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# MASTER CONTRACT

BETWEEN THE

PIKETON-SCIOTO EDUCATION ASSOCIATION

AND THE

SCIOTO VALLEY LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

July 1, 2024 through June 30, 2027

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# NEGOTIATIONS PROCEDURE

A. Definitions

1. "Professional Negotiations" – means conferring, discussing, and negotiating in good faith by a Board of Education or Superintendent through their designated representatives, and the recognized teacher organization through designated representatives, in an effort to reach agreement with respect to salaries, hours and working conditions.

B. Directing Requests

Requests in writing for negotiation meetings from the Association will be made directly from President of Association to the Superintendent and the Board of Education. Requests from the Board will be made in writing to the President of the Association. Requests for meetings shall contain an agenda of the items for negotiation. A formal notice to negotiate may be filed with SERB at any time after negotiations begin, but no later than sixty (60) days prior to the expiration of the negotiated contract.

C. Negotiation Meetings

An agreement will be reached by the Board or representatives of the Association within five (5) days of the request as to the time and place of the meeting which shall be held within thirty (30) days after the request has been submitted, unless both parties agree to an extension of time. Further meetings shall be held at the request of either party involved and negotiations shall be completed within sixty (60) days or by a mutually agreed time. If mutually agreed, Association members of the team may be released from school duties without loss of pay to attend local negotiations meetings. Negotiations meetings shall not be open to the public or to individuals who are not members of the bargaining teams. However, the bargaining teams may have individuals present at appropriate times to provide relevant information on particular issues such as insurance, finances, etc. Insofar as is possible, twenty-four hours' notice shall be given to the other team when such an individual will be present at a bargaining session.

D. Representation

Representative members of the Board, or the Superintendent, or their designated representative shall meet with designated members of the Association to negotiate in good faith. Up to six (6) representatives may be used by each party, including professional and lay consultants. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives to the other party. While no final agreement shall be executed without ratification by the Association, and by the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals and make concessions in the course of the negotiations.

E. Study Committee

The parties may appoint joint ad hoc committees to research, study, and develop projects, reports and programs, and to make recommendations on matters under consideration. The committees shall report all findings to both parties. The reasonable costs for such committees shall be borne equally by the Board and the Association.

F. Progress Reports

Progress reports to the public during negotiations shall be mutually agreed upon by the parties prior to their release. If the parties cannot mutually agree on a release, then either party is free to make a unilateral release, after delivering a copy to the other party.

G. Information

The Board and the Superintendent agree to make available to the Association's negotiation committee, upon request and in reasonable time both prior to and during negotiations, all information routinely or regularly prepared concerning financial resources of the district and such other information as will assist the Association in negotiations.

The Association agrees to furnish all available information on its proposals to the Board's negotiation team to support the development of sound programs for the school district. Nothing herein shall require the transmission of any confidential report or information compiled for the use of the Board or Association in negotiations.

H. While Negotiations Are in Progress

1. Recesses – The Chairman of either group may recess his/her group for independent caucus at any time.

2. Protocol – No action to coerce or censor or penalize any negotiating participant shall be made or implied by any other member as a result of participation in the negotiation process.

3. Item Agreement – As negotiation items receive tentative agreement, they shall be reduced to writing and initialed by each party.

4. Schedule of Meetings – Until all negotiation meetings are completed, each meeting shall include a decision on an agreed time and place for the next subsequent meeting.

I. Agreement

When agreement is reached through negotiation, it shall be reduced to writing and submitted to the Association for consideration. If ratified, it shall then be submitted to the Board for its consideration. If adopted, it shall be signed by the appropriate officers and adopted into the official Board minutes as the Master Agreement between the Board and the Association. An electronic copy of the Master Agreement will be made available to both parties. The agreement shall not discriminate against any member of the staff regarding membership or non-membership in the Association.

**IMPASSE**

J. Declaration of Impasse

In the event that agreement cannot be obtained on all issues submitted to the bargaining process, either bargaining team may declare impasse on issues not yet resolved and request that said issues be presented to the impasse provisions of the Article. Impasse may be declared at any time upon mutual consent of the parties.

K. Mediation

Upon declaration of impasse, both parties shall jointly request the use of a mediator to resolve issues of disagreement. A mediator shall be obtained through the Federal Mediation and Conciliation Service according to their voluntary rules and regulations. In the event agreement is not reached through mediation within twenty-one (21) calendar days after the first meeting with the mediator, the Association may initiate the provisions of Section 4117.14(D)(2) of the Ohio Revised Code.

Any cost involved in obtaining the services of a mediator shall be shared equally between the Board and the Association.

L. General Provisions Concerning Impasse

1. When agreement is obtained utilizing the procedures of impasse, the issues shall be submitted to the Association and Board according to the provisions stated in Item I "Agreement".

2. If agreement is not reached, the Board and the Association shall individually and independently take action on those items of disagreement at their next respective, regularly scheduled meeting or at a special meeting.

## ARTICLE 1
## INTENT AND PURPOSE

Section 1.1 This Agreement, entered into by the Board of Education of the Scioto Valley School District, Piketon, Ohio, hereinafter referred to as "The Board" and its agents and the

Piketon-Scioto Education Association hereinafter referred to as the "Association" has as its intent and purpose the following:

A. To achieve and maintain a satisfactory and stabilized employer/employee relationship.

B. To provide for the peaceful and equitable adjustment of differences which may arise.

C. To set forth the following conditions: wages, hours, benefits, and other conditions of employment.

D. To ensure the right of every employee to fair and impartial treatment.

## ARTICLE 2
## FORMS

Section 2.1 All forms utilized in the implementation of procedures as outlined in this contract shall be printed and included as appendices in this contract.

Section 2.2 All forms shall be formulated and reviewed by both the PSEA and Board Negotiations teams prior to ratification of the Master Agreement.

## ARTICLE 3
## RECOGNITION

Section 3.1 The Scioto Valley Local Board of Education, hereinafter referred to as the "Board," hereby recognizes the Piketon-Scioto Education Association, OEA/NEA-Local, hereinafter referred to as the "Association," as the sole and exclusive bargaining representative, for the purposes of and as defined in Chapter 4117 Ohio Revised Code, for all professional, non-supervisory personnel both full and part-time whether under written contract, on leave, or on a per diem or hourly rate basis, employed by the Board currently performing bargaining unit work or any similar work including by the way of illustration only but not limitation, classroom teacher (K-12, adult, special, vocational, and full-time substitutes), guidance counselors, librarians, media and program specialists, school nurses, coordinators, department heads, athletic directors, visiting teachers, tutors, and head teachers. Part-time employees shall be defined as those employees who regularly work more than twenty (20) hours per week but less than 36 ¼ hours.

Section 3.2 Except as provided elsewhere in this Article, the parties agree that all positions not specifically included in the bargaining unit shall be excluded from the bargaining unit. Such exclusion includes the superintendent, assistant superintendent, principals, assistant principals, other administrative personnel, and substitute teachers as defined in Section 4117.01(k) of the Ohio Revised Code and all non-

certified, or management, or supervisory, or confidential personnel, as those terms are defined by the Ohio Collective Bargaining Act.

Section 3.3 In the event of a change of duties of a position within the bargaining unit, or in the event that a new position is created within the District, the Board shall determine whether the new or changed position will be included in or excluded from the bargaining unit and shall so advise the Association in writing within five (5) calendar days. If the Association disputes the Board's determination of bargaining unit status, the parties will met to attempt to resolve their disagreement within seven (7) calendar days from the Association's notification to the Superintendent. If the parties agree on the determination, it shall be implemented as agreed by the Board and the Association. If the parties do not agree, the position(s) shall be subject to challenge by the Association to the State Employment Relations Board pursuant to Chapter 4117 of the Ohio Revised Code and SERB rules and regulations.

Section 3.4 The Association recognizes its responsibility to represent all bargaining unit personnel.

Section 3.5 In furtherance of sections 3.1 and 3.2, a "full-time substitute" is a certificated employee who works in an assignment in one specific teaching position for more than sixty (60) days. Excluded substitutes are certificated employees who are called by the District on an as needed basis and do not work a regular work schedule.

A substitute shall receive a day-to-day per diem rate of pay to day sixty (60). On day sixty-one (61), the substitute shall be a member of the bargaining unit and shall be provided all benefits and rights under the Agreement.

The Building principal shall evaluate a full-time substitute after he/she works for one hundred twenty (120) days in a school year. The evaluation shall not be subject to Article 10 of the Agreement. A written recommendation will be made to the Superintendent (and provided to the substitute) regarding the full-time substitute teacher's potential for being hired as a regularly contracted bargaining unit member.

An appointment of a full-time substitute teacher will automatically terminate at the end of a school year, without the need for notification of non-renewal from the Board pursuant to the provisions of Article 33. A full time substitute who is employed for one hundred twenty (120) days or more during a school year and re-employed for or assigned to a specific teaching position for the succeeding year shall receive a contract as a regular teacher if he meets the local educational requirements for the employment of regular teachers.

## ARTICLE 4
## ASSOCIATION RIGHTS

Section 4.1 The Association shall have the following rights during the term of its recognition:

A. To use the facilities of any building for meetings, without fee, upon notification of the administrator in charge of such building. Permission to use such facility will be given as long as it does not interfere with any previously authorized activity in said building.

B. To use Board owned equipment, including computers and printers, typewriters, calculators, duplicating equipment, public address equipment, audio-visual equipment for Association purposes at times which do not interfere with the operation of the school system. Such equipment shall not be removed from school premises, except on express authorization of the building principal. Any expendable supplies such as duplicating and typing paper, duplicating masters and stencils, will be supplied and/or paid for by the Association.

C. To insert Association bulletins, newsletters, or other circulars in the teachers' mailboxes in their respective buildings. If the District has an electronic communication system, the Association will be provided a mailbox or its equivalent on the system to use to communicate Association business. Such use shall not interfere with the operation of the school system.

D. To use bulletin Boards in the teacher lounges or work rooms to disseminate information to members.

Section 4.2 The Association will be provided with:

A. Copies of all Board agendas, minutes, and financial reports which are provided for each Board member. Such packets of information will be sent to the President of the Association in the same manner as they are provided to Board members; agendas shall be provided at least 72 hours ahead of Board meeting times.

B. Copies of the following forms: Appropriations Resolution, Budget, Training and Experience Grid, and Amended Certificate of Estimated Resources. Such copies shall be sent to the President of the Association as soon as it is feasible after such form is filed with the agency as required by law.

C. Any other publicly available information will be provided to the Association.

D. Names and addresses of newly employed teachers on or before the first regular day of school each contract year.

## ARTICLE 5
## NO STRIKE/NO LOCKOUT

Section 5.1 Inasmuch as this Agreement provides machinery for the orderly resolution of grievances, the Employer and the Association recognize their mutual responsibility to provide for the uninterrupted service to the citizens of Pike County. Therefore, for the duration of this agreement:

A. The Association agrees that neither it, its officers, agents, representatives, or members will authorize, instigate, cause, aide, condone or participate in any illegal strike, work stoppage, work slowdown, or illegal abstinence in whole or in part from the full, faithful and proper performance of the duties of employment by its members or other employees of the Employer. The Employer may take action against illegally striking employees as authorized by the State Employment Relations Board pursuant to Section 4117.23 of the Ohio Revised Code.

B. The Employer agrees that neither it, its officers, agents or representatives, individually or collectively, will authorize, instigate, cause, aid or condone any lockout of members of the Association.

## ARTICLE 6
## SEVERABILITY/GENERAL PROVISIONS

Section 6.1 This Agreement supersedes and replaces all pertinent statutes, rules, and regulations over which it has authority to supersede and replace. Where this Agreement is silent, the provisions of applicable law shall prevail. If a court of competent jurisdiction finds any provisions of this Agreement to be contrary to any statute, such provision shall be of no further force and effect, but the remainder of the Agreement shall remain in full force and effect.

Section 6.2 The parties agree that should any provision of this Agreement be found to be invalid, that they will schedule a meeting within thirty (30) days at a mutually agreeable time to discuss alternative language.

## ARTICLE 7
## PLEDGE AGAINST DISCRIMINATION

Section 7.1 The provisions of this Agreement shall be applied to all employees in the bargaining unit without discrimination as to age, sex, race, color, religion, disability or national origin. After notifying the Association of the action to be taken, the Board and Administration may take any and all actions, which are job-related and consistent with business necessity, that are necessary and reasonable to comply with the Americans with Disabilities Act.

Section 7.2 The Board agrees not to interfere with the rights of the employees to become members of the Association, and there shall be no disparate treatment, interference, restraint or coercion by the Board or any Board representative against any employee because of Association membership or because of any legal employee activity in an official capacity on behalf of the Association.

Section 7.3 The Association agrees not to interfere with the rights of the employees to not become members of the Association, and there shall be no unlawful disparate

treatment, restraint, or coercion by the Association or its representatives against any involvement in Association activities.

Section 7.4 All references to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.

## ARTICLE 8
## COMPLAINTS AGAINST TEACHERS

Section 8.1 Except where the possibility of irreparable harm and damage might take place unless the Administration and/or the Board takes immediate action, complaints lodged against teachers by students, parents, or members of the community should be resolved informally by the building principal. If such an effort does not lead to an understanding and resolution of the problems involved, the complainant will be asked to provide the principal with a written complaint. If a written complaint is submitted, the principal shall give a copy of the complaint to the teacher and discuss the complaint with the teacher, and attempt to arrange a meeting of the complainant, the teacher and the principal at a mutually convenient time to discuss the complaint. If the complainant does not put the complaint in writing and refused to attend a meeting with the teacher and the principal, then no action will be taken.

A. If it is not resolved at that level, it may be appealed to the Superintendent.

B. If it is still unresolved, it may be appealed to the Board.

Section 8.2 In each of the above steps, the complainant and the teacher may request and be accompanied by, a representative of his/her choosing. Conferences regarding such complaints shall be private. If an audio or video tape is made by the administration, a copy will be made for the teacher and, if the tape is placed in the teacher's file, the teacher may attach a written statement of rebuttal or explanation.

Section 8.3 Teachers shall be informed of any complaint by a parent and/or student which is directed toward them, which will become a matter of record.

## ARTICLE 9
## HEALTH AND SAFETY OF THE INSTRUCTIONAL STAFF

Section 9.1 Teachers shall report to their assigned duty stations at the time prescribed by Board policy and/or administrative rules and regulations, unless expressly authorized to be absent from such duties by the Superintendent or building principal. In the event of an act of God or major disruption which interrupts the normal routine of the school community, teachers shall be under the direct orders of the Superintendent and/or principal, unless such orders present a clear and imminent danger to the health and safety of a teacher.

Section 9.2 Unauthorized individuals spotted in the buildings before, during, or after the school day shall be reported to the appropriate administrator (usually the principal), and the administrator shall proceed per O.R.C. 3313.20.

Section 9.3 All visitors to the building shall be provided an identification badge to wear while visiting the building.

## ARTICLE 10
## EVALUATION

Section 10.1 Evaluation of an employee shall be conducted by the employee's immediate supervisor or an administrator designated by the Superintendent due to the extended illness of the employee's immediate supervisor. The evaluator shall not be a bargaining unit member. The supervisor must have a Master's degree at the minimum and be employed under a contract pursuant to O.R.C. Section 3319.01 or 3319.02 and must hold at least one (1) certificate/license named under Division (E), (F), (H), (J), or (L) of O.R.C. Section 3319.22. The Superintendent shall have the right to assign an alternate evaluator to an employee whose immediate supervisor/evaluator is a relative of the employee or who may pose a conflict of interest.

Section 10.2 All formal evaluations of the work performance of a teacher on a limited contract shall be conducted openly and with full knowledge of the teacher.

Section 10.3 The evaluation process shall be performed in accordance with Board Policy and O.R.C. §3319.111 and §3319.112.

## ARTICLE 11
## SICK LEAVE and BEREAVEMENT LEAVE

Section 11.1 Sick Leave 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.

Section 11.2 Each teacher's maximum accumulation shall be two hundred and sixty (260) days.

Section 11.3 On September 15 of each school year, teachers who have accumulated sick leave of less than five (5) days shall be advanced that number of days necessary to bring the accumulation to five (5) days.

Section 11.4 Any teacher transferring to the employ of the board shall be credited with the unused balance of his accumulated sick leave upon certification of such accumulation from the proper public agency.

Section 11.5 Unused accumulation shall be reported to each teacher by the Treasurer yearly.

Section 11.6 A teacher has the right to use sick leave for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to other employees or children, and absence due to death or illness in the immediate family. Sick leave may be used in the event of a death not covered by the contract definition of immediate family. (Such leave shall be limited to the maximum sick leave accumulated by the teacher).

Section 11.7 Immediate family for the purpose of this policy shall include: spouse, children, father, mother, brother, sister, in-laws, grandparents, or other persons who have assumed a similar position to the teacher regardless of residence. If there are **unique circumstances** that warrant a broader interpretation of "immediate family," such circumstances may be brought to the attention of the Superintendent. The Superintendent's decision shall be final.

Section 11.8 Teachers granted such leave shall be replaced by a substitute according to Board adopted policy.

Section 11.9 Teachers for whom sufficient sick leave is not available to cover a disability due to pregnancy shall be entitled to unpaid leave of absence for that portion of the period of disability not covered by sick leave. For the purpose of this section, disability means the teacher is physically unable to perform his/her assigned duties.

Section 11.10 When a member of the instructional staff has exhausted his/her accumulated sick leave, sick leave may be advanced upon recommendation of the Superintendent. Sick leave so advanced shall not exceed that number of days which can be earned during the balance of the current school year.

Section 11.11 Upon their return to work, employees will be required to fill out a form concerning their use of sick leave. Failure to submit the form within ten (10) calendar days of returning to work will subject the employee to progressive discipline. When an employee turns in a sick leave form, he/she must receive a signed and dated copy of the form from the individual to whom he/she submits the form.

Section 11.12 BEREAVEMENT LEAVE – An employee shall be entitled to up to three (3) days of paid funeral leave not chargeable to sick leave, to be used in the event of a death in the employee's immediate family. For the purpose of the section, immediate family shall be defined the same as in Article 11 Section 7. Funeral leave must be taken at the time of the death in the employee's immediate family. A teacher shall be granted, upon request, one (1) bereavement day to attend the funeral of a currently enrolled student in their class or classes.

Section 11.13 Substitute or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 12
## CITIZENSHIP LEAVE

Section 12.1 The Board shall provide citizenship leave with pay to members of the instructional staff for the following reasons:

A. Jury Duty provided any fee received is turned over to the Board of Education.

B. Court appearance as witness, provided that such teacher is subpoenaed and no more than 15% of the bargaining unit is granted such leave concurrently.

C. Court appearance as defendant, provided that such teacher is a defendant in the course of such teacher's employment.

Section 12.2 Member of the instructional staff on such leave shall be provided a substitute according to the Board adopted policy.

Section 12.3 Such leave shall be granted upon written notice of not less than three (3) days to the Superintendent by the member of the instructional staff requesting such leave, when satisfactory evidence of such need is presented.

Section 12.4 Substitute or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 13
## POLITICAL LEAVE

Section 13.1 A teacher who has completed ten (10) school years with the Scioto Valley Local School District, who is a candidate for public office, or who has been elected to public office shall be granted, upon application, a leave of absence without pay.

Section 13.2 Such leave shall not exceed two consecutive school years. The leave shall not begin until the end of the current school year in which the request for leave was submitted.

Section 13.3 Upon return from leave, the teacher shall be given an assignment consistent with his/her area of certification. If the teacher returns, the teacher shall return at the beginning of the school year.

Section 13.4 Substitute or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 14
## MILITARY LEAVE

Section 14.1 Any bargaining unit member shall be granted a leave of absence to be inducted or otherwise enter military duty in accordance with Sections 3319.14, 5923.05, 5903.02 and all other relevant sections of the Ohio Revised Code.

Section 14.2 Any regular employee, who, as a reserve member of the armed forces of the U.S., may be called upon to receive temporary training, shall first attempt to schedule such training outside the regular school year. If scheduling does conflict with the school year, a leave of absence shall be granted in accordance with all relevant provisions of the Ohio Revised Code. The employee shall provide the Superintendent at least one (1) weeks' advance notice.

Section 14.3 Substitute or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 15
## LEAVE OF ABSENCE – UNPAID

Section 15.1 Upon the written request of a teacher, the Board may grant a leave of absence for a period of not more than two (2) consecutive school years for education, professional, or other purposes, and shall grant such leave if the teacher has completed three (3) years in the Scioto Valley Schools.

Section 15.2 The Board shall grant unpaid leave to any teacher whose illness or other disability is the reason for such request. The beginning and termination of such leave shall be scheduled to cause the least disruption of the educational program. Such leave may be renewed upon written request of the teacher.

Section 15.3 An instructional staff member, who has been approved for a leave of absence, will have his/her position held for a period of one year. If a second consecutive year of leave is granted, the position will still be held for another year for his/her return. Once an instructional staff member has used both years leave of absences and does not plan to return, the position will be open for posting. During the time the said member is on leave, the teaching assignment will be filled by a long term substitute.

Section 15.4 An employee on leave of absence must notify the Board in writing by April 15 of his/her intent to return to work the next school year or to a similar position if the employee's position no longer exists. Failure to provide such notification is considered a resignation by the employee. If the employee does not provide such notification, the position will be posted.

Section 15.5 Leave of absence will automatically be denied if the Superintendent or designee determines that a leave was requested in order to engage in employment other than with Scioto Valley Local Schools, except that it shall not be a violation of the purpose of educational leave for a teacher to hold a teaching assistantship of other

less than full-time substantial employment for the purpose of helping the teacher manage the financial cost of the unpaid leave and the education being pursued.

Section 15.6 If the Board becomes obligated to pay STRS contributions for a teacher due to unpaid leave, the teacher must reimburse the Board for that cost.

Section 15.7 Substitute or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 16
## PERSONAL LEAVE

Section 16.1 Each teacher shall be granted three (3) days leave with pay for conducting personal business that cannot be conducted at times other than the regular work day. Personal leave application shall be submitted three (3) days in advance except in cases of urgent necessity. The Board of Education will bear the expense of a substitute.

Section 16.2 Personal Leave shall not be authorized for purposes such as the following:

A. Gainful employment

B. Seeking employment

Section 16.3 All personal days may be requested without a reason given.

Section 16.4 The unauthorized and/or fraudulent use of the personal leave as provided under this Article shall result in a deduction of pay for each unauthorized and/or fraudulently used day.

Section 16.5 No more than ten percent (10%) of the certificated staff in any building shall be granted personal leave at the same time. Fractions shall be rounded to the next whole number. Upon approval of the building principal, the 10% limitation may be waived.

Section 16.6 When a member of the instructional staff has exhausted his/her personal leave, additional leave may be advanced upon recommendation of the Superintendent not to exceed one (1) day.

Section 16.7 Substitute or other coverage due to absence shall be done in accordance with Article 23.

Section 16.8 If a teacher does not use all of his/her personal leave, then the teacher may have the unused personal leave days converted into sick leave days. If the teacher has reached his/her maximum sick leave accumulation and is unable to convert the unused personal leave days, then the teacher will be paid $175 for each unused personal leave day.

## ARTICLE 17
## CHILD CARE/FAMILY AND MEDICAL LEAVES

Section 17.1 Any teacher who has completed two (2) school years with the Scioto Valley Local School District and who is expecting a child or adopting a child less than school age shall be granted a leave of absence without pay upon application. Such leave shall be no longer than the current academic school year.

Section 17.2 Application for child care leave shall be in writing and shall contain a statement of the expected date of birth, or, in the case of adopting, 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 should be made as early as possible.

Section 17.3 Upon return from approved child care leave at the time set forth in the application for leave, the teacher shall be entitled to reinstatement to either the position or a similar position consistent with certification.

Section 17.4

A. A teacher may use unpaid family leave for the purposes and on the conditions set forth in the Family and Medical Leave Act of 1993.

B. A teacher desiring to use family leave shall notify the Superintendent in writing at least 30 days prior to beginning the leave, if the need for the leave is foreseeable; otherwise, the written notice shall be given as soon as possible after the teacher learns of the need for the leave. The teacher's notice to the Superintendent that he or she will use family leave must specify that "Family Leave" will be the type of leave taken.

C. During the leave, for up to 12 weeks per year, the Board shall continue to pay the contribution it makes for a teacher on the active payroll to continue participation in life, dental, and health insurance. The teacher must pay the portion of the premium for any of such insurances to the Treasurer by the first day of the month in which the teacher desires to have the insurance coverage continued. If the teacher does not pay his or her contribution to the premium cost, then the Board will not be obligated to contribute its share in order to maintain the coverage.

D. Instead of taking family leave, a teacher may opt to take other forms of unpaid leave under this Article if eligible for the particular type of leave. However, a teacher is not eligible to take unpaid leave if, during the preceding twelve (12) months, the teacher has taken family leave.

E. Upon return to service, the teacher shall resume the same contract status which he/she had prior to the leave.

Section 17.5 Substitutes or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 18
## PROFESSIONAL LEAVE

Section 18.1 The Board of Education shall annually appropriate an amount for members of the bargaining unit to be granted leave with pay to attend meetings or conferences of an instructional nature or visitation that in the opinion of the teacher and the Superintendent can be beneficial to improving said teacher's instructional abilities. The Superintendent may grant up to one paid teacher requested conference per year. If administration directs a teacher to attend a meeting or conference those expenses shall not count toward the teacher's one paid conference.

Section 18.2 A teacher requesting such leave shall notify the Superintendent in writing at least ten (10) days in advance, if possible, of such leave which shall include the date(s) leave is requested, and the place and function for which leave shall be used.

A teacher granted such leave shall have all necessary and actual expenses of such leave paid for by the Board to a maximum of five hundred dollars ($500.00), inclusive of registration fees. The Board shall pay in full all necessary and actual expenses for any professional development that it request or directs a bargaining unit member to attend. Requests for reimbursement shall be at the current IRS rate per mile spent in travel to and from such leave location. The mileage reimbursement shall be in addition to the $500.00. "Necessary and actual expenses" shall not include the costs of employing substitute teachers.

In order to receive reimbursement, the teacher must supply the Superintendent with written confirmation evidenced by a signature at the bottom of Appendix E by a party involved in running the conference or visitation indicating that he or she in fact attended the conference or visitation. Upon approval by the Superintendent of the professional leave, a teacher may request that the initial registration fee be paid by the Board prior to his or her attendance at a meeting or conference. Any such requests shall be honored by the Board. If the teacher fails to attend the conference or workshop or fails to submit an Appendix E form with a signature of someone involved in running the conference or visitation, then the Treasurer shall deduct the amount of the advance registration fee out of the teachers' payroll check. The Appendix E form will be attached to the Appendix C form when the leave is approved.

Section 18.3 A teacher granted such leave shall be provided a substitute according to the Board approved policy.

Section 18.4 The Superintendent shall administer this policy in a fair and uniform manner.

Section 18.5 The Superintendent shall grant an accumulative total of up to eight (8) days leave with pay per school year to members of the Association to attend any meetings or conferences of Association affiliates.

Section 18.6 Such leave shall be not counted as part of the Professional Leave as outlined in Sections 18.1 through 18.6 of this policy, but the notification procedure in Sections

18.1 through 18.6 shall be followed in requesting leave under this part of the policy. Expenses for such meetings shall be paid by the Association.

Section 18.7 Substitute or other coverage due to absence shall be done in accordance with Article 23.

## ARTICLE 19
## STRS – PICKUP

Section 19.1 Consistent with the provisions of Internal Revenue Service Rulings 77-462, 81-35, the Board shall pickup each teacher's mandatory contribution of the State Teachers Retirement System of Ohio (STRS), provided that no teacher's total salary is increased by such pickup nor is the Board's total contribution to STRS increased thereby. The dollar amount to be "picked up" by the Board:

A. Shall equal the then-current percentage amount to the teacher's mandatory STRS contribution;

B. Shall be credited by STRS as employee contributions under authority of Ohio Attorney General Opinion 82-907;

C. Shall be included in computing final average salary;

D. Shall not be reported by the Board as subject to current federal and state income taxes;

E. Shall be reported by the Board as subject to city income taxes;

F. Shall not affect the calculations of a teacher's daily rate of pay for any purpose whatsoever, including making salary adjustments because of absence, calculating severance pay, or in reporting teacher-authorized credit information to financial institutions.

Section 19.2 Each teacher will be responsible for compliance with Internal Revenue Service Salary exclusion allowance regulations with respect to the "pickup" in combination with other tax deferred compensation plans.

Section 19.3 If the foregoing "pickup" provisions are nullified by subsequent Internal Revenue Service Rulings, Ohio Attorney General Opinions, or other governing regulation, the Board will be held harmless and this article of the Agreement shall be declared null and void.

## ARTICLE 20
## PAYROLL DEDUCTION

Section 20.1 Payroll deductions shall be made for the following purposes, upon written consent

of the teacher:

A. Atomic Credit Union
B. Health Insurance
C. Dues and Fees in Accordance with Section 20.2 through 20.4 herein
D. Life Insurance
E. EPAC
F. Scholarship Fund

Section 20.2 Each bargaining unit employee, upon employment and reemployment may annually sign and deliver to the Association an application for Association Membership and unless the annual dues are paid by cash, check, money order, or other approved method, sign and deliver to the Association an authorization to the Treasurer for payroll deduction of membership dues on a continuous basis until terminated in writing to the President of the Association.

Section 20.3 The Treasurer upon receipt of the certification of the amount of the dues, deduct the dues of Association members pursuant to the payroll deduction authorization and pay such dues, fees and assessments to the Association. The deduction shall be in eighteen (18) equal payments beginning with the paycheck dues on or about October 15 and continuing with each paycheck of the nine (9) months following.

Section 20.4 The Treasurer of the Board shall transmit all payroll deducted Association dues to the Association Treasurer no later than ten (10) calendar days following the issuance of each paycheck from which such deductions are made. The Association must deposit said dues within ten (10) days of issuance from the Board's Treasurer. If said deposit is not made, the Association President shall be notified immediately.

## ARTICLE 21
## ASSIGNMENTS, TRANSFERS, AND PROMOTIONS

Section 21.1 Assignment

A. Any teacher presently under contract shall have the same assignment unless notified of a change, in writing, on or before July 10 of any school year, except as pursuant to this section. "Assignment Change" shall include any change in building or buildings, level, and/or department in which the services are to be rendered.

B. Any teacher affected by any proposed change in assignment shall be consulted prior to any reassignment of that teacher.

C. If a teacher shall be reassigned after July 10 written notification shall be provided via email. The PSEA president shall be copied on the email that is sent to the teacher notifying the teacher of the reassignment. The teacher shall have the opportunity, upon request, for a personal conference with the Superintendent. The teacher may at his/her option have a representative of

the Association at such conference. Any teacher reassigned after August 10 shall be granted pay for no less than one extra contract day, to be paid at his/her daily rate of pay. Such provision shall be considered compensation for extra time spent by such reassigned teacher in preparation for newly assigned classes/duties. At the discretion of the Superintendent, such teacher may be granted up to two additional days. Time spent in preparation shall be in a daily time frame and physical locale of the teacher's choice.

Section 21.2 Transfers and Vacancies

A. Posting – Whenever the Board determines a job vacancy exists which needs to be filled, a notice of such opening shall be posted conspicuously on a bulletin board in each school building for five (5) working days. Teachers who wish to apply for any vacancy shall do so in accordance with the provisions listed in Section (C) herein. The Board shall not be obligated to consider any application submitted after the posting period. A copy of each posting during the school year shall be delivered to each bargaining unit member using the internal mail system. During the summer, a copy of the notice shall be sent to the Association President and also posted on the District's website. The posting period of five (5) working days shall run from the time the posting is mailed to the Association President.

B. Closing – No position will be closed (filled) until the vacancy listing has been posted a minimum of five (5) working days.

C. Teachers who desire a change in grade and/or subject assignment or desire to transfer to another school building may file a written statement of such desire with the Superintendent not later than five (5) working days after the first day on which the vacancy was posted. In making appointments, teachers who filed such request for change shall be considered by the Superintendent before new teachers are chosen in their stead.

D. In acting on request for transfer, the following criteria shall apply:

1. Individual qualifications
2. Instructional requirements
3. Staff availability and experience
4. Special criteria established by the administration to achieve staff balance or better staff utilization.
5. Where the Superintendent determines that the foregoing factors are substantially equal, the preference in assignment or transfer shall be given to the applicant with the greatest number of years of service in the school system.

E. The position shall be awarded to the individual who best meets the criteria outlined in Section 21.2 herein. A teacher who is transferred will be placed only in a position which involves no reduction in salary (excluding supplemental contracts and/or extended service).

F. Vacancies, or new positions, that occur ten (10) days before the start of a new school year or later, will be posted by April 1 of that school year to become effective the next school year. The criteria used to fill the posted position will be those outlined in Section 21.2(D) and (E). This procedure affects teaching vacancies only.

Section 21.3 Definition of Vacancy and Transfer

A vacancy is an opening in a certificated position by death, resignation, retirement, or the creation of a new position. A vacancy is not created by an approved leave of absence. A position opened because of a transfer to fill a vacancy shall also be defined as a vacancy.

All supplemental positions which open due to any of the reasons as listed above shall also be subject to all posting provisions as listed herein.

A supplemental position must not be posted unless the Board intends to fill it with someone other than the person who filled the position during the preceding year. A transfer means the movement of a teacher from one classroom building to another, a change in grade assignment, or a change in subject assignment.

Section 21.4 Promotions

A. The Board will consider filling vacancies in supervisory positions from within its own teaching staff.

B. Whenever a vacancy in a supervisory position arises or is anticipated, the superintendent shall promptly post notice of same on a bulletin board in each school building before the position is filled and notify the Association. Any new supervisory positions shall be posted with accompanying job descriptions.

## ARTICLE 22
## MEDICAL EXAMS

Section 22.1 The Board will provide at no cost to the employee (but not to an applicant for employment) any physical examination and/or vaccination required by the Board as a condition of continued employment.

## ARTICLE 23
## TEACHING ASSIGNMENT DURING PLANNING PERIOD

Section 23.1 The Board of Education recognizes that upon occasion a certificated staff member may be required to waive his/her planning/counseling period to assume the responsibility of teaching or supervising students of another teacher in lieu of a substitute teacher or monitor. A certificated staff member may also be required to

take charge of a group of students in addition to his/her regular assignment in lieu of substitute teacher or monitor.

Section 23.2 Such service shall be required by the principal or his assistant after reasonable effort has been made to obtain a substitute. Such requested assistance shall be made on a rotating basis throughout the staff related to availability.

Section 23.3 The rate of pay for internal substitutes shall remain at $30.00 per class period for the life of the Agreement. The Board's obligation to pay shall be incurred whenever an employee, as a result of internal subbing, falls below 200 minutes per 5-day school week of planning time.

Section 23.4 It shall be the responsibility of the certificated staff member to report such service for payment on the proper form to the Board of Education Offices by the first of the month following said service.

Section 23.5 A regular teacher supervising a student teacher should not be consistently required to assume the duties of substitution for an absent teacher.

Section 23.6 Any teacher regularly and continuously assigned by the principal monitoring or supervising duties beyond the school day as determined by Board policy and who is not otherwise compensated by extra duty, supplemental or extended time contract for such service will be compensated at the rate of $15.00 per hour.

## ARTICLE 24
## DUTY FREE LUNCH

Section 24.1 Every teacher in the bargaining unit shall be granted minimum of a thirty (30) minute duty free uninterrupted lunch period. Teachers are permitted to leave their building during lunch period upon notice to the building principal or the office secretary.

## ARTICLE 25
## INSURANCE

Section 25.1 The Board shall provide the following insurance programs at the following rates of premium coverage:

85% Health (HDHP only)
100% Dental
100% Life
100% Vision

For the employees who are on the HDHP offered by the Board, the Board will contribute the following amounts to the employee's HSA account:

| | |
|---|---|
| 2024-2025 | $2,750 family - $1,350 single |
| 2025-2026 | $2,500 family - $1,250 single |
| 2026-2027 | $2,500 family - $1,250 single |

These payments will be made in January. Employees who separate from employment prior to the end of the calendar year will be required to pay back the contribution on a pro-rated basis.

Section 25.2 The employee carrying single or family coverage shall pay the actual difference between the amount paid by the Board, and the actual rate of the premiums. Married couples who are both employed by the District shall be treated the same as all other bargaining unit employees with regard to insurance premium payments.

Section 25.3 The Board agrees that any employee that is required to pay a portion of an Insurance Plan sponsored by the Board of Education do so through payroll deduction.

Section 25.4 The Board shall provide group term life insurance in the amount of $40,000 for each teacher.

Section 25.5 The Board shall provide tax sheltering to the employee's insurance premium contribution (through salary reduction) per section 125 of the Internal Revenue Code. The participating employees shall not be required to purchase additional or supplemental coverage.

Section 25.6 An insurance bonus of $2,000 shall be paid annually to all teachers who do not take the Board's health insurance. Employees whose insurance is paid by the Board are exempt. Teachers who receive the bonus and become a participant during the year from September 1 through August 31 shall pay the $2,000 back to the Board on a pro-rated basis. This can be a lump sum or by payroll deduction.

## ARTICLE 26
## CONTRACTS

Section 26.1 Limited regular contracts shall be issued in the following order:

A. Upon initial employment, the first limited contract shall be for one (1) year.

B. Upon renewal of the first one (1) year limited contract, a limited contract of one (1) year will be offered.

C. Upon renewal of the second one (1) year limited contract, a limited contract of two (2) years will be offered.

D. Upon renewal of the two (2) year limited contract, a limited contract of five (5) years will be offered.

Section 26.2 Any duties not specified in the regular individual contract for which additional compensation is to be paid shall be by supplemental contract.

Section 26.3 In consideration of the services rendered by the teachers, the Board of Education agrees to pay said teacher a base annual salary as prescribed by the salary schedule of the Scioto Valley Local School District, whether existing or hereafter adopted. The initial compensation to be paid shall be according to the existing salary schedule and that amount shall appear on the contract.

Section 26.4 Said base annual salary shall be paid in twenty-six (26) installments every other Friday during the twelve (12) month period.

Section 26.5 The President and the Treasurer of the Board of Education, by affixing their signatures to a contract, have formally hired a teacher under the law. Newly hired teachers in the district shall be informed of the existence of the rules and regulations affecting the performance of professional duties and how the teacher can access this information.

Section 26.6 The person under supplemental contract shall have the option as to whether any, or how much, taxes shall be deducted from the supplemental salary so long as Federal and State statutes are not violated.

Section 26.7 No teacher shall terminate his/her contract after July 10 of any school year or during the school year prior to the end of the annual session without the consent of the Board. However, a teacher may terminate his/her contract at any other time by giving five (5) days written notice to the Board.

Section 26.8 Any retired teacher employed by the Board will be paid at the five-year experience step at the BA degree level. If the retired teacher is re-employed in subsequent years, he/she will advance a step. No retired teacher shall advance beyond the 10th step. A retired teacher employed on a part-time basis will be paid a pro-rated salary based on a full workday being seven hours, ten minutes. The retired teacher's contract will be a one-year limited contract automatically expiring at the end of the school year. Said contract shall be exempt from O.R.C. 3319.11 and 3319.111. The retired teacher will not resume and is not eligible for continuing contract status during any period of re-employment with the District.

The retired teacher will not be eligible for board-paid benefits. Retirement constitutes a break in service for the purpose of severance, service credit, seniority, reduction in force, accumulated sick leave, and Medicare. However, the retired teacher will be allowed to participate in the sick leave policy (except the sick leave bank provisions), the personal day absence policy, and the fair share policy. In the event of a reduction in force, the re-employed teacher will not have any bumping rights outlined in other provisions of this Agreement. Non-retired teaching staff will have priority on all supplemental contracts.

The Board of Education will make STRS employer contributions for the retired teacher in accordance with STRS rules and state law.

A teacher shall be deemed "retired" under this Agreement when he has been approved for service retirement by the State Teachers Retirement System. Retired teachers shall not be eligible to participate in any retirement incentive program or be eligible for any severance pay. The Association President shall be advised when a retired teacher is re-employed.

## ARTICLE 27
## PROFESSIONAL PERSONNEL RECORDS

Section 27.1 Personnel records of a teacher within the bargaining unit are to be filed in the local treasurer's office, and are to be considered private to the fullest extent provided by law. At no time and under no circumstances shall a member of the administration, Board of Education, or secretarial staff voluntarily reveal and/or convey the contents of a teacher's personnel file to any individual.

Should a person other than officially authorized school personnel request to see the personnel file of a teacher, the teacher shall be notified within twenty-four (24) hours.

In the event a member cannot be reached within the twenty-four (24) hour period, the member shall be notified in writing of the request, the name of the person making the request, and the date upon which the file was reviewed.

Section 27.2 Any teacher shall have the opportunity, upon written request, to review his/her personnel file. A representative of the Association may, at the teacher's request, accompany the said member in such a review. A teacher may acknowledge that he/she has read the material by affixing his/her signature to the copy. His/her signature shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by the teacher. He/She shall have the opportunity to reply to such critical material in a written statement to be attached to the filed copy.

Section 27.3 Anonymous letters or materials shall not be placed in a teacher's file until the author of such letter or material is verified and noted thereon.

Section 27.4 Other than routine evaluations, each employee shall have the right to indicate those documents and/or other materials in his/her personnel file which he/she believes to be inappropriate. The employee shall have the right to request that the inappropriate materials be removed from the file and destroyed. Such request shall be reviewed by the Superintendent. Such material shall be removed if it pre-dates by more than one (1) year the date of issuance of such teacher's current limited contract. If such teacher is on a continuing contract, such material shall be removed if it was filed more than three (3) years from the date of the request of removal.

Section 27.5 A teacher may add material to his/her file upon request to the Superintendent that is relevant to his/her professional performance.

## ARTICLE 28
## GRIEVANCE PROCEDURE

Section 28.1 Grievance Policy The Board of Education recognizes that in the interest of effective personnel management, a procedure is necessary whereby its teachers can be assured of a prompt, impartial, and fair hearing on their grievances. Such procedures shall be available to all teachers and no reprisals of any kind shall be taken against any teacher initiating or participating in the grievance procedure.

Section 28.2 Purpose and Objectives The primary purpose of this procedure shall be to obtain, at the lowest administrative level and in the shortest time, equitable solutions of grievances which may arise from time to time. Both the Board and the Education Association agree that grievance proceedings shall be handled in a confidential manner.

Section 28.3 Grievance Defined A grievance is a complaint involving the alleged violation, misinterpretation or misapplication of the written agreement entered into between the Board of Education and the Association.

A grievant shall mean a person or group alleging that some violation, misinterpretation, or misapplication of the aforementioned agreement or regulations has actually occurred.

A grievance alleged to be a "group" grievance shall have arisen out of identical circumstances affecting each member of said group.

Section 28.4 General Provisions

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

B. A group grievance may be initiated by the Association on alleged violation that affects two (2) or more teachers.

C. A grievance shall be reduced to writing and include: (1) the alleged violation; (2) relief sought; and (3) date of initiating procedure.

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

E. Counsel of choice may be used by all or any party involved in the grievance procedure provided the Association is invited in writing to attend the grievance meetings where an adjustment could occur. At the arbitration level, the grievant shall be represented by the Association only.

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

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

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

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

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

K. A day shall be a school day.

L. No reprisal shall be made against any party involved in use of this grievance procedure.

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

N. No record, document, or communication concerning a grievance shall be placed in the personal file of any participants involved in the procedure herein described.

O. All records, documents or communications concerning a grievance shall be destroyed upon resolution of the stated grievance, unless mutually agreed.

Section 28.5 Procedure

Level I - Administration

An alleged violation must first be discussed informally with the aggrieved teachers' administrator. The date and time of the informal discussion shall be documented and signed by all parties in said discussion.

Level II – Superintendent

If a resolution is not arrived at in Level I, the aggrieved may within twenty (20) days of becoming aware of the alleged violation, submit his written grievance to the Superintendent or his designee and request a meeting to discuss the grievance.

The meeting shall be within five (5) days of the request.

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

Level III – Arbitration

If the aggrieved is not satisfied with the suggestion for resolution received in Level II, he may, within five (5) days of receipt of such written response, make written request to the Superintendent and the Association President that the grievance be submitted to arbitration.

The arbitrator shall be selected by the Association President or his designee and the Superintendent or his designee.

It shall be the function of the arbitrator and he shall be empowered, except as his powers are limited below, after due investigation to make a decision in case of alleged violations outlined in this Article. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement. He shall have no power to decide any question which, under this Agreement, is solely within the responsibility of management to decide. In rendering decisions, an arbitrator shall give due regard to the responsibility of management except as they may be restricted by this Agreement. In the event that a case is appealed to an arbitrator on which he determines he has no power to rule, it shall be referred back to the Association, with a notification to the Administration without decision or recommendation on its merits. Except as provided for in Chapter 2711 of the Revised Code, there shall be no appeal from an arbitrator's decision if it is within the scope of his authority as set forth above. It shall be final and binding on the employee or employees involved in the grievance, and on the administration and the Board. The fees and expenses of the arbitrator shall be paid equally by the Board and the grievant. Any other expenses resulting from the grievance arbitration shall be borne by the party incurring them and either party shall be responsible for the expense of witnesses, except where it is agreed to that such hearing is during a witness's regular hours of employment.

## ARTICLE 29
## TEACHER SALARY SCHEDULE

Section 29.1 Salary Schedule

A. All employees shall be paid according to the index salary schedule and related provisions of this Article (for regular teaching duties).

B. The base rate of the salary schedule shall be the Bachelor's Degree Column, Step 0.

C. Effective July 1, 2024, the base rate shall be $44,404. (Appendix F). Effective July 1, 2026, the base rate shall be $46,198 (Appendix F).

Section 29.2 Placement of the Schedule

A. An employee shall be placed on the salary schedule according to the employee's training and experience as defined in this Article.

B. An employee with a bachelor's degree shall be paid on the bachelor's degree column.

C. The earning of 150 hours and a bachelor's degree shall be considered equal to the Bachelor's + 150 hours column. The hours may be graduate hours, undergraduate hours, or a combination of both.

D. An employee with a master's degree shall be paid on the master's degree column.

E. An employee with a master's degree who has earned an additional fifteen (15) semester hours after earning the master's degree, shall be paid on the master's + 15 hour column. The hours may be graduate hours, undergraduate hours, or a combination of both.

Section 29.3 Recognized Placement Criteria

A. Any degree referred to above shall mean an earned degree from an accredited institution.

B. Three (3) quarter hours shall equal two (2) semester hours.

C. Bargaining unit members shall receive one year's credit on the salary schedule only for each year in which they have taught for one hundred and twenty (120) days or more in one school year under regular contract with an Ohio public school district or an Ohio chartered non-public school. They shall also receive one year's credit for teaching experience as a substitute teacher in the State of Ohio for one hundred and twenty (120) days or more per school year.

D. For purposes of placement on the salary schedule, years of absence in the service of the armed services of the United States or the auxiliaries thereof, shall be counted as though teaching service had been performed during such time.

Section 29.4 Advancement on the Salary Schedule

A. Horizontal Advancement

1. An employee shall advance horizontally on the salary schedule by acquiring additional training.

2. An employee shall advance horizontally on the salary schedule when:

   a. Sufficient course work or a higher degree is earned.

   b. Satisfactory evidence of such completion is provided to the Treasurer's Office. Satisfactory evidence shall be an official transcript or a letter of course work completion issued by the appropriate institution or program.

3. Payment on the new column will commence as soon as feasible after the Treasurer's Office receives satisfactory evidence of completion of the necessary course work for the column.

B. Vertical Advancement

An employee shall advance vertically one (1) step on the salary schedule for each year of experience in the district. A year shall be defined in accordance with Section 30 (C).

## ARTICLE 30
## SUPPLEMENTAL SALARY SCHEDULE

Section 30.1 All supplemental salaries shall increase by the same percentage as the BA/0 base for each year of the contract, effective July 1 of each year. See Appendices G, H, and I for salary schedules.

Section 30.2 Years of experience in the same sport shall be counted for the purpose of salary experience when a teacher moves from one supplemental position to another.

Section 30.3 Any teacher may be granted up to seven (7) year's experience credit for experience in the same sport.

Section 30.4 Any teacher who resigns his/her supplemental position but remains as a teacher in the system does not lose experience credit on the salary schedule.

Section 30.5 Payment for Supplemental Contract shall be in lump sum payments on the last paycheck of the month in September, December, March, or June, depending on when the supplemental contract traditionally is completed**.** Alternatively, the supplemental contract holder may elect to receive payment for the supplemental contract in one payment at the end of the applicable season or contract term.

Section 30.6 Extended Time:

| | | |
|---|---|---|
| Vo-Ag | $418/Week | Two (2) weeks (1 before, 1 after) |
| Art | $418/week | One (1) week (before, after, or split) |

| | | |
|---|---|---|
| Guidance (Counselor) | 1/9 salary | Four (4) weeks (2 before, 2 after) |
| Nurse | 1/9 salary | Four (4) weeks (2 before, 2 after) |
| Tutor | $30.00/per hr. | |
| Home Instruction | $40 per hour plus mileage at the IRS rate. | |

## ARTICLE 31
## SEVERANCE PAY

Section 31.1 Severance Pay at the Time of Service Retirement

Each employee of the Scioto Valley Board of Education shall be entitled to severance pay at the time of service retirement. The calculation of said severance pay shall be based on the employee's accumulated, but unused, sick leave.

Section 31.2 The provisions of such payment shall be:

A. That said employee has been an employee of the Scioto Valley Board of Education immediately preceding his service retirement. Leave of absence approved by the Board of Education shall not constitute a break in service.

B. That said employee qualifies for service retirement in the State Teachers Retirement System of Ohio.

C. That the effective beginning date of said service retirement shall be within ninety (90) days of said employee's last day on the payroll.

Section 31.3 The calculation of said severance pay shall be based on the employee's accumulated and unused sick leave. The employee's accumulated sick leave shall be multiplied by twenty-five percent (25%) and the result shall then be multiplied by the employee's daily rate of pay based on his/her regular salary excluding supplemental pay at the time of his/her retirement. This shall constitute the severance pay at the time of service retirement.

Section 31.4 Written "Notice of Eligibility for Severance Pay" shall be given to each employee deemed eligible under Board of Education Policy. Said employee shall within 120 days after receipt of such notice, elect either transfer of unused sick leave or a severance payment. Failure of the employee to apply for either option within that time will cause the Board of Education to make such severance payment.

## ARTICLE 32
## FAIR DISMISSAL

Section 32.1 Termination of Contract

Termination of a teacher's contract shall be according to Section 3319.16 and related provisions of the Ohio Revised Code.

Section 32.2 Non-Renewal of Contract

Non-renewal of a teacher's regular limited contract shall be due to a teacher's lack of ability or degree of professional competency as determined from the Evaluation Process, Article 10 of this Agreement. A full written record of evaluation of a teacher's professional service shall be maintained prior to any action of non-renewal. Copies of such information shall be made available by the administration to said teacher upon request.

Section 32.3 Procedure

A. Prior notice shall be made in writing to the teacher by the administration before recommending non-renewal to the Board.

B. Reasons for non-renewal shall be clearly defined, and given to the teacher in writing with notification of the Board's intent to non-renew the contract. A teacher so notified shall have the opportunity to appear before the Board in executive session, or at the teacher's request in open session to respond to the reasons for non-renewal, prior to official Board action. Either party may have present any witnesses that party deemed relevant for the purpose of giving testimony concerning the written reasons for non-renewal.

Section 32.4 Relation to Law

This Article supersedes O.R.C. 3319.11 and 3319.111.

## ARTICLE 33
## FREE ADMISSIONS

Section 33.1 All teachers shall be provided with passes entitling them to free admission to athletic events sponsored by the Scioto Valley School District. Passes shall be issued in accordance with Board adopted rules and regulations.

## ARTICLE 34
## DISCIPLINE

Section 34.1 Discipline of a teacher within the bargaining unit by an administrator shall, upon request of the teacher, be in the presence of an Association representative and the administrator making the charge or imposing the disciplinary action.

Section 34.2 For the purpose of this section "disciplinary action" shall be deemed to mean any reprimand which shall become a part of the teacher's personnel file(s), suspension of assigned duties, or contract termination.

Section 34.3 Any administrative action of discipline defined pursuant to the Agreement shall be preceded by written communication from the administrator making the charge to the affected teacher. This communication shall state that because the disciplinary action may become a part of the teacher's record, he/she may have an Association representative present when the action is taken.

## ARTICLE 35
## ADVANCED TRAINING SALARY ADJUSTMENT

Section 35.1 If a teacher earns additional credit hours during the school year which qualifies him/her for a higher place on the salary schedule, that teacher shall be placed on the appropriate level of the salary schedule.

Section 35.2 The teacher shall notify the Local Superintendent and Treasurer of the additional credit hours earned by submitting a copy of the transcript which shows additional credit(s) earned. Upon such notification to the Local Superintendent and Treasurer, the Local Superintendent shall, within thirty (30) days, make every reasonable attempt to secure certification that the teacher has been credited with sufficient hours to qualify him/her for a higher place on the salary schedule. Salary credit for such hours shall begin the first pay period following certification from the Superintendent.

## ARTICLE 36
## LENGTH OF CONTRACT YEAR

Section 36.1 The length of the regular contract year shall be 182 days, with the following possible exceptions:

A. Up to 10 calamity days

B. Two additional days may be scheduled for teacher in-service. Students will not be in attendance.

C. In addition to the above two (2) days, three (3) days may be scheduled for teacher training/in-service. These three days shall be subject to the following provisions:

1. If there is no college credit for any or all of the three days, teachers shall be paid their daily rate of pay for each day college credit is not granted.

2. If college credit is granted, the Board shall provide all costs for the college credit, and in addition, shall reimburse each teacher at 50% of his/her daily rate of pay for each additional day.

## ARTICLE 37
## LENGTH OF SCHOOL DAY

Section 37.1 The length of a teachers' school day shall be no longer than seven hours and ten minutes including thirty minutes for an uninterrupted, duty-free lunch. Additionally, the District may schedule up to 50 extra minutes per week for purposes of meetings, training, or planning.

## ARTICLE 38
## ASSAULT LEAVE

Section 38.1 The Board of Education shall grant leave to an employee who is absent due to physical disability resulting from an assault which occurs in the course of Board employment. The employee shall submit on prescribed Board of Education form justification for such leave. These signed forms shall be submitted within two (2) working days of said alleged incident, or if the employee is physically unable, as soon thereafter as possible. If medical attention is required, a certificate from a licensed physician stating the nature of the disability and its anticipated duration shall be required before assault leave can be approved for payment.

Section 38.2 To be eligible for assault leave, the certified employee shall apply for and be granted Worker's Compensation. If Workers' Compensation benefits are paid, the Board shall pay to such employee the difference between the benefits received from Workers' Compensation and the employee's regular salary. For those days that compensation is made to the injured employee by the Bureau of Workers' Compensation, there shall be no deduction from the accumulated sick leave of the employee.

Section 38.3 Any sick leave days deducted during the period the injured employee was awaiting eligibility for Workers' Compensation shall be reinstated upon granting of the benefits.

Section 38.4 An injured employee who has insufficient sick leave accumulation to cover the period such employee is awaiting eligibility shall be advanced a sufficient number of sick leave days that can be earned during the balance of the current school year.

Section 38.5 A teacher returning to duty following assault leave shall be returned to the same position as was held at the time of the incident if the return occurs in the same school year in which the assault took place. If the return does not occur during the same school year, the teacher shall be returned to the same position or another position consistent with certification.

## ARTICLE 39
## LESSON PLANS

Section 39.1 In the event of a teacher's absence, he/she will have lesson plans available for a substitute teacher. Such plans will be available to the building principal.

Section 39.2 This provision shall be waived, at the option of the teacher, for any absence lasting longer than three (3) continuous days.

Section 39.3 All teachers shall provide an emergency lesson plan for a substitute to cover an emergency situation when communication with the absent teacher is impractical.

Section 39.4 Failure to comply with this section may result in the following action:

A. An oral reprimand may be given to the teacher by the building principal for the first violation.

B. A written reprimand, placed in the teacher's personnel file, may be given for any violation after the first violation. This reprimand shall be given using the following form:

NOTICE OF FAILURE TO COMPLY WITH ARTICLE 39

Name of Teacher _____

Name of Principal _____

Date of Violation _____

Section of Article Violated (Circle One)

Section 39.1 Section 39.2 Section 39.3

Signature of Teacher and Principal _____

_____

(Note: Signature of teacher does not necessarily constitute agreement that Article 39 has been violated).

C. All written reprimands made pursuant to this section shall be subject to provisions of
Article 27, Professional Personnel File.

D. A copy of Article 39 shall be attached to any written reprimand given pursuant to this section.

## ARTICLE 40
## REDUCTION IN FORCE

Section 40.1 When, by reason of a decrease in enrollment of pupils, return to work by regular teachers after leaves absence, suspension of schools or territorial changes affecting the district, or due to the loss, reduction or inadequacy of funds for current operation, the Board decides that it will be necessary to reduce the number of teachers or abolish any regular or supplemental contract positions, it may make a reasonable reduction according to this Article and O.R.C. §3319.17. The Board shall notify the teaching staff of its intent to make such reduction no less than thirty (30) days prior to such reduction.

Section 40.2

A. Teachers whose contracts are suspended shall be notified in writing and granted the following:

1. Placed on the district's substitute list;

2. Notice of any vacancy or newly created position for which the teacher is certified;

3. Group insurance programs provided to the members of the bargaining unit shall be available to teachers so suspended upon payment by such teacher to the Treasurer of the Board of Education the total premium cost of such coverage.

B. Teachers who have been placed on the RIF list have the obligation of notifying the
Board of Education if suitable employment is found elsewhere.

C. Any teacher on the RIF list is obligated to keep the Board of Education informed of current address and phone number.

D. No suspended teacher's contract shall be non-renewed during the term of such suspension.

## ARTICLE 41
## ACADEMIC STIPEND

Section 41.1 The Board will provide an academic stipend for any teacher at the rate of $150.00 per quarter hour/$200.00 per semester hour. Teachers will be paid for a maximum of either twelve (12) quarter hours or eight (8) semester hours in any one (1) school year. A maximum of $25,000 per fiscal year shall be available to fund this provision. Each teacher will be limited to a maximum pay-out of $1,440.00 per year.

Section 41.2 The Board shall pay the teacher said stipend upon proof of satisfactory completion of the course(s). In no case shall the amount paid exceed the amount paid for the course. Payment shall be made for each approved course in order of application, until the maximum amount has been paid by the Board.

Section 41.3 Courses will be approved in writing in advance by the Superintendent which meet the following criteria:

A. Graduate level courses relating to teaching in/or administration of school.

B. Undergraduate courses only if part of a program leading to an additional certificated teaching field or specialty or courses in the current field of certification.

C. All courses must be from regionally accredited institutions of higher education.

Section 41.4 Payments will be made in September, following completion of the course, and only if the teacher is in the employment of the Scioto Valley District at that time.

## ARTICLE 42
## BUILDING MEETINGS
## (General Teacher Meetings)

Section 42.1 Building faculty meetings called by building principals shall be attended by all teachers within the particular building and shall be considered as part of all teachers' regular duties. A teacher will not be required to attend the meeting if excused by the principal who called the meeting. Teachers may not be regularly excused for supplemental duties.

Section 42.2 Teachers' meetings shall be held to a minimum both in number and length of time. The principal shall not call more than one teachers' meeting per week. Monthly time limit maximums for said meetings shall be a maximum of two (2) hours with no more than one (1) hour in any session.

Section 42.3 After-school meetings shall begin no later than ten (10) minutes after student dismissal time, regardless of the length of the contracted school day.

Section 42.4 Morning meetings may be held in accordance with this Article, except such shall begin no sooner than twenty (20) minutes prior to the start of the instructional day. Any exception to this can be granted only after consultation with the building representatives and approval of the Superintendent.

Section 42.5 The principal shall give teachers advance written notice of at least forty-eight (48) hours for scheduled teachers' meetings. Said notice can be in routine internal communications or by special notice concerning the calling of a meeting.

Section 42.6 Teachers shall be given a prepared Agenda prior to the start of the meeting listing major issues to be covered in the meeting.

Section 42.7 Meetings shall not be scheduled on Open House Day.

Section 42.8 None of the foregoing restrictions on building meetings apply in case of urgent necessity as determined by the Superintendent. Any teachers' meeting called due to an urgent necessity shall be limited solely to a discussion of the matter of urgent necessity.

## ARTICLE 43
## PLANNING AND PREPARATION TIME

Section 43.1 Except as otherwise authorized by Article 23, each high school teacher shall be allotted one (1) period per day for planning and preparation time. Each elementary teacher shall be allotted a minimum of forty (40) minutes per school day or two hundred (200) minutes per school week for planning and preparation time.

Section 43.2 Planning and preparation periods for all teachers shall be scheduled during the teacher's regular duty day/week.

Section 43.3 The provision of planning and preparation time shall not increase the scheduled school day, Article 37.

## ARTICLE 44
## PERSONAL LIFE

Section 44.1 The Board agrees that all members of the instructional staff are entitled to full rights of citizenship, regardless of race, creed, or place or origin.

Section 44.2 The Board further agrees that members of the instructional staff have the right to participate in professional and civic organizations for their personal benefit and interest.

Section 44.3 The Board further agrees that the private and personal life of any teacher is not within the appropriate concern or attention of the Board as a condition of employment or renewed employment as long as it does not interfere with his or her teaching effectiveness in the Scioto Valley School District.

Section 44.4 The Board further agrees that the members of the instructional staff may wear insignia, pins, or other identification of membership in the Association or other organizations, civic or professional, on school premises.

Section 44.5 Teachers shall be guaranteed the right to support or oppose political causes and issues outside the teaching role and the teacher's school-related activities and relationships.

## ARTICLE 45
## TEACHER FITNESS

Section 45.1 The Board of Education agrees to make facilities for recreational purposes available to employees on the same basis as they are made to the public at large.

## ARTICLE 46
## TEACHER FACILITIES

Section 46.1 A faculty workroom will be provided at each building.

Section 46.2 The following equipment and supplies will be available in each building:

| | | | |
|---|---|---|---|
| A. | Phone | F. | Sink |
| B. | Faculty Bulletin Board | G. | Refrigerator |
| C. | Tables | H. | Laminator |
| D. | Chairs | E. | Pop Machine |

Section 46.3 A copy machine will be provided in each building. Teacher-use of the copy machines will be determined on a building by building basis consistent with meeting the operational needs of the school district and the needs of the building teachers. The Board will continue to provide pickup and delivery service for reproduction to be done in the central office.

## ARTICLE 47
## TUITION FOR CHILDREN OF TEACHERS

Section 47.1 Children of teachers in the district shall be permitted to enroll in the Scioto Valley School District and is not subject to open enrollment timelines.

## ARTICLE 48
## BOARD PAID MILEAGE

Section 48.1 The Board of Education shall pay a mileage allowance from travel to and from required or approved meetings. Such allowance will cover actual distance traveled to and from the meeting and will be paid only to those actually operating cars to and from the meeting and submitting the form designated. Provisions of this section are subject to limitations expressed in Section 18.2.

Section 48.2 Employees who use their personal vehicles for required travel within the district on official school business, approved in advance by the Superintendent, shall be reimbursed at the applicable IRS rate per mile.

## ARTICLE 49
## SCHOOL CALENDAR

The Association will appoint one certificated employee who, with one noncertificated employee from the District, will meet with one representative of the certificated employees and one representative of the noncertificated employees from each of the other School Districts in the County to develop options for the next school year's calendar. The committee shall transmit the options it develops to the Superintendent by February 1. The Superintendent, along with the other Superintendents from the County, will review the options for compliance with law and avoidance of paid holidays. Options not in conflict with paid holidays and otherwise in compliance with law shall be submitted to a County-wide vote of school employees during the month of March.

## ARTICLE 50
## MANAGEMENT RIGHTS

Section 50.1 The Board possesses the sole right to operate the school district and all management rights repose in it. The Board's exclusive rights shall include, but shall not be limited to, the following which are not modified by the express terms of this Agreement.

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

B. Direct, supervise, evaluate, hire or lay off employees;

C. Maintain and improve the efficiency and effectiveness of operations and programs;

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

E. Suspend, discipline, demote, or discharge for just cause;

F. Determine the size and adequacy of the work force;

G. Determine the mission of the Board as a unit of government;

H. Take actions to carry out the mission of the Board as a governmental unit.

Section 50.2 The Association recognizes and accepts that all rights and responsibilities of the Board not specifically modified by this Agreement or ensuing agreements shall remain the function of the Board.

## ARTICLE 51
## DURATION

Section 51.1 This Agreement shall be effective as of July 1, 2024, and shall remain in force and effective until June 30, 2027.

## ARTICLE 52
## CRIMINAL RECORDS CHECK

The parties acknowledge that O.R.C. 3319.39 requires the Board of Education to release a conditionally hired individual from employment if, upon a criminal records check, he or she has been convicted of and/or pled guilty to offenses listed in O.R.C. 3319.31. No conditionally hired employee shall be considered a member of the bargaining unit until such time as the provisions of R.C. 3319.39 have been completed and the applicant is found eligible for employment. At the time the conditionally hired employee is found to be eligible for employment she/he shall have all rights and benefits, under the negotiated agreement, retroactive to the first day of employment.

## ARTICLE 53
## BOARD/ASSOCIATION RELATIONS MEETINGS

The representatives of the Administration may meet periodically with the representatives of the Association at mutually convenient times, to discuss matters of mutual concern. Minutes of meetings shall be taken by the Association secretary and submitted to the Administration for approval. After approval, a copy of such minutes shall be returned by the Association to the Administration, with the Association President's signature. Minutes indicated as approved, shall be considered the official minutes of the meeting.

## ARTICLE 54
## LPDC

The parties shall comply with R.C. 3319.22. The LPDC Committee shall consist of four teachers, appointed by the Association, and three administrators. Terms shall be for two years, except that the initial selection of two teachers and one administrator shall be for three years. Committee members may be re-appointed for successive terms, without limitation. Each teacher who is a member of the LPDC shall receive an hourly stipend equal to that of tutor pay.

## ARTICLE 55
## SICK LEAVE BANK

Members of the bargaining unit will be allowed to donate and transfer a maximum of three (3) days accumulated sick leave to a member or members who have exhausted their sick leave due to catastrophic illness. Catastrophic, for purposes of this Article, shall mean an individual suffering from a terminal illness, an individual who has an extended hospital stay of six months or more, and any other situation mutually agreed upon by the Association President and the Superintendent.

A designee of the Association President shall be responsible for presenting to the Treasurer properly signed forms transferring sick leave. In the event all transferred days are not used, the Treasurer shall return unused forms to the Association President. Those forms shall be submitted to the Treasurer in groups of no less than twenty (20) at a time. (See Appendix L.)

## ARTICLE 56
## ENTRY-YEAR/MENTOR PROGRAM

The Board shall participate in the Entry-Year/Mentor program offered by the Pike County Education Service Center. Should the ESC Entry-Year/Mentor Program be discontinued, the Board and the Association shall immediately enter into negotiations pursuant to the collective bargaining agreement to establish a locally controlled Entry-Year/Mentor Program that meets state requirements.

## ARTICLE 57
## DIRECT DEPOSIT

All teachers hired after June 1, 2002 shall receive their pay via direct deposit.

## ARTICLE 58
## DISTRIBUTION OF CONTRACT

Section 58.1 The contract shall be printed in a size and type of print to be agreed upon by the Superintendent and the Association President.

SCIOTO VALLEY LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

PIKETON-SCIOTO EDUCATION ASSOCIATION

Michele S. Coreno

**APPENDIX A**

Name of Teacher _____

School _____

Grade Level or Subject(s) _____

_____

Evaluator _____

Observers _____

SCIOTO VALLEY SCHOOLS
EVALUATION RECORD

School year: _____

Present Contract Status: _____
Year _____-_____

May be eligible for: _____yr. contract

INTRODUCTION

Teacher scheduled for evaluation review will receive a copy of this record form and the interpretive guide early in September. Four appraisal conferences will be scheduled as shown below. Prior to these conferences, the principal, supervisor and/or department head will have provided written reports of classroom observations to the teacher. At the option of either the principal or the teacher, other school personnel may be invited to the conference.

SEQUENCE

The first and second conferences shall be scheduled before December 15. The third and fourth conferences shall be scheduled prior to March 31.

GROWTH AREAS

Prior to the conference, growth areas should be discussed. The principal will check those areas in which he believes growth is needed. Those which the teacher decides to check reflect his own self appraisal. Specific items checked under a major category may indicate that although the district standard has been met, growth is needed. Documentation, diagnosis and prescription for improvement shall be provided for each item checked by the principal.

DISTRICT STANDARDS

The teacher is expected to meet district standards of performance in the following major categories: Instructional Management, Personal Attitudes and Characteristics, Professional Attitudes and Characteristics, Professional Competence. These standards are illustrated in the Interpretive Guide and Worksheet. If it is determined that the district standards in a major category are not met, careful documentation based on performance in the current school year is required. Diagnosis and prescription for remediation must accompany the documentation, all of which shall be recorded on the official file copy.

PROCEDURES

If, at the second or a later conference, the principal for the first time checks a growth area or determines district standards are not met, the reason(s) should be clearly established as having occurred or come to his attention during the time elapsed between the first conference and the present conference.

The teacher should feel free to include or attach additional written statements at any time. The principal may be asked to sign statements submitted at a later date to acknowledge receipt and examination.

The teacher and principal shall sign the official file copy of each conference record to indicate that they have examined and discussed the contents.

A copy of the official file copy of each conference record shall be provided to the teacher. The official copy shall be kept in the appraisee's file in the principal's office and be made available for examination by the teacher upon request.

NOTE:
Please be sure to review the Staff Evaluation & Development Program handbook for a complete explanation of the evaluation review procedures.

SCIOTO VALLEY LOCAL SCHOOL DISTRICT

TEACHER OBSERVATION RECORD

Teacher: _____ Building: _____

Evaluator: _____ Observation Date: _____

This is the _____ observation.

Pre-observation Conference Date: _____

Time Observation Began: _____ Time Observation Ended: _____

Teacher initials at completion of observation:_____ (DO NOT INITIAL UNLESS TIMES AND DATES ARE ACCURATE AND YOU HAVE VERIFIED THAT THE EVALUATOR OBSERVED YOU FOR AT LEAST THIRTY [30] CONSECUTIVE MINUTES.)

OBSERVATION NOTES:

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Evaluator's Signature/Date: _____

Teacher's Signature/Date: _____

**SCIOTO VALLEY LOCAL SCHOOL DISTRICT**

**TEACHER EVALUATION FORM**

Teacher: _____ Building: _____

Evaluator/Position: _____

Observation Dates for this Evaluation: _____

Pre-Observation Conference Date: _____

Post-Observation Conference Date: _____

Rating Code:

**S** **Satisfactory** (Meets and/or exceeds district expectations)

**I/N** **Improvement Needed** (Comments and prescriptive recommendations provided for suggestions to strengthen this area)

**U** **Unsatisfactory** (Did not meet the district expectations, possible consideration for non-renewal. Comments and prescriptive recommendations provided for suggestions to strengthen this area)

**N/A** **Not Applicable** (Cannot evaluate due to insufficient information or did not observe or is not applicable.)

**I. Personal Attitudes and Characteristics**

Principal's Rating

_____ 1. Takes initiative in meeting responsibilities
Comments: _____

_____ 2. Relates positively to students, parents, and staff
Comments: _____

_____ 3. Responds constructively to supervision
Comments: _____

_____ 4. Maintains acceptable personal appearance
Comments: _____

Additional comments and suggested prescriptive recommendations: _____

_____

_____

_____

## II. Professional Attitudes and Characteristics

_____ 1. Helps each pupil to develop a realistic, positive self-image
Comments: _____

_____ 2. Shows evidence of professional growth
Comments: _____

_____ 3. Abides by written administrative policies and procedures
Comments: _____

_____ 4. Works cooperatively with school and district personnel and assumes responsibilities

Comments: _____

_____ 5. Informs parents of pupil performance and works to bring about improvement
Comments: _____

Additional comments and suggested prescriptive recommendations: _____

_____

_____

_____

## III. Professional Competencies

_____ 1. Demonstrates skills in the presentation of subject matter
Comments: _____

_____ 2. Seeks to promote student success
Comments: _____

_____ 3. Evidences planning and organization, and is flexible in taking advantage of spontaneous learning opportunities
Comments: _____

_____ 4. Involves students in active learning process
Comments: _____

Additional comments and suggested prescriptive recommendations: _____

_____

_____

_____

## IV. Instructional Management

_____ 1. Establishes and maintains reasonable classroom control
Comments: _____

_____ 2. Conducts classroom activities in an efficient manner
Comments: _____

_____ 3. Keeps records as needed to provide information on pupil progress
Comments: _____

_____ 4. Implements approved curriculum for grade and subject
Comments: _____

Additional comments and suggested prescriptive recommendations: _____

_____

_____

_____

## V. Supplemental Comments

Evaluator's Comments Teacher's Comments

Evaluator's Signature/Date: _____

Teacher's Signature/Date: _____

**(Signature indicates examination and discussion only)**

**APPENDIX B**

SCIOTO VALLEY LOCAL SCHOOLS

LEAVE REQUEST (CERTIFIED*)

(Please print.)

A. Name _____

B. Leave Date(s) Requested _____

C. Type of Leave: (Circle One)

| | | | |
|---|---|---|---|
| 1. Assault | 2. Association | 3. Child Care | 4.Family/Medical |
| 5. Citizenship | 6. Military | 7. Personal | 8. Political |
| 9. Professional | 10. Leave of Absence | 11. Sick | 12. Vacation |

D. Reason for Leave _____

_____

_____

E. Personal Leave Only: Number of days already used this year.

(Circle One) 0 1 2 3

F. Professional Leave Only: _____
(Destination)

Estimated Expenses: (Submit receipts for registration, food, lodging, miscellaneous)

Miles round trip _____ @ $_____ per mile (Current IRS rate) = _____

Registration = _____

Food (_____# of meals @ $ _____ average per meal) = _____

Lodging (____# of nights @ $ _____ cost per) = _____

Miscellaneous _____ = _____

Total Estimated Expenses = _____

G. I understand my obligations, if this request is granted, to confirm to all pertinent responsibilities specified in law, regulation, policy, and Master Contract. If expenses are granted, reimbursement will be limited to the total estimate approved and will only be paid

upon presentation of an itemized list of expenditure. Receipts for lodging, meals, registration fees, and miscellaneous items must accompany the itemized list of expenditures.

H. Leave Recommended _____ _____

Applicant's Signature

Leave Not Recommended _____ _____

Principal or Supervisor

I. Leave Granted _____

Leave Not Granted _____ _____

Superintendent or designee

**APPENDIX C**

SCIOTO VALLEY SCHOOLS

PROFESSIONAL LEAVE PROCEDURES

Person Requesting Leave _____ Date _____

The attached copy of your request for Professional Leave has been:

_____ Granted with expenses.

_____ Granted without expenses for the following reasons:

_____ Not granted for the following reasons:

Should there be any questions concerning the disposition of your request, please contact the Superintendent.

All persons granted Professional Leave are required to present a completed meeting summary form to the Superintendent upon return from professional leave.

All persons granted Professional Leave with expenses are required to file an expense invoice with receipts attached to the Treasurer's office upon return from professional leave. Reimbursement for expenses is limited to the total estimate approved.

_____

_____

EXPENSE INVOICE

To be submitted within 30 days of return from leave.

Name of Meeting _____

Location of Meeting _____

Date(s) of Meeting _____

1. Mileage (_____ miles @ $_____ per mile) _____
2. Registration _____
3. Lodging _____
4. Taxi Fare or Parking _____
5. Other _____ _____

TOTAL _____

Receipts should accompany this form, except for item 1.

**APPENDIX D**

SCIOTO VALLEY LOCAL SCHOOLS
Application for Academic Stipend for Advanced Training
(Article 42 – PSEA Contract)

Article 44, Section 3: Courses must be approved in advance by the Superintendent.

Name of Applicant _____ Date _____

Teaching Assignment _____

Certification Field(s) _____

Previous Education: Degree(s) _____

Total Hours _____

Teaching Experience:

Subject Area(s) _____ years _____

Grade Level(s) _____ years _____

Total Experience _____ years _____

Scioto Valley Exp. _____ years _____

Course Requested: (Title) _____

Check One: _____ Quarter _____ Semester

_____ Subject _____ Number _____ Credit Hours

_____ College or University _____ Beginning when? _____ Tuition

Pervious hours approved since last July 1 _____

Check One: _____ Quarter _____ Semester

How is this course related to teaching or administration of schools? _____

_____

_____

I understand that, if this application is approved, I will not receive remuneration until the September following completion, and only if I am employed by Scioto Valley Board at that time and have submitted to the Superintendent documentary evidence of successful completion.

_____
Signature of Applicant

Received in Office of Superintendent: _____
(Month, Day, Year, Time)

Disposition:

Approved _____

_____
Signature of Superintendent

Not Approved _____

Reason: _____

_____

_____

**APPENDIX E**

PROFESSIONAL MEETING SUMMARY

Return summary to Superintendent's Office within one week of professional leave.

1. Please write a short summary of the meeting or workshop. (i.e., objectives, content, topics, etc.)

2. Specifically, how will this information benefit you in the performance of your job?

3. Would you recommend local in-service on this topic? Would you be willing to organize, direct, or participate in such a local in-service?

**APPENDIX F**

Scioto Valley Pike
Certificated Salary Schedule
2024-2025

| Experience | BA | BA+ | M | M+ |
|---|---|---|---|---|
| 0 | 1.0000<br>44404 | 1.0380<br>46091 | 1.0950<br>48622 | 1.1250<br>49955 |
| 1 | 1.0380<br>46091 | 1.0810<br>48001 | 1.1430<br>50754 | 1.1780<br>52308 |
| 2 | 1.0760<br>47779 | 1.1240<br>49910 | 1.1910<br>52885 | 1.2310<br>54661 |
| 3 | 1.1140<br>49466 | 1.1670<br>51819 | 1.2390<br>55017 | 1.2840<br>57015 |
| 4 | 1.1520<br>51153 | 1.2100<br>53729 | 1.2870<br>57148 | 1.3370<br>59368 |
| 5 | 1.1900<br>52841 | 1.2530<br>55638 | 1.3350<br>59279 | 1.3900<br>61722 |
| 6 | 1.2280<br>54528 | 1.2960<br>57548 | 1.3830<br>61411 | 1.4430<br>64075 |
| 7 | 1.2660<br>56215 | 1.3390<br>59457 | 1.4310<br>63542 | 1.4960<br>66428 |
| 8 | 1.3040<br>57903 | 1.3820<br>61366 | 1.4790<br>65674 | 1.5490<br>68782 |
| 9 | 1.3420<br>59590 | 1.4250<br>63276 | 1.5270<br>67805 | 1.6020<br>71135 |
| 10 | 1.3800<br>61278 | 1.4680<br>65185 | 1.5750<br>69936 | 1.6550<br>73489 |
| 11 | 1.4180<br>53965 | 1.5110<br>67094 | 1.6230<br>72068 | 1.7080<br>75842 |
| 14 | 1.4940<br>66340 | 1.5970<br>70913 | 1.7190<br>76330 | 1.8140<br>80549 |
| 18 | 1.5700<br>69714 | 1.6830<br>74732 | 1.8150<br>80593 | 1.9200<br>85256 |
| 22 | 1.6460<br>73089 | 1.7690<br>78551 | 1.9110<br>84856 | 2.0260<br>89963 |
| 27 | 1.7320<br>76908 | 1.8550<br>82369 | 1.9970<br>88675 | 2.1120<br>93781 |

**APPENDIX F**

Scioto Valley Pike
Certificated Salary Schedule
2025-2026

| Experience | BA | BA+ | MA | MA+ |
|---|---|---|---|---|
| 0 | 1.0000<br>45292 | 1.0380<br>47013 | 1.0950<br>49595 | 1.1250<br>50954 |
| 1 | 1.0380<br>47013 | 1.0810<br>48961 | 1.1430<br>51769 | 1.1780<br>53354 |
| 2 | 1.0760<br>48134 | 1.1240<br>50908 | 1.1910<br>53943 | 1.2310<br>55754 |
| 3 | 1.1140<br>50455 | 1.1670<br>52856 | 1.2390<br>56117 | 1.2840<br>58155 |
| 4 | 1.1520<br>52176 | 1.2100<br>54803 | 1.2870<br>58291 | 1.3370<br>60555 |
| 5 | 1.1900<br>53891 | 1.2530<br>56751 | 1.3350<br>60465 | 1.3900<br>62956 |
| 6 | 1.2280<br>55619 | 1.2960<br>58698 | 1.3830<br>62639 | 1.4430<br>65356 |
| 7 | 1.2660<br>57340 | 1.3390<br>60646 | 1.4310<br>64813 | 1.4960<br>67757 |
| 8 | 1.3040<br>59061 | 1.3820<br>62594 | 1.4790<br>66987 | 1.5490<br>70157 |
| 9 | 1.3420<br>60782 | 1.4250<br>64541 | 1.5270<br>69161 | 1.6020<br>72558 |
| 10 | 1.3800<br>62503 | 1.4680<br>66489 | 1.5750<br>71335 | 1.6550<br>74958 |
| 11 | 1.4180<br>64224 | 1.5110<br>68436 | 1.6230<br>73509 | 1.7080<br>77359 |
| 14 | 1.4940<br>67666 | 1.5970<br>72331 | 1.7190<br>77857 | 1.8140<br>82160 |
| 18 | 1.5700<br>71108 | 1.6830<br>76226 | 1.8150<br>82205 | 1.9200<br>86961 |
| 22 | 1.6460<br>74551 | 1.7690<br>80122 | 1.9110<br>86553 | 2.0260<br>91762 |
| 27 | 1.7320<br>78446 | 1.8550<br>84017 | 1.9970<br>90448 | 2.1120<br>95657 |

**APPENDIX F**

Scioto Valley Pike
Certificated Salary Schedule
2026-2027

| Experience | BA | BA+ | MA | MA+ |
|---|---|---|---|---|
| 0 | 1.0000 | 1.0380 | 1.0950 | 1.1250 |
| | 46198 | 47953 | 50587 | 51973 |
| 1 | 1.0380 | 1.0810 | 1.1430 | 1.1780 |
| | 47953 | 49940 | 52804 | 54421 |
| 2 | 1.0760 | 1.1240 | 1.1910 | 1.2310 |
| | 49709 | 51926 | 55022 | 56870 |
| 3 | 1.1140 | 1.1670 | 1.2390 | 1.2840 |
| | 51464 | 53913 | 57239 | 59318 |
| 4 | 1.1520 | 1.2100 | 1.2870 | 1.3370 |
| | 53220 | 55899 | 59457 | 61767 |
| 5 | 1.1900 | 1.2530 | 1.3350 | 1.3900 |
| | 54975 | 57886 | 61674 | 64215 |
| 6 | 1.2280 | 1.2960 | 1.3830 | 1.4430 |
| | 56731 | 59872 | 63892 | 66663 |
| 7 | 1.2660 | 1.3390 | 1.4310 | 1.4960 |
| | 58486 | 61859 | 66109 | 69112 |
| 8 | 1.3040 | 1.3820 | 1.4790 | 1.5490 |
| | 60242 | 63845 | 68327 | 71560 |
| 9 | 1.3420 | 1.4250 | 1.5270 | 1.6020 |
| | 61998 | 65832 | 70544 | 74009 |
| 10 | 1.3800 | 1.4680 | 1.5750 | 1.6550 |
| | 63753 | 67818 | 72762 | 76457 |
| 11 | 1.4180 | 1.5110 | 1.6230 | 1.7080 |
| | 65509 | 69805 | 74979 | 78906 |
| 14 | 1.4940 | 1.5970 | 1.7190 | 1.8140 |
| | 69020 | 73778 | 79414 | 83803 |
| 18 | 1.5700 | 1.6830 | 1.8150 | 1.9200 |
| | 72531 | 77751 | 83849 | 88700 |
| 22 | 1.6460 | 1.7690 | 1.9110 | 2.0260 |
| | 76042 | 81724 | 88284 | 93597 |
| 27 | 1.7320 | 1.8550 | 1.9970 | 2.1120 |
| | 80015 | 85697 | 92257 | 97570 |

| | | | | |
|---|---|---|---|---|
| | **2024-25 2%** | | | |
| | Piketon-Scioto Supplemental Salary Schedule | | | |
| | Position | 0-3 Years | 4-7 Years | 8 + Years |
| | | | | |
| | Baseball/Softball | | | |
| | Baseball Coach | 3,996 | 4,306 | 4,607 |
| | Asst. Baseball Coach | 2,750 | 3,060 | 3,363 |
| | Reserve Baseball Coach | 2,750 | 3,060 | 3,363 |
| | Softball Coach | 3,996 | 4,306 | 4,607 |
| | Asst. Softball Coach | 2,750 | 3,060 | 3,363 |
| | Reserve Softball Coach | 2,750 | 3,060 | 3,363 |
| | Freshman Softball | 2,750 | 3,060 | 3,363 |
| | | | | |
| | Track | | | |
| | Varsity Track Coach | 3,996 | 4,306 | 4,607 |
| | Asst. Varsity Track Coach | 2,750 | 3,060 | 3,363 |
| | Jr. High Track Coach | 2,043 | 2,474 | 2,860 |
| | | | | |
| | Music | | | |
| | Marching Band and Pep Band Director | 7,613 | 8,659 | 9,783 |
| | PHS Musical Production Director | 4,657 | 5,501 | 5,804 |
| | Elementary Musical Director | 2,844 | 3,148 | 3,516 |
| | Elementary Musical Assistant | 2,057 | 2,057 | 2,057 |
| | Music Assistant | | | |
| | Band (2) Drama (3) | 2,057 | 2,057 | 2,057 |
| | | 0 | 0 | 0 |
| | Flag Corps Director | 2,057 | 2,057 | 2,057 |
| | | | | |
| | Academics | | | |
| | Elementary Quiz Bowl Advisor (2) | 1,121 | 1,222 | 1,331 |
| | Jr. High Quiz Bowl Advisor (2) | 1,121 | 1,222 | 1,331 |
| | High School Quiz Bowl Advisor | 1,903 | 2,618 | 2,973 |
| | Science and Math Club (JETS) | 765 | 842 | 913 |
| | PHS Envirothon Coach | 1,121 | 1,222 | 1,331 |
| | National Honor Society | 1,438 | 1,823 | 2,183 |
| | High School Student Council | 2,263 | 2,973 | 3,376 |
| | Jr. High Student Council | 765 | 842 | 913 |
| | Elementary Student Council | 1,121 | 1,222 | 1,331 |
| | Yearbook Advisor | 5,229 | 6,735 | 7,446 |
| | Elementary Yearbook Advisor | 1,394 | 1,794 | 1,984 |
| | Foreign Language Club | 765 | 842 | 913 |
| | Spelling Bee Advisor | 765 | 842 | 913 |

| | | | | |
|---|---|---|---|---|
| | Science Fair Advisor | 765 | 842 | 913 |
| | Math 24 (4-6) (7-9) | 765 | 842 | 913 |
| | | | | |
| | | | | |
| | Football | | | |
| | Head Football Coach (Varsity HS) | 7,147 | 8,171 | 9,192 |
| | Asst. Football Coach (4) | 3,974 | 4,281 | 4,585 |
| | Freshman Football Coach | 2,366 | 2,518 | 2,675 |
| | Head Jr. High Football Coach | 2,901 | 3,211 | 3,516 |
| | Asst. Jr. High Football Coach (2) | 2,366 | 2,518 | 2,675 |
| | Strength Coach | 0 | 0 | 0 |
| | Boys | 6,726 | 6,726 | 6,726 |
| | Girls | 6,726 | 6,726 | 6,726 |
| | Jr. High Boys | 1,576 | 1,576 | 1,576 |
| | Jr. High Girls | 1,576 | 1,576 | 1,576 |
| | Assistant Strength Coach | 2,209 | 2,208 | 2,208 |
| | | | | |
| | Golf | | | |
| | Golf Coach | 3,996 | 4,306 | 4,607 |
| | Jr. High Golf Coach | 2,750 | 3,060 | 3,363 |
| | Asst. High School Golf Coach | 2,750 | 3,060 | 3,363 |
| | | | | |
| | Cross Country | | | |
| | Cross Country Coach | 3,996 | 4,306 | 4,607 |
| | Asst. Cross Country Coach | 2,750 | 3,060 | 3,363 |
| | | | | |
| | Volleyball | | | |
| | Varsity Volleyball Coach | 6,085 | 6,950 | 7,259 |
| | Reserve Volleyball Coach | 3,974 | 4,281 | 4,585 |
| | Jr. High Volleyball Coach (7th &8th) | 2,043 | 2,474 | 2,860 |
| | Freshman Volleyball Coach | 2,043 | 2,474 | 2,860 |
| | | | | |
| | Cheerleading Advisors | | | |
| | Football | 3,873 | 4,183 | 4,494 |
| | Basketball | 3,873 | 4,183 | 4,494 |
| | Jr. High Football | 1,107 | 1,386 | 1,665 |
| | Jr. High Basketball | 1,107 | 1,386 | 1,665 |
| | | | | |
| | Basketball | | | |
| | Varsity Basketball Coach (Boys & Girls) | 7,147 | 8,171 | 9,192 |
| | Asst. Varsity Basketball Coach (Boys& Girls) | 3,974 | 4,281 | 4,585 |
| | Reserve Basketball Coach (Boys & Girls) | 3,974 | 4,281 | 4,585 |
| | Freshman Basketball Coach | 2,292 | 2,599 | 2,904 |
| | 8th Grade Basketball Coach (Boys & Girls) (2 each) | 2,043 | 2,474 | 2,860 |
| | Basketball Camp (Boys & Girls) | 715 | 715 | 715 |

| | | | |
|---|---|---|---|
| Summer Recreation Director (Boys & Girls) | 4,100 | 4,100 | 4,100 |
| 7th Grade Basketball Coach (Boys & Girls) (2 each) | 1,704 | 1,859 | 2,009 |
| | | | |
| Soccer | | | |
| Jr. High Soccer Coach | 2,901 | 3,211 | 3,516 |
| Asst. Varsity Soccer Coach | 2,901 | 3,211 | 3,516 |
| Varsity Soccer Coach | 3,996 | 4,306 | 4,607 |
| | | | |
| Other | | | |
| HS Athletic Director | 18,470 | 21,338 | 23,748 |
| Jr. High Athletic Director | 6,368 | 6,771 | 7,165 |
| Senior Class Sponsor | 913 | 1,152 | 1,375 |
| Junior Class & Prom Sponsor | 1,605 | 1,755 | 1,912 |
| Sophomore Class Sponsor | 532 | 640 | 689 |
| Freshman Class Sponsor | 532 | 640 | 689 |
| Prom Grand March | 532 | 640 | 689 |

| | **2025-26 2%** | | | |
|---|---|---|---|---|
| | Piketon-Scioto Supplemental Salary Schedule | | | |
| | Position | 0-3 Years | 4-7 Years | 8 + Years |
| | | | | |
| | Baseball/Softball | | | |
| | Baseball Coach | 4,076 | 4,392 | 4,699 |
| | Asst. Baseball Coach | 2,805 | 3,121 | 3,430 |
| | Reserve Baseball Coach | 2,805 | 3,121 | 3,430 |
| | Softball Coach | 4,076 | 4,392 | 4,699 |
| | Asst. Softball Coach | 2,805 | 3,121 | 3,430 |
| | Reserve Softball Coach | 2,805 | 3,121 | 3,430 |
| | Freshman Softball | 2,805 | 3,121 | 3,430 |
| | | | | |
| | Track | | | |
| | Varsity Track Coach | 4,076 | 4,392 | 4,699 |
| | Asst. Varsity Track Coach | 2,805 | 3,121 | 3,430 |
| | Jr. High Track Coach | 2,084 | 2,523 | 2,917 |
| | | | | |
| | Music | | | |
| | Marching Band and Pep Band Director | 7,765 | 8,832 | 9,979 |
| | PHS Musical Production Director | 4,751 | 5,612 | 5,921 |
| | Elementary Musical Director | 2,901 | 3,211 | 3,586 |
| | Elementary Musical Assistant | 2,098 | 2,098 | 2,098 |
| | Music Assistant | | | |
| | Band (2) Drama (3) | 2,098 | 2,098 | 2,098 |
| | | 0 | 0 | 0 |
| | Flag Corps Director | 2,098 | 2,098 | 2,098 |
| | | | | |
| | Academics | | | |
| | Elementary Quiz Bowl Advisor (2) | 1,143 | 1,246 | 1,358 |
| | Jr. High Quiz Bowl Advisor (2) | 1,143 | 1,246 | 1,358 |
| | High School Quiz Bowl Advisor | 1,942 | 2,670 | 3,032 |
| | Science and Math Club (JETS) | 780 | 859 | 932 |
| | PHS Envirothon Coach | 1,143 | 1,246 | 1,358 |
| | National Honor Society | 1,467 | 1,860 | 2,226 |
| | High School Student Council | 2,308 | 3,032 | 3,444 |
| | Jr. High Student Council | 780 | 859 | 932 |
| | Elementary Student Council | 1,143 | 1,246 | 1,358 |
| | Yearbook Advisor | 5,333 | 6,870 | 7,595 |
| | Elementary Yearbook Advisor | 1,422 | 1,830 | 2,023 |
| | Foreign Language Club | 780 | 859 | 932 |
| | Spelling Bee Advisor | 780 | 859 | 932 |

| | | | | |
|---|---|---|---|---|
| | Science Fair Advisor | 780 | 859 | 932 |
| | Math 24 (4-6) (7-9) | 780 | 859 | 932 |
| | | | | |
| | | | | |
| | Football | | | |
| | Head Football Coach (Varsity HS) | 7,290 | 8,334 | 9,375 |
| | Asst. Football Coach (4) | 4,053 | 4,366 | 4,677 |
| | Freshman Football Coach | 2,413 | 2,568 | 2,728 |
| | Head Jr. High Football Coach | 2,959 | 3,275 | 3,586 |
| | Asst. Jr. High Football Coach (2) | 2,413 | 2,568 | 2,728 |
| | Strength Coach | 0 | 0 | 0 |
| | Boys | 6,861 | 6,861 | 6,861 |
| | Girls | 6,861 | 6,861 | 6,861 |
| | Jr. High Boys | 1,576 | 1,576 | 1,576 |
| | Jr. High Girls | 1,576 | 1,576 | 1,576 |
| | Assistant Strength Coach | 2,253 | 2,252 | 2,252 |
| | | | | |
| | Golf | | | |
| | Golf Coach | 4,076 | 4,392 | 4,699 |
| | Jr. High Golf Coach | 2,805 | 3,121 | 3,430 |
| | Asst. High School Golf Coach | 2,805 | 3,121 | 3,430 |
| | | | | |
| | Cross Country | | | |
| | Cross Country Coach | 4,076 | 4,392 | 4,699 |
| | Asst. Cross Country Coach | 2,805 | 3,121 | 3,430 |
| | | | | |
| | Volleyball | | | |
| | Varsity Volleyball Coach | 6,206 | 7,089 | 7,404 |
| | Reserve Volleyball Coach | 4,053 | 4,366 | 4,677 |
| | Jr. High Volleyball Coach (7th &8th) | 2,084 | 2,523 | 2,917 |
| | Freshman Volleyball Coach | 2,084 | 2,523 | 2,917 |
| | | | | |
| | Cheerleading Advisors | | | |
| | Football | 3,950 | 4,267 | 4,584 |
| | Basketball | 3,950 | 4,267 | 4,584 |
| | Jr. High Football | 1,129 | 1,414 | 1,699 |
| | Jr. High Basketball | 1,129 | 1,414 | 1,699 |
| | | | | |
| | Basketball | | | |
| | Varsity Basketball Coach (Boys & Girls) | 7,290 | 8,334 | 9,375 |
| | Asst. Varsity Basketball Coach (Boys& Girls) | 4,053 | 4,366 | 4,677 |
| | Reserve Basketball Coach (Boys & Girls) | 4,053 | 4,366 | 4,677 |
| | Freshman Basketball Coach | 2,338 | 2,651 | 2,962 |
| | 8th Grade Basketball Coach (Boys & Girls) (2 each) | 2,084 | 2,523 | 2,917 |
| | Basketball Camp (Boys & Girls) | 730 | 729 | 729 |

| **2026-27 2%** | | | |
|---|---|---|---|
| Piketon-Scioto Supplemental Salary Schedule | | | |
| Position | 0-3 Years | 4-7 Years | 8 + Years |
| | | | |
| Baseball/Softball | | | |
| Baseball Coach | 4,158 | 4,480 | 4,793 |
| Asst. Baseball Coach | 2,861 | 3,184 | 3,499 |
| Reserve Baseball Coach | 2,861 | 3,184 | 3,499 |
| Softball Coach | 4,158 | 4,480 | 4,793 |
| Asst. Softball Coach | 2,861 | 3,184 | 3,499 |
| Reserve Softball Coach | 2,861 | 3,184 | 3,499 |
| Freshman Softball | 2,861 | 3,184 | 3,499 |
| | | | |
| Track | | | |
| Varsity Track Coach | 4,158 | 4,480 | 4,793 |
| Asst. Varsity Track Coach | 2,861 | 3,184 | 3,499 |
| Jr. High Track Coach | 2,126 | 2,574 | 2,976 |
| | | | |
| Music | | | |
| Marching Band and Pep Band Director | 7,920 | 9,009 | 10,179 |
| PHS Musical Production Director | 4,846 | 5,724 | 6,039 |
| Elementary Musical Director | 2,959 | 3,275 | 3,658 |
| Elementary Musical Assistant | 2,140 | 2,140 | 2,140 |
| Music Assistant | | | |
| Band (2) Drama (3) | 2,140 | 2,140 | 2,140 |
| | | | |
| Flag Corps Director | 2,140 | 2,140 | 2,140 |
| | | | |
| Academics | | | |
| Elementary Quiz Bowl Advisor (2) | 1,166 | 1,271 | 1,385 |
| Jr. High Quiz Bowl Advisor (2) | 1,166 | 1,271 | 1,385 |
| High School Quiz Bowl Advisor | 1,980 | 2,723 | 3,093 |
| Science and Math Club (JETS) | 796 | 876 | 950 |
| PHS Envirothon Coach | 1,166 | 1,271 | 1,385 |
| National Honor Society | 1,496 | 1,897 | 2,271 |
| High School Student Council | 2,354 | 3,093 | 3,513 |
| Jr. High Student Council | 796 | 876 | 950 |
| Elementary Student Council | 1,166 | 1,271 | 1,385 |
| Yearbook Advisor | 5,440 | 7,007 | 7,747 |
| Elementary Yearbook Advisor | 1,450 | 1,867 | 2,064 |
| Foreign Language Club | 796 | 876 | 950 |
| Spelling Bee Advisor | 796 | 876 | 950 |
| Science Fair Advisor | 796 | 876 | 950 |
| Math 24 (4-6) (7-9) | 796 | 876 | 950 |

| | | | |
|---|---|---|---|
| | | | |
| | | | |
| Football | | | |
| Head Football Coach (Varsity HS) | 7,436 | 8,501 | 9,563 |
| Asst. Football Coach (4) | 4,134 | 4,454 | 4,770 |
| Freshman Football Coach | 2,461 | 2,620 | 2,783 |
| Head Jr. High Football Coach | 3,018 | 3,340 | 3,658 |
| Asst. Jr. High Football Coach (2) | 2,461 | 2,620 | 2,783 |
| Strength Coach | | | |
| Boys | 6,998 | 6,998 | 6,998 |
| Girls | 6,998 | 6,998 | 6,998 |
| Jr. High Boys | 1,608 | 1,608 | 1,608 |
| Jr. High Girls | 1,608 | 1,608 | 1,608 |
| Assistant Strength Coach | 2,298 | 2,298 | 2,298 |
| | | | |
| Golf | | | |
| Golf Coach | 4,158 | 4,480 | 4,793 |
| Jr. High Golf Coach | 2,861 | 3,184 | 3,499 |
| Asst. High School Golf Coach | 2,861 | 3,184 | 3,499 |
| | | | |
| Cross Country | | | |
| Cross Country Coach | 4,158 | 4,480 | 4,793 |
| Asst. Cross Country Coach | 2,861 | 3,184 | 3,499 |
| | | | |
| Volleyball | | | |
| Varsity Volleyball Coach | 6,331 | 7,231 | 7,552 |
| Reserve Volleyball Coach | 4,134 | 4,454 | 4,770 |
| Jr. High Volleyball Coach (7th &8th) | 2,126 | 2,574 | 2,976 |
| Freshman Volleyball Coach | 2,126 | 2,574 | 2,976 |
| | | | |
| Cheerleading Advisors | | | |
| Football | 4,029 | 4,352 | 4,676 |
| Basketball | 4,029 | 4,352 | 4,676 |
| Jr. High Football | 1,152 | 1,442 | 1,733 |
| Jr. High Basketball | 1,152 | 1,442 | 1,733 |
| | | | |
| Basketball | | | |
| Varsity Basketball Coach (Boys & Girls) | 7,436 | 8,501 | 9,563 |
| Asst. Varsity Basketball Coach (Boys& Girls) | 4,134 | 4,454 | 4,770 |
| Reserve Basketball Coach (Boys & Girls) | 4,134 | 4,454 | 4,770 |
| Freshman Basketball Coach | 2,385 | 2,704 | 3,022 |
| 8th Grade Basketball Coach (Boys & Girls) (2 each) | 2,126 | 2,574 | 2,976 |
| Basketball Camp (Boys & Girls) | 744 | 744 | 744 |
| Summer Recreation Director (Boys & Girls) | 4,266 | 4,266 | 4,266 |

| | | | |
|---|---|---|---|
| 7th Grade Basketball Coach (Boys & Girls) (2 each) | 1,773 | 1,934 | 2,091 |
| | | | |
| Soccer | | | |
| Jr. High Soccer Coach | 3,018 | 3,340 | 3,658 |
| Asst. Varsity Soccer Coach | 3,018 | 3,340 | 3,658 |
| Varsity Soccer Coach | 4,158 | 4,480 | 4,793 |
| | | | |
| Other | | | |
| HS Athletic Director | 19,216 | 22,200 | 24,708 |
| Jr. High Athletic Director | 6,626 | 7,044 | 7,454 |
| Senior Class Sponsor | 950 | 1,199 | 1,431 |
| Junior Class & Prom Sponsor | 1,670 | 1,826 | 1,989 |
| Sophomore Class Sponsor | 554 | 665 | 717 |
| Freshman Class Sponsor | 554 | 665 | 717 |
| Prom Grand March | 554 | 665 | 717 |
| PBIS | 780 | 780 | 780 |
| Drug Free Club/After Prom | 1,108 | 1,108 | 1,108 |

**APPENDIX H**

SICK BANK LEAVE FORM

TRANSFER OF SICK LEAVE

(Certified Staff)

Date_____

I, _____, wish to voluntarily transfer one day of my

accumulated sick leave to _____

_____

Signature

---

For Treasurer's Use

_____

(MM/DD/YY of Transfer)