall consist of twelve (12): two (2) teachers from the High School, two (2) teachers from the Middle School, two (2) teachers from the Elementary School, one (1) teacher at-large, and five (5) appointed by the Superintendent.
b. The term of office for members serving on the committee shall be three (3) years. Initially, the appointments shall be staggered as two (2) teacher members shall be appointed for a one (1) term and two (2) teachers for a three (3) year term. Each appointment, if renewed, shall be for three (3) years. The Superintendent shall designate one (1) person for a one (1) year term, one (1) person for a two (2) year term; and one (1) for a three (3) term.
c. The position of the recorder will be a non-voting member appointed by the Superintendent.
d. LPDC members shall receive approved released time and a stipend of five hundred dollars ($500.00) for each year in which they serve the full year.
e. Meeting space, file storage facilities, and clerical help as needed shall be provided.
f. The LPDC shall establish its by-laws and operating procedures in keeping with the laws of the State of Ohio.

ARTICLE XXXII – PROFESSIONAL LEARNING AND NEEDS TEAM (PLAN)

32.1 Composition

The PLAN team will consist of administrative representatives, an Ohio University Eastern consultant, and six bargaining unit members appointed by the Association.

32.2 Reimbursement

Team members will receive a minimum of four (4) professional days. A stipend of $1,500.00 will be rewarded to each member upon completion of a full year of service. In addition, each team member will be reimbursed for any cost of all necessary training in order to serve as an effective team member. Those team members who take on mentoring responsibilities will receive an additional stipend of $1,000.00.

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32.3 Operation

The number of Prime Times will be increased to nine per school year (1 per month). The PLAN team will be responsible for the following:

1. Assign and monitor the entry-year mentoring program;
2. Survey staff to determine professional needs;
3. Arrange for evaluation of the program;
4. Assign mentors to teachers new to the district and others who request assistance;
5. Determine the length of mentoring for both entry year and others and
6. Provide conflict resolution.

32.4 Released Time for Mentorees

All new teachers, teachers new to the district, and others who volunteer to be mentored will receive a minimum of two and a maximum of four professional days to be used in half-day (1/2) increments in order to meet with assigned mentors.

32.5 This Article shall be implemented if, and only if, the Board of Education receives grant monies to pay the stipends, costs, and obligations of this Article. If said grant monies are not received, then this Article shall be void and held for naught unless the Department of Education, Board of Education, and Association agree to a modified plan. If grant monies are not received in subsequent years to fund the stipends, costs, and obligations, this Article shall be void and held for naught. The Prime Time days must be approved by the Department of Education. If approval is not received, the utilization of Prime Time shall be void and held for naught.

ARTICLE XXXIII – REIMBURSEMENT TO VAN DRIVERS

The Board will reimburse applicants who successfully complete the necessary certification and licensure to operate a school district van for the transportation of students and staff to and from athletic events up to a maximum of one hundred fifty dollars ($150.00) per application. The Board shall also reimburse a certified and licensed applicant for any co-payment for any physical examination required to maintain the certification and licensure which is covered under the then existing health insurance plan designated in Article XIX of this Agreement, provided the physical is performed at the facility designated by the employer.

ARTICLE XXXIV – SENIORITY

34.1 Definitions

a. Seniority shall be defined as the continuous service or employment of a teacher beginning with the first day the teacher reported for duty without distinction between full-time and part-time employment. If two (2) or more teachers have the same length of continuous service, then seniority will be determined by the date of the Board meeting at which the teacher was hired. If two (2) or more teachers were hired at the same Board meeting, then seniority will be determined by a lottery drawing.
b. The first date of reporting for duty is the first date of reporting for teaching duties, notwithstanding that the teacher may have reported for duty under a supplemental or extended service contract at an earlier date.
c. Long Term Substitutes shall not accrue seniority within the system.

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34.2 Continuous Employment or Service shall be defined as:

a. All time on sick leave.
b. All time accrued on a Board-approved leave of absence.
c. All time while on military leave of absence.
d. All time on disability retirement up to a maximum of five (5) years.
e. All time during suspension of a teacher if the teacher is subsequently reinstated.
f. All when a teacher who submits a letter of resignation is consequently reemployed by the Board for the ensuing school year.
g. Should the employee leave the bargaining unit for an administrative position, then their seniority shall remain frozen at the date the employee left the bargaining unit.

34.3 Seniority Loss shall be lost when a teacher:

a. Resigns.
b. Retires and is not employed by the Board under Article XXIX for the ensuing school year.
c. Leaves the employment of the Board due to non-renewal or termination of contract.

34.4 By December 31 of each school year, the Association and the administration shall mutually agree upon a seniority list, which shall be binding on the Board and the Association throughout the ensuing calendar year.

ARTICLE XXXV – PROFICIENCY TUTORS

35.1 Proficiency tutors are teachers assigned to assist students in upgrading skills. They may work 3 hours and 40 minutes per day or less.

35.2 Proficiency tutors shall receive all rights and benefits as provided by law and the terms of the Master Agreement.

35.3 Proficiency tutors shall not be entitled to a lunch break or a planning and conference period.

35.4 The Board shall pay toward the proficiency tutor insurance premium fifty percent (50%) of the amount it pays for a full-time teacher's Major Medical, Dental, Prescription, and any other insurance premium. The proficiency tutor will be responsible for paying the remaining balance due on said premium.

35.5 Proficiency tutors may bid upon vacant full-time or part-time positions in accordance with Article X. However, such a teacher's seniority shall be prorated at fifty percent (50%) of a full-time teacher's experience.

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ARTICLE XXXVI – DURATION OF CONTRACT

36.1 This agreement shall remain in effect from June 1, 2024, to May 31, 2027, both dates inclusive.

SIGNED by the duly authorized representatives of the parties hereto in quadruplicate originals the day and year first above written.

St. Clairsville-Richland City Schools' Board of Education

By: _____

Michael B. Jacob, President

St. Clairsville Education Association OEA/NEA/Local

By: _____

Kelly Binger, President

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VERIFICATION REPORT – INFORMAL STEP

The undersigned potential grievant and their immediate supervisor acknowledge that a potential grievance was discussed between them in accordance with Step I of the negotiated agreement between the Board of Education and St. Clairsville Education Association regarding an incident allegedly occurring on:

Date: _____, which generated the following complaint by the potential grievant.

Complaint:

_____

_____

_____

_____

Supervisor Response:

_____

_____

_____

_____

Discussion Date: _____

Answer Date: _____

_____ _____

Potential Grievant Signature Supervisor Signature

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GRIEVANCE REPORT FORM

Aggrieved Person, Persons, and/or Association:

_____

Address: _____

Phone Number: _____

Building: _____ Principal: _____

Date Grievance Occurred: _____

Have you discussed this with your immediate supervisor: _____Yes _____No

If yes, attach the Verification Report. If no, follow the informal steps procedure.

Statement of Grievance
What part of the definition of a grievance is violated? Set forth the language and source violated.

_____
_____
_____

Relief Sought

_____
_____
_____

Grievant's Signature: _____ Date: _____

Board Representative Signature: _____ Date: _____

Check Applicable Box:

☐ Step I, Immediate Supervisor Date Received: _____ Acknowledged: _____

☐ Step II, Superintendent Date Received: _____ Acknowledged: _____

☐ Step III, Board of Education Date Received: _____ Acknowledged: _____

☐ Step IV, Arbitration Date Received: _____ Acknowledged: _____

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STEP I – Formal

Decision: _____

_____

Date: _____ Immediate Supervisor Signature: _____

Date Received: _____ Aggrieved and/or SEA Representative Signature: _____

STEP II – Formal

Decision: _____

_____

Date: _____ Superintendent Signature: _____

Date Received: _____ Aggrieved and/or SEA Representative Signature: _____

STEP III – Formal

Decision: _____

_____

Date: _____ Board of Education Signature: _____

Date Received: _____ Aggrieved and/or SEA Representative Signature: _____

Where the decision requires additional space, attach pages as necessary.

*The signature of the aggrieved and/or Association representative indicates only receipt and not necessarily agreement with the decision.

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COMPLAINT PRODECURE – PROFESSIONAL STAFF FORM

Date: _____

Name: _____

Address: _____

_____

Phone: _____

Complainant Represents:

- ☐ Himself/Herself
- ☐ Organization
- ☐ Other Group

Whom is this complaint against?

_____

Complaint (be specific in the nature of the complaint):

_____

_____

_____

_____

Request a Conference? _____Yes _____No

Signature of Complainant: _____

Signature of Supervisor: _____

Signature of Teacher: _____

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REQUEST FOR SICK LEAVE DONATION

Employee's Name _____

I am requesting _____days from the Sick Leave Donation Program.

1. I understand that my request will be considered and granted only if there are days donated by fellow employees to the Sick Leave Donation Program.
2. I understand that the number of days granted cannot exceed the number of days that have been donated up to a maximum of fifteen (15) per application and a maximum of thirty (30) days for the same illness or injury as needed and as approved by the Sick Leave Donation Committee per school year regardless of the number of requests.
3. I have read the guidelines for using the Sick Leave Donation Program, as outlined in Article XV of the SEA Master Agreement and Article 9.5 of the OAPSE Local 549 Contract.
4. I understand that I am only eligible to use the Sick Leave Donation Program during the current school year.
5. I have attached all required documentation as required by Article XV of the SEA Master Agreement and Article 9.5 of the OAPSE Local 549 Contract.

I have read all of the above statements and agree to abide by the conditions.

_____ _____

Signature of Employee Date

The name of the employee may be withheld when the Sick Leave Donation Committee makes the request.

_____I DO want my name withheld. _____ I DO NOT want my name withheld.

_____

Date Approved by the Sick Leave Donation Committee

Submit this form to both the Treasurer and the SEA President or the OAPSE President.

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AUTHORIZATION OF DONATION TO THE SICK LEAVE DONATION PROGRAM

I have read the Request for the Sick Leave Donation Program and agree to donate _____ days to the Sick Leave Donation Program to:

_____

Name of Employee Receiving Donation
(Name may be withheld upon request)

I currently have _____days accumulated sick leave. *A maximum of five (5) days may be donated.*

_____

Name of Employee Making Donation

_____ _____

Signature of Employee Making Donation Date

This form should be returned to the Sick Leave Donation Committee via the Treasurer's Office.

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NOTICE OF VIOLATION

You have parked in a parking space that has been reserved for the teaching staff of the St. Clairsville-Richland City School District. Parking spaces are provided for staff members in order to facilitate the educational program. Public parking is provided in designated areas or on the adjacent public streets.

We appreciate your cooperation in this matter.

MEDICAL PLAN

Renewal: JANUARY 1, 2024		REV Alternate 1	
		Network	Non-Network
Annual Deductible		Contract Year Basis - Calendar Year	
	Single	$1,500	$3,000
	Family	$3,000	$6,000
Coinsurance		100%	70%
Annual Out-of-Pocket Maximum		Includes Ded, Coins, Medical & Rx Copays	
	Single	$8,100 MOOP	$16,200
	Family	$16,200 MOOP	$32,400
Lifetime Maximum		Unlimited	
Physician Office Visit		$15 Copay	70% after Deductible
Preventive Care Services		100%	70% after Deductible
Inpatient Services - Unlimited except for:		100% after Deductible	70% after Deductible
Skilled Nursing Facility / Rehabilitation		Skilled Nursing - 90 Days per Contract Year	
Emergency Services (Copay waived if admitted)		$150 Copay	$150 Copay
Urgent Care Centers		$35 Copay	$70 Copay
Ambulance Services		100% after Deductible	100% after Deductible
Lab, X-Ray and Diagnostics		100% after Deductible	70% after Deductible
Durable Medical Equipment & Prosthetics		100% after Deductible	70% after Deductible
Limitations:		(Limited to Plan's Basic Allowance)	
Outpatient Physical Therapies: Visits 1-20		100% after Deductible	70% after Deductible
Outpatient Physical Therapies: Visits 21+		50% after Deductible	50% after Deductible
Limitations: Network & Non-Network Combined		Physical & Occupational 21+ Visits; Speech 20 Visits	
Spinal/Chiropractic Care:		$15 Copay; 20 Visit Limit	70% after Deductible
Inpatient Mental Health & Substance Abuse		100% after Deductible	70% after Deductible
Outpatient Mental Health & Substance Abuse		$15 Copay	70% after Deductible
Limitations:		No Limits	
		Rx Copays Included in MOOP Above	
Prescription Drugs	Rx Card Retail	$10 / $20 / $50	Not Covered
	Mail Order	$20 / $40 / $100	Not Covered
	Specialty Drugs:	30% to $300 Max Copay for 30 day supply	Specialty Rx Copays will apply to Rx OOP Max.
Diabetic & Asthmatic Supplies:		$0 Copay *	* Diabetic Supplies Only
Carrier Notes:		* Certain Diabetic supplies covered with no cost to insured up to the maximum allowable amount at network pharmacies, however, Insulin is subject to Rx Copays. Insulin pump and Asthmatic supplies are covered under Durable Medical Equipment & Supplies. NOTE: Does Not Include Deductible Carryover	

Rates:	Type	# of Contracts	REV Alternate 1
	Single	29	$949.34
	Family	106	$2,235.70
	Monthly Premium:		$264,515.06
	Total Annual Premium:		$3,174,180.72
	% Change:		9.4%
	Change in Premium:		$273,706.92
	Pooling Point for Claims:		$125,000 Pooling Point

TEACHER PERFORMANCE EVALUATION RUBRIC

Teacher Performance Evaluation Rubric

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

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

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

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

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

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

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

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

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

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ST. CLAIRSVILLE-RICHLAND CITY SCHOOL DISTRICT
108 Woodrow Avenue, St. Clairsville, Ohio 43950 • Phone: (740) 695-1624 • Fax: (740) 695-1627
Website: stcschools.com

Teacher Evaluation
2024-2025

Teacher:	**Grade Level/Subject**:

• Full evaluation	• Rating carried forward

Formal Holistic Evaluation (minimum of 30 minutes)
Date:

Select 1-2 Areas of Refinement:

•

Select 1-2 Goals for Professional Growth Plan:

•
•

Goals are: (*select one)

- ☐ Self-guided - teacher creates professional growth plan on their own, and both parties sign off on the plan
- ☐ Jointly developed - teacher/evaluator must develop the plan together and enter PIN
- ☐ Evaluation developed - evaluator writes the plan, and both parties must input their PIN

*Must be completed by the end of the first semester by ALL staff.

Walkthrough #1 (no less than 5 minutes, no more than 20 minutes)

Walkthrough #2 (no less than 5 minutes, no more than 20 minutes)

Full Evaluation (only)

Formal Focused Evaluation
Date:

Summative Conference
Date:

Both parties enter PIN in the ohioes.com system
Date:

- Teacher
- Evaluator

*All evaluations must be completed prior to May 1st.
*All staff must receive written documentation by May 10th.

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AGREEMENT FOR JOINT OPERATION OF A HIGH SCHOOL PHYSICS CLASS

This Agreement is made between the St. Clairsville-Richland City School District Board of Education ("St. Clairsville") and the Shadyside Local School District Board of Education ("Shadyside") (collectively the "Parties").

WHEREAS, Shadyside employs a qualified physics teacher, St. Clairsville has been unsuccessful in its efforts to employ a qualified physics teacher, and the Parties desire for physics to be offered in both districts during the 2024-2025 school year; and

WHEREAS, pursuant to R.C. 9.482 and R.C. 3313.842(A), the Parties desire to enter into this Agreement to jointly operate a physics class.

NOW, THEREFORE, the Parties agree as follows:

1. For the 2024-2025 school year, Shadyside agrees to make one of its teachers ("Physics Teacher") available to jointly teach one class of high school physics to Shadyside students and St. Clairsville students.

2. St. Clairsville agrees to contribute $10,000.00 to establish and support the foregoing physics class.

3. Shadyside shall be solely responsible for paying the costs and expenses of the Physics Teacher, including salary and benefits. St. Clairsville agrees to provide the camera technology so that the Physics Teacher can be live-streamed to St. Clairsville students.

4. The administration of St. Clairsville and Shadyside shall work collaboratively to resolve any issues that arise related to the joint physics class. The Parties further agree to abide by a Memorandum of Understanding that is being adopted concurrently with this Agreement.

5. The Parties do not intend to create a partnership, joint venture, or joint partnership of any kind.

ST. CLAIRSVILLE-RICHLAND CITY SCHOOL DISTRICT BOARD OF EDUCATION

Michael Joseph
Board President

Date: 8/14/24

SHADYSIDE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Donna Joseph
~~Association~~ Board President

Date:

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MEMORANDUM OF UNDERSTANDING
TO OFFER JOINT PHYSICS CLASS

This Memorandum of Understanding ("MOU") is entered into this 28th day of June 2024 between the St. Clairsville-Richland City School District ("St. Clairsville") Board of Education ("St. Clairsville Board"), the St. Clairsville Education Association ("St. Clairsville Association"), Shadyside Local School District ("Shadyside") Board of Education ("Shadyside Board"), and the Shadyside Education Association ("Shadyside Association") (collectively the "Parties").

WHEREAS, this past school year (2023-2024), St. Clairsville was unable to offer a physics class, as it did not have a teacher licensed to teach physics; and

WHEREAS, for the upcoming school year (2024-2025), St. Clairsville has posted the physics teaching position internally and externally but has been unable to hire a qualified teacher due to a well-known shortage of physics teachers; and

WHEREAS, all Parties recognize the importance of offering physics to high school students and desire to ensure that physics is offered each year; and

WHEREAS, to ensure physics will be offered, the Parties agree to allow a teacher who is employed by Shadyside Board and is part of the Shadyside Association to jointly teach one class of high school physics.

NOW, THEREFORE, the Parties agree as follows:

1. For the 2024-2025 school year, the Parties agree that the St. Clairsville Board may engage the services of a qualified teacher employed by the Shadyside Board to teach St. Clairsville's high school physics class ("Physics Teacher") pursuant to terms agreed to between the St. Clairsville Board and the Shadyside Board.

2. The Physics Teacher will not be part of the St. Clairsville Association and will remain a part of the Shadyside Association. Shadyside shall be solely responsible for paying for the costs and expenses of the Physics Teacher, including salary and benefits as set forth in the Physics Teacher's contract of employment. At all times, the Physics Teacher will remain subject to and evaluated pursuant to the Negotiated Agreement between the Shadyside Board and the Shadyside Education Association.

3. With respect to this Physics Teacher, and this Physics Teacher alone and only for the 2024-25 school year, Article 1, Section 1 of the Negotiated Agreement between the St. Clairsville Board and the St. Clairsville Education Association is not in effect.

4. This MOU is non-precedent setting and does not constitute a pattern of practice. This MOU shall not be construed as an acceptance of subcontracting of bargaining unit work by the St. Clairsville Association. Nor shall this MOU be construed as an agreement, tacit or implicit, that teachers in either the Shadyside Association or in the St. Clairsville Association can be obliged to conduct classes remotely or to conduct simultaneous remote and in-person instruction.

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5. This MOU shall take effect immediately. This MOU represents the entire agreement of the Parties with respect to the subject matter, may be executed in multiple counterparts, and shall be amended only by a signed writing. Except as modified by this MOU, all other terms and conditions of the Agreement and other applicable provisions of law remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this MOU as of the date set forth above.

ST. CLAIRSVILLE-RICHLAND CITY SCHOOL DISTRICT BOARD OF EDUCATION

Board President

Superintendent

Treasurer

ST. CLAIRSVILLE EDUCATION ASSOCIATION

Association President

SHADYSIDE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Board President

Superintendent

Treasurer

SHADYSIDE EDUCATION ASSOCIATION

Association President 6/28/24