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MASTER AGREEMENT

between the

FORT LORAMIE EDUCATION ASSOCIATION

and the

FORT LORAMIE BOARD OF EDUCATION

Effective August 16, 2025 through August 15, 2028

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ARTICLE I – RECOGNITION

A. The Fort Loramie Board of Education, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Fort Loramie Education Association (affiliated with the Ohio Education Association and the National Education Association) hereinafter referred to as the Association, as the exclusive representative for professional certificated/licensed personnel employed by the Board for the purpose of negotiations, on matters pertaining to salaries, fringe benefits, and working conditions of employment.

B. The Association recognizes the Board as the elected representative of the people of the Fort Loramie Local School District and as the employer of the certificated/licensed personnel of the district.

C. For purposes of recognition, the "bargaining unit" shall include all certificated/licensed classroom teachers, guidance counselors, psychologists, speech and hearing therapist, librarians, nurses, and tutors including half-time personnel.

1. Excluded from the unit are substitute teachers and administrators.

ARTICLE II – BOARD RIGHTS

The Board retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the work-related activities of its employees.

2. To hire all employees subject to the provisions of law to determine their qualifications and the conditions of their continued employment, or their dismissal or demotion and to promote or transfer all such employees.

3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students.

4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind.

5. To determine class schedules, the hours of instruction, and duties, responsibilities and assignments of teachers, and the terms and conditions of employment.

The exercise of the foregoing rights, powers, authority, duties and responsibilities of the Board, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the expressed terms of this Agreement and in conformance with the constitution and the provisions of the laws of the State, and the Constitution and laws of the United States.

ARTICLE III – ASSOCIATION RIGHTS

A. The Board specifically recognizes the rights of the Association to request the assistance of the O.E.A. and/or N.E.A.

B. The Association shall have the right to schedule the use of the school building for professional meetings when it does not conflict with previously scheduled uses. Reasonable use of the school bulletin boards may be made by the Association. Reasonable use of visual and duplicating equipment shall be made available to the Association.

C. The teacher who is engaged during the school day in negotiation procedures on behalf of the Association with any representative of the Board who participates in any professional grievance procedures which are scheduled by the Board or the Administration shall be released from regular duties without any loss or penalties.

D. Official teacher-elected delegates will be released from regular duties without loss of pay to attend Ohio Education Association, W.O.E.A., N.E.A. meetings, conferences, and workshops. All staff members will file requisitions to attend these meetings in the Superintendent's office three days in advance. A maximum of four total days per year will be allotted to the Association.

E. Copies of the master agreement will be compiled and distributed by the Association at the Association's expense. Twelve (12) copies shall be provided to the Board of Education.

F. The Board agenda, with attachments, will be sent to the Association President the same day as sent to the Board.

ARTICLE IV – TEACHING CONDITIONS

Section 1. Teacher Day

A. The length of the school day for teachers in the elementary and secondary school shall be determined in part by minimum state standards and cooperation with other schools in the Career Center School District, but shall not exceed seven (7) hours twenty (20) minutes including lunch.

B. The building principal based upon his/her building authority and responsibility may release certified personnel from the minimum required workday. When these situations arise and suitable arrangements can be made so that such absence does not disrupt the normal school activities, the principal may grant these requests. This would include early departures and late arrivals.

C. All teachers, except those teachers who work one-half (1/2) time or less, shall be entitled to a 30-minute lunch period. These are minimum requirements and longer periods may be scheduled.

1. Teachers may leave the school for their lunch period after notifying the Principal.

2. In a building emergency or if a specific unusual need occurs in the building, the approval of the Principal is necessary in order to leave during the lunch period.

D. All teachers are expected to participate in the following professional duties: parent/teacher conferences (no more than two full days) and open house (no more than one per year). Teachers are encouraged to attend, when possible, school functions outside the school day.

E. The building principal may deem it necessary to conduct periodic departmental and general faculty meetings throughout the course of the month. Pending prior notification, certified personnel will be expected to participate in these activities on a monthly basis beyond the regular school day.

F. The starting and ending time of the teacher and student day may be shifted up to a variance of ten (10) minutes; however, no additional time may be added to the teacher or student day.

G. Each teacher shall have the equivalent of one duty free preparation period for each day within the student day. One continuous block of time is the expected norm for preparation; however, when small blocks are necessary due to scheduling, each block of time considered preparation period time shall be a minimum of fifteen (15) minutes in length.

1. When any member is absent from school, every reasonable effort will be made to obtain a substitute for the member. Substitute teachers shall be assigned by the building principal.

2. Internal substitution may be performed by a regular teacher who volunteers or mutually agrees to teach during his/her regular assigned conference period. Certificated employees will be compensated according to the following length of time: 20-40 minutes $20.00; 41+ minutes $30.00.

H. The teacher work day will conclude one hour early on the day before Thanksgiving break, Christmas break, Easter break, and on the last student day.

1. In the event of a delay on any of the above scheduled one-hour early dismissals, the early dismissal will not take place and the students will be dismissed at the regular dismissal times.

I. The Association and Board of Education agree to utilize five (5) calamity days before any school days will need to be made up. Make up days past

the five day total, shall be scheduled on the Board approved school calendar in advance of the school year. Time missed from school due to delays and non-calamity situations (i.e OHSAA competitions) will not need to be made up as long as the hourly bank has sufficient time in it.

Section 2. Class Size

The Board and the Association recognize that the availability of optimum school facilities for both student and teacher is desirable to ensure the high quality of education that is the goal of both the teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach, to remain with the assigned students, and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A. The Board and Association recognize that the teacher-pupil ratio is an important aspect of an effective educational program. Whenever possible under the circumstances (availability of facilities and financial resources) the maximum number of pupils per teacher shall be as follows:

1.	Kindergarten and Grade 1	25 pupils
2.	Grades 2-8	25-30 pupils
3.	Grades 9-12 Academic	25-30 pupils
4.	Laboratory and Shop (not to exceed work stations)	18-24 pupils

Departures from these norms may be authorized by the Superintendent when he deems it necessary, and in the best interest of the educational process. At the request of the Association, the Superintendent will advise the Association of any such departures and reasons for such change. If the reasonableness of the Superintendent's determination for such change is in question, the Association shall have the right to discuss with the Board (or, at the option of the Board, a committee thereof) an appropriate class size for the case in question.

B. All available help shall be offered to teachers of children who are identified as "special needs students" on IEP's, 504 plans and accommodation plans.

Section 3. Teacher Facilities

Each school should have the following facilities:

1. Space in each classroom in which teachers may safely store instructional materials and supplies.

2. A workroom should be available containing adequate equipment and supplies to aid in the preparation of instructional materials.

3. Adequate lunchroom facilities; teacher workroom; and restrooms and lavatory facilities for teacher use.

4. Adequate free parking facilities should be provided close to or adjoining the school.

Section 4. Personnel Files

A. Teachers shall have access to their personnel files to review any documents prepared by the teacher himself/herself, college transcripts, progress evaluation forms prepared by the principal or supervisor or other miscellaneous documents and information.

B. Complaints by a parent directed toward a teacher shall be signed and dated by the teacher, if a record is to be made of such complaint.

C. When an administrator finds it necessary to make a notation on or an addition to an employee's file, a copy will be sent to the employee prior to its placement in the file. The employee may respond to such notation.

D. Should a notation in an employee's file become necessary over the summer months, the employee shall be sent a copy of the document by mail.

E. Any employee who disputes the accuracy, relevance, completeness or timeliness of material contained in his/her personnel file may request the Superintendent to conduct an investigation as to the validity of the employee's claim. Any of the aforementioned information which is found to be inaccurate or irrelevant may be removed from the employee's file by the Superintendent.

F. Anonymous letters, materials, or notations shall not be placed in a teacher's file, nor shall they be made a matter of record.

G. A teacher will be entitled to a copy of any material in his/her file upon request.

H. Any file kept by the administration, anecdotal or otherwise, shall be governed by the provisions of this contract.

Section 5. Board Support of Student Discipline Procedures

The Board hereby assures teachers that it will put its full support behind the student discipline procedures and policies hereinafter recommended and adopted by the Board in matters of student discipline. The administration and the teachers recognize a mutual responsibility for the enforcement, fairly and consistently without unlawful discrimination due to race, creed, gender, marital status, age, or handicap. It is recognized and agreed that there is a continuing need to review discipline policies and procedures and to that end the parties shall appoint a specific professional study committee to study such policies.

Section 6. Reduction in Force

A. A seniority list will be developed and given to the Association by October 1st. The list should be organized by area(s) of certification/license, most senior to least senior, tenured and non-tenured.

1. Seniority shall be defined as length of continuous service in the Ft. Loramie School District.

B. When by reasons set forth in O.R.C. §3319.17 the Board decides that it will be necessary to reduce the number of teachers, it may make a reasonable reduction.

C. In making such reduction, the Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent of schools who shall, within each teaching field affected, give preference to teachers on continuing contracts.

1. In determining the position(s) to be reduced, eliminated, or not filled, Ohio law shall apply.

D. When two or more teachers have the same length of service, their seniority shall be determined by the date and time on which their initial teaching contract was received back at the office of the Fort Loramie Board of Education. Seniority shall not be a factor in this section unless two teachers have comparable evaluations. Evaluations shall be considered comparable if the final rating on the OTES Evaluation Policy form is the same.

E. Teachers whose continuing contracts are suspended, shall have the right of restoration to continuing service status in the order of layoff in the district if and when teaching positions become vacant or are created for which any of such teachers are or become certified. Limited contract teachers will be given the right of recall within thirty-six (36) months based upon their school district seniority and certification/licensure. Teachers who wish recall shall keep their current address on file with the Treasurer.

F. A teacher/s on RIF status shall have the following rights:

1. The right to continue group insurance coverage by the Board according to COBRA.

2. The right to be notified by certified mail of all postings for bargaining unit positions.

3. Any additional certification/licensure or change in educational status shall be recognized for recall.

4. RIF teachers shall be recalled in reverse order of layoff seniority in keeping with contract status and certification/licensure.

a. The teacher/s shall be given 15 days to accept such offer from the date they receive the notice and shall be granted a minimum of 15 days from date of receipt of the recall notice to report for work. Failure to respond pursuant to this provision results in removal from the recall list.

b. This procedure shall continue until all teacher/s have been recalled, have retired, or have voluntarily resigned.

c. The RIF shall terminate when no teacher/s remain on reduction status.

G. Thirty (30) days prior to the implementation of the reduction in force, the Superintendent shall give notice to the FLEA President of the affected teachers. Said notices shall include the reason(s) for the reduction in force.

Section 7. Evaluation Procedure

The evaluation of teachers shall be in accordance with the teacher evaluation policy developed by the ODE and adopted by the Board in consultation with teachers employed by the Board in accordance with O.RC. §§3319.111 and 3319.112. The final decision regarding the evaluation policy shall rest with the Board. While the Association will be permitted to provide input regarding the contents of the evaluation instrument, the final decision will rest with the Board.

A. The building Administrator shall notify teachers who are regularly scheduled for evaluation during the current school year by the end of September.

B. Procedures for the evaluation process shall be in accordance with Board

Policy and/or Administrative Regulations.

C. Evaluations conducted under this Article shall be for the major purpose of assisting the teacher toward improved instruction.

D. Formal classroom observations of the work performance of a teacher shall be conducted openly with the observer visible to the teacher.

E. Staff shall be provided a copy of the observation/evaluation form as well as a conference following such observation within a reasonable period of time.

F. Staff shall have opportunity to date and sign the observation/evaluation forms.

G. A Committee of Staff, including teachers appointed by the Association, shall be involved in the development or redevelopment of the Evaluation Instruments.

H. Timelines of the evaluation process shall conform to those established in the O.R.C. Section 3319.111.

I. Staff may attach a rebuttal to any observation/evaluation form.

Section 8. Transfers, Vacancies, and Reassignment

A. Teachers shall not be assigned, except temporarily or for good cause and with the approval of the teacher, outside the scope of their teaching certificates in the elementary school or their major or minor fields of study in the secondary school. No non-degree teachers shall be employed by the Board, except in emergency situations.

B. Teachers who will be affected by a change in grade assignments in the elementary school grades and by changes in subject assignments in the secondary grades will be notified and consulted by their principals as soon as practicable. The consultation between the building principal and the teacher will include specific reasons and data relevant for the changed assignments.

C. Notice of all vacancies shall be posted on building staff bulletin boards for a minimum of five (5) workdays after the occurrence of a vacancy. The vacancy notice of teaching positions shall include the timeline for application and the qualifications needed for the position. Vacancies which occur during the summer break shall be posted with the Association President for a minimum of seven (7) calendar days.

D. A teaching or supplemental vacancy should not be filled before the next regular Board meeting following a vacancy, unless the position must be filled due to an immediate school requirement.

E. Intent forms will be circulated by the administrator to all staff prior to April 30 of each year. Teacher intent forms will be considered in filling vacancies, including extra duty areas.

F. In filling any vacancy, the Superintendent will consider the professional training, competency, and seniority of all applicants. An applicant denied a transfer or a vacancy shall be informed of the reasons for the denial by the Superintendent.

G. Prior to the end of each school year, tentative assignments for the succeeding school year will be given to each staff member.

Section 9. In-Service Education

A. Paid In-Service Days – One contract day will be set aside for the purpose

of in-service education. Faculty members will be required to participate in this in-service day. Options available for the paid in-service day:

1. Participate in six (6) contact hours of in-service activities. These hours shall be pre-approved by the Superintendent of Schools. "In-Service Consultation" forms must be filed as outlined below. See Addendum F.

2. Elements of 1 and 2.

For those individuals who do not complete this requirement, pay will be withheld at the rate of one (1) hour in-service equaling one-sixth day of pay.

In-service opportunities approved by the Ohio Department of Education and scheduled as part of the 178-day instructional calendar are not part of these "Paid In-Service" guidelines. For example, waiver days are not included in this program.

B. Flex-time Program Guidelines:

1. In-service days to be counted for Flex-Time must occur during a 13-month period which will run from the day following the end of school year teacher workday prior to the relevant school year to June 30 following the relevant school year.

2. In-service may include workshops, conferences, certain types of travel, and other education-related activities. In addition, classes may be used for in-service credit only if the staff member is already in the last column of the pay scale.

3. In-service activities must be shown to be directly related to the profession or to one's area of teaching, certification/licensure or present extra-curricular duties. In addition, activities may be approved if an interest or relevance can be demonstrated to foster enrichment. Employees will be asked to correlate the activities proposed for in-service to the course of study for travel and other unique requests.

4. No professional conference expenses granted and/or paid by the Board shall be approved as in-service. However, when a portion of such an approved professional conference occurs on a non-contract day, the employee may choose the option of paying a prorated portion of the expenses and claiming that portion of the professional conference as in-service time.

   Prorating of registration fees will be based on contact hours. For example: A conference offers a total of twelve hours of instruction over two days. The first day is a contract day and eight hours of

contract time is offered. The second day is a non-contract day and four hours of contact time are offered. The employee could choose to pay 4/12 or 1/3 of the registration fee and complete four hours of in-service time. The Board would pay no meal, mileage or motel expenses relating to the non-contract day.

5. For an in-service activity to be considered under Flex-Time, the activity must be approved by the Superintendent. It is recommended that the in-service request form be turned in as soon as possible, at least one week in advance so that the faculty member will know whether approval is granted. If opportunities arise which do not allow for prior approval, an in-service request form may be submitted, for consideration after the in-service has been completed.

6. After completing an approved Flex-Time in-service activity, the In-Service Consultation Form (Addendum E) must be submitted along with verification documentation for the activity to fulfill the required in-service hours. Verification documentation may include:

    a. The employee's written summary of the activity
    b. A statement signed by the clinician/speaker or conference coordinator verifying attendance
    c. A copy of grade report
    d. Educational travel will require a summary correlating the trip to the course of study.

7. As Flex-Time allows a multitude of opportunities for completion of in-service requirements, personal leave will not be granted in place of required in-service. Likewise, sick leave may not be used to avoid required in-service days, with the exception of dire emergency or long-term illness.

8. Teachers not meeting the in-service requirements shall have a deduction in pay equal to the amount of time not completed of the in-service requirements on the first feasible check following the July 30 deadline.

9. A retiring or resigning teacher must complete their Flex-time obligation by their retirement or resignation date or they shall have a deduction in pay equal to the amount of time not completed of the in-service requirement on their final pay check.

10. The very nature of Flex-time calls for a certain amount of discretion on the part of the Superintendent. The intention of this document is to not limit opportunities for in-service, but to help clarify conditions which could be considered and approve activities for in-service which are not covered in this document.

C. Optional Additional Staff Development

1. Staff members shall be reimbursed at the rate of $24.00 per hour for approved continuing education activities in excess of the six required flex-time and when applicable.

2. The In-Service Consultation Form (Addendum E) is to be completed and forwarded to the Superintendent before May 1st of the contract year to receive reimbursement for additional in-service training.

3. Reimbursement for additional in-service hours, approved by the In-Service Consultation Form, shall be provided by June 30 of the contract year after the appropriate form has been submitted and approved.

4. Flex-time Program Guidelines 2-6 will be followed in the governance of these additional staff development hours.

ARTICLE V – TEACHER CONTRACTS

Section 1. Teacher Contracts

Upon the recommendation the Superintendent, the Board will issue contracts as follows:

A. Teachers new to the system will be employed for one year.

B. Instructional personnel hired under provisional certification/licensure will be given an initial limited contract of one year – this may be renewed no more than once. Then a three-year contract will be issued. This may be renewed no more than once. After a total of eight years all subsequent limited contracts shall be for five years. This procedure is contingent upon satisfactory performance as determined through the Board adopted evaluation procedure.

However, the Board recognizes a need for teacher non-renewal for other than performance in state and federal programs funded on a limited basis.

C. Teachers who attain or hold a professional life or permanent certificate, or professional license who satisfy all legal requirements for a continuing contract shall complete the terms of their current contracts before being offered a continuing contract. However, the Board shall upon written application of the teacher involved, raise the question of granting a continuing contract before the full term of the limited contract has been achieved.

D. Teachers who qualify for a continuing contract and wish to be considered for tenure will notify the Superintendent prior to March 1. However,

failure to notify the Superintendent shall not cause the teacher to waive his/her right to a continuing contract. (See ADDENDUM F)

E. Certificated staff hired and currently on staff prior to May 1, 2011 shall remain on salary schedule "A" until retirement, resignation, or termination with Fort Loramie Local Schools. Certificated staff hired after May 1, 2011, shall remain on salary schedule "B" until retirement, resignation, or termination with Fort Loramie Local Schools.

Section 2. Notice of Intention Not to Re-Employ

A. Teachers employed under a limited contract must be notified in writing no later than May 15, to the effect that such contract will not be renewed. Failure to notify the teacher by this date will cause the teacher to be automatically reemployed at his/her eligible contract status.

B. All supplemental limited contracts including regular supplemental and extended time contracts shall automatically expire at the end of the activity or by April 30 of each school year, whichever is later. The procedural due process and evaluation requirements contained in O.R.C. §3319.11 and 3319.111 and this Agreement shall not apply to supplemental or extended time contracts.

Section 3. Termination

A. Teachers shall be terminated in accordance with O.R.C. §3319.16.

B. The Board may suspend a teacher pending final action to terminate his/her contract, if, in its judgment, the character of the charges warrants such actions. This procedure should follow ORC 3319.16 and ORC 3319.161.

Section 4. Non-Discrimination

The Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information (collectively, "Protected Classes"), or any other legally protected category, in its programs and activities, including employment opportunities.

ARTICLE VI – LEAVES

Section 1. Leave of Absence

A. The Board will grant a leave of absence without pay upon written request for the following reasons:

1. Illness
2. Disability

B. The Board may grant a leave of absence without pay upon written request from an employee for educational or professional purposes.

C. The Board may grant a leave of absence without pay and without request to an employee for physical or mental disability, but such employee may have a hearing on such unrequested leave of absence.

D. Upon the return to service of an employee at the expiration of a leave of absence he/she shall resume the contract status which he/she held prior to such leave. Seniority will not accrue during the period of leave for retirement, benefit, or salary schedule purposes.

E. Bargaining unit members, on Board-approved leaves of absence without pay under this Section, shall be entitled to continue their participation in the Board's health insurance program, provided they continue to pay the full cost of the applicable health insurance premium. Bargaining unit members, on a Board-approved leave of absence requested under O.R.C. §3319.13 due to illness or other disability, shall be entitled to continue on the Board's health insurance program for a period of not more than two (2) consecutive years, provided they continue to pay the full cost of the applicable health insurance premium.

Section 2. Sick Leave

A. Each full-time employee shall be credited with 1 ¼ days (at the rate of 15 days per year) of sick leave for each month of service rendered. There will be no limit on the number of sick days that may accumulate. The appropriate absence report form will be used for each absence. This form will be completed the first day of return from absence.

B. Employee absence from duty without forfeiture of pay, to the extent of cumulative sick leave, may be allowed for the following reasons: Personal illness, pregnancy, injury, exposure to contagious disease which would be communicated to others, and for illness, injury, or death in the employee's immediate family.

C. For the purpose of this sick leave policy, with the exception of death in the immediate family, the "immediate family" shall include husband, wife, dependent children, plus any other relative permanently living in the same home of the employee.

D. Death in the immediate family shall be defined as death of father, mother, brother, sister, son, daughter, husband, wife, grandfather, grandmother, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, niece, nephew, uncle, aunt, fiancée or any other relative permanently living in the home of the employee. Also included are grandparents, aunts and uncles of bargaining unit spouse.

E. A teacher may expend up to six (6) days of sick leave annually for care and attendance of an injured or ill mother, father, non-dependent child,

grandchild, father-in-law, mother-in-law, step-father, step-mother, or fiancé.

F. Deductions will be made from the employee's salary for:

1. Days of absence due to foregoing causes in excess of the number of sick leave days allowed to the employee.

2. Absence for reasons other than those stipulated in the sick leave policy.

These deductions shall be calculated by dividing the employee's gross annual teaching salary by the number of days in the employee's contract year, thus arriving at a per day deduction.

G. All adjustments in salary due to days used for sick leave in excess of those accumulated by the employee and for absence for other reasons will be made by the Treasurer, upon certification of the Superintendent, on the payroll following such absence. In no case is the employee to arrange for or pay a substitute.

H. Employees may be advanced a maximum of five (5) days sick leave credit upon formal request.

I. Employees shall provide a return-to-work slip explaining their absence from their physician for sick leave of three (3) consecutive days or more.

Section 3. Sick and Extended Leave for Pregnancy

A. Sick and Extended Leave for pregnancy is defined as leave taken by an employee from the time she is unable to perform her regular duties until she is able to resume them.

B. Leave for pregnancy may be taken by choosing one of the following options (or alternatives):

1. Extended Leave

a. If requested in writing prior to childbirth, employee will be granted a leave of absence without pay due to pregnancy. The leave of absence will not be extended beyond the current school year in which it is given and in which childbirth takes place.

b. If complications arise and an extension of the leave of absence is requested through a doctor's statement, it will be granted.

c. If extended leave last more than twelve (12) weeks, it is the

employee's responsibility to convert her hospitalization coverage to a direct payment plan.

d. Seniority will not accrue during extended leave.

2. Use of accumulated sick leave. Sick leave for pregnancy is limited to six (6) weeks, unless a doctor certifies complications requiring additional sick time due to the childbirth.

3. Use of combination of Accumulated Sick Leave and Extended Leave.

C. Return from Leave:

1. School employees returning from leave shall notify the Superintendent, in writing, at least two (2) weeks prior to the intended return time.

Section 4. Family and Medical Leave

The Board shall comply with the requirements of FMLA. The Board will provide leave to eligible employees consistent with the Family and Medical Leave Act (FMLA). Eligible employees are entitled up to 12 workweeks of unpaid family and medical leave in any 12-month period. The District will continue to pay the District's share of the employee's health benefits during the leave. In addition, the District will restore the employee to the same or similar position after the termination of the leave in accordance with Board policy. In complying with the FMLA, the district will adhere to the requirements of applicable federal and state laws.

Section 5. Personal Leave

A. Unrestricted Personal Leave will be granted to each employee of the Board at the rate of three (3) days per year. Employees will be allowed to carry over one personal day to the following year, but never exceeding four (4) personal days in one year. Personal leave shall be administered in the following manner:

1. The days listed under this category are designated to cover those situations not covered by Sick Leave.

2. Unauthorized Leave – Full deductions will be made from regular salary payments and benefits for all unauthorized days of employee absence. Unauthorized leave may result in discipline.

3. Personal leave is for personal business that can only be accomplished during the school day. Personal leave shall not be used to work at another job including self-employment.

B. Applications for personal leave shall not be made during the first or last day of school or for "teacher work days." Requests for personal leave shall be presented to the Superintendent at least three (3), preferably five (5) days, prior to the requested leave day, when possible. All applications for personal leave must be approved as soon as possible by the Superintendent. The administration reserves the right to deny personal leave based on a large number of requests on the same calendar day.

C. Compensation for unused personal days not carried over under Article VI – Leaves, Section 5A will be paid to the staff member at their current per diem rate. Payment will be made on the second regular pay date in June. Less than a full-time staff member shall receive a prorated payment based on their prorated share of unused personal leave.

Section 6. Military Leave of Absence

Any employee who returns from the armed services of the United States with discharge other than dishonorable shall be reemployed by the Board under the same type contract as that which he/she last held if such employee applies to the Board for reemployment within ninety (90) days after such discharge. If such application is made not less than thirty (30) days prior to the beginning of the next semester such employee shall be reemployed beginning with that semester. Otherwise, the employee shall be reemployed the first day of the following school semester.

Section 7. Professional Leave

A. All employees of the Board are expected to participate in professional activities which operate for the benefit of the school district.

B. Teachers shall have the opportunity of applying for released time to attend professional meetings (to include acceptable visitations). One day per year per employee will be the customary period of release time for this purpose. All applications for professional leave must be processed by the Superintendent as soon as possible. All applications for professional leave must be submitted to the Superintendent for consideration of approval. The Superintendent has the authority, when he considers a meeting to be of sufficient importance to the welfare of the school, to request representation from his staff to attend meetings (conferences, etc.), for periods in excess of the customary one day per year per employee limitations.

C. The school administration shall supply a substitute for the employee who is released for professional leave.

D. The meeting (convention, conference, etc.) to be attended must be in the subject matter or extra-curricular area of the employee. (The above requirement may be waived by the Superintendent.)

Section 8. Assault Leave

A. Any professional staff member absent from regular duties because of a physical disability resulting from an assault on the professional staff member which occurs in the course of Board employment shall be entitled to a leave of absence under the following conditions:

1. The maximum number of days for which assault leave shall be payable to any professional staff member shall be ten (10) days, unless deemed necessary by a physician.

2. The professional staff member must furnish the Superintendent with a signed statement, describing in detail all of the facts and circumstances surrounding the assault, including but not limited to, the location and time of the assault, the identity of the assailant(s), if known, and the identity of all witnesses to the assault, if known.

3. The professional staff member must submit to the Superintendent verification from an attending physician that the professional staff member is disabled from performing normal duties, indicating the nature of the disability and its probable duration.

4. The professional staff member must cooperate fully with the Superintendent and other public authority (authorities) in the prosecution of the assailant(s).

5. The professional staff member shall be required to file for Workers' Compensation.

6. It is the intent of this section to provide for assault leave for professional staff members who do not physically initiate the assault on their person. In case of a dispute as to whether or not a professional staff member has physically initiated an assault and it is determined through either administrative hearing or court action that the professional staff member did initiate the assault, the professional staff member shall be required to either: (a) refund the compensation received as assault leave, or (b) charge the assault leave taken against the sick leave earned by the professional staff member.

B. Assault Leave shall not be chargeable against sick leave.

C. In the event the professional staff member is eligible to and receives Workers Compensation for all or part of the period of disability due to an assault, the amount payable by the Board as assault leave shall be the difference between the Workers' Compensation benefits paid and the professional staff member's regular compensation. This shall be accomplished by the professional staff member's receiving his/her regular

compensation from the Board and executing the necessary form so that such Workers' Compensation is paid directly to the Board.

D. Falsification of any statement by a professional staff member to secure paid leave under this section shall constitute cause for termination of the professional staff member's contract pursuant to Section 3319.16 of the O.R.C.

Section 9. Jury Duty

When a certificated/licensed staff member has been selected for jury duty, he/she shall notify the Superintendent. The money received from jury duty will be signed over to the Board Treasurer with no pay deduction and said staff member will receive regular salary. Jury duty shall not be deducted from the certificated/licensed staff member's personal leave, sick leave or other leaves of absence. While on jury duty, the certificated/licensed staff member's sick leave, severance pay, and all other benefits shall accrue the same as any other regularly employed certificated/licensed staff member.

Section 10. Conversion Day

An employee may exchange eight (8) sick days for one Conversion Day. This may happen only one (1) time per year. Employee must have 150 sick days at the time of the request. Requests for use of a Conversion Day shall be presented to the superintendent at least three (3), preferably five (5) days prior, when possible. The day must be used and is not able to be carried over, or added back to sick time.

ARTICLE VII – PAYROLL DEDUCTION

Deductions shall be provided without cost for teachers for the following purposes:

A. Association Dues (Ft. Loramie Education Assn., WOEA, OEA, & NEA)

Deductions of dues shall be spread out over ten (10) equal installments, beginning with the second check in October. All money so deducted shall be remitted to the Treasurer of the Association monthly. The Association shall notify the Treasurer of those teachers who will participate in payroll deductions no later than three (3) weeks prior to the second check in October and shall indicate the total amount to be deducted from each teacher's check. Such authorization shall continue in effect until such a time that said teacher gives written notice to the Treasurer of the Association to discontinue such deductions or employment with the Board terminates, with a copy of the notice to the Treasurer of the Board. A representative of Ft. Loramie Education Association shall have access at reasonable times to the record of authorizations and cancellations kept by the Treasurer. If a teacher on a payroll deduction separates from employment before deduction of all installments, the Treasurer shall deduct, to the extent there are funds owing to the teacher, the remaining dues. A teacher employed after the initial cut-off for notice of those on dues deduction may give written authorization for dues deduction. In such a case, the dues shall be deducted over the remaining installments in an amount specified in writing by the Association Treasurer.

B. United Way

Authorization for deductions shall begin with the first paycheck in November and be equally distributed over the next ten (10) pays. Deduction will not be available for less than $1.00 per pay.

C. Political Contributions

Pursuant to Section 3313.262, Revised Code, the Board will deduct from the salaries of employees such amounts for political organizations and parties and for non-partisan issues as the employee, by written authorization, may demand.

D. Tax Sheltered Annuities

1. Tax sheltered annuity deductions may be authorized pursuant to the Ohio Revised Code. The amount to be deducted may be changed only once during the calendar year in accordance with IRS regulations. Cancellations of deductions may occur at any time. Employees newly hired with an existing plan shall have their existing plan continued, subject to applicable IRS regulations.

2. The Board will sponsor and implement a section 403(B) plan by January 1, 2009. All staff members are eligible to participate in any given contract year. The plan may not be terminated without negotiating the issue with the Association.

3. Retiring staff members may tax shelter their severance through participation in this plan to the extent allowed by law.

4. The Labor Management Committee (LMC) will determine the operation of the 403(B) programs offered by the Board.

    a. Should the District decide to hire a Third-Party Administrator (TPA), the LMC shall insure requirements are followed by the TPA.

    b. The plan will include the current endorsed products. The TPA will work with the LMC to establish fair criteria for selecting, removing and replacing selected product providers.

    c. The 403(B) plan will allow exchanges between named product providers and other modifications in accordance with federal law.

    d. Annually, there shall be an in-service of all staff members as to the program and the rules and regulations.

    e. The 403(B) shall allow for loan withdrawals for financial hardships to the extent allowed by law.

E. Authorization Procedure

1. Authorization for payroll deductions must be signed by the teacher except as authorized by provisions of continuing membership. All sums deducted from the payroll will be remitted on a timely basis by the Office of the Treasurer to the appropriate agent designated to receive the deduction.

2. Insurance deductions shall be made from the first two (2) paychecks of each month proceeding the month in which premiums are due.

ARTICLE VIII – PROFESSIONAL COMPENSATION

Section 1. Salary

25-26: $5,000 base raise ($46,956)
26-27: $2,500 base raise ($49,456)
27-28: 3.25% base raise ($51,063)

Section 2. Salary Regulation

A. The Salary Schedule is based upon a teacher work year of 183 days: 180 days shall be for instruction, two (2) of which may be used for parent-teacher conferences, at least two (2) days will be teacher work days, and one (1) day will be used for paid in-service days as described in Article IV, Section 9. All personnel are encouraged to participate in and assume a reasonable amount of responsibility in duties other than regular assignments for committee assignments and teachers' meetings.

B. The starting date, ending date, vacation periods, legal paid holidays, parent-teacher conference days, and teacher work days and contingency plan for making up five (5) calamity days will be reviewed annually by the Board and the Association. The Board shall consider the recommendations made by the Association concerning the above, prior to adoption by the Board.

C. Annual salaries shall be paid in twenty-six (26) or twenty-seven (27) equal installments. These payments shall be made as follows:

1. Payments will be made every other Friday. The Board reserves the right to make adjustment to this schedule when necessary to avoid 27 pays in a calendar year. When adjustments are made, the Treasurer will notify all employees three (3) months in advance.
2.
2. Payment shall be made on the designated pay day by direct deposit into one or more bank accounts held by the employee in financial institutions qualified to accept deposits through ACH (Automated Clearing House). The limit on direct deposit accounts can be no more than five (5).

D. College training level and degree shall be substantiated by a transcript from an accredited college or university, or an official communication from the registrar of the respective institution. Advancement from one training level to another may be made at the beginning of the school year as well as the semester.

E. Years of experience shall include only those years spent in professional employment of accredited public and accredited/chartered

parochial/private schools, including up to five (5) years of full-time military service. The Board will grant the total number of years of prior service to all new employees for initial placement on the teacher salary schedule.

F. An employee with a Vocational Classification in lieu of degree shall be placed on the Bachelor's degree step upon initial 4 Year Alternative Resident Educator Career Technical Workforce Development License. After successful completion of the required coursework and receipt of the 5 Year Professional Career Technical License, the Bargaining Unit member will be placed on the Master's Degree column. Hours earned after receipt of 5 Year Professional Career Technical License and placement on the Master's Degree column will count toward Master's +15 and Master's + 30 columns.

G. Extended service shall apply to teachers and counselors or any other person whose duties require more than the regular school year. Pay will be on the same basis as the existing salary schedule.

H. The Board will cause a notice to be given annually, not later than the first day of July to each teacher holding a contract valid for the succeeding year, as to the salary to be paid such teacher during such year.

I. A partial year must consist of at least 120 days as a public elementary or secondary teacher, or eight continuous months of military service in order to be credited as a full year.

J. Employees who live within the Fort Loramie Local School District shall receive an annual payment of $300. This payment does not impact extended time, severance pay or STRS contributions. Payment will be prorated for partial year residency and/or service less than full time or full year.

Section 3. <u>Insurance</u>

A. The Board shall provide for a plan of hospitalization and medical expense insurance as well as dental and optical insurance that complies with all requirements of the Affordable Care Act (ACA). Any provision of this Agreement that conflicts with the ACA shall be modified to comply.

B. The Board shall offer one insurance option. The cost of the hospitalization and medical insurance expenses shall be shared by the Board and covered employee as follows:

1. PPO/HSA

Year	Employee Contribution for Individual Plan	Employee Contribution for Family Plan
25-26	12%	12%
26-27	12%	12%
27-28	12%	12%

2. HSA contributions by the Board of Education shall be $1,000 for a single plan and $2,000for a family plan. The contributions for the HSA plan will be paid quarterly in four (4) installments. The choice of which plan the employee would like to participate in is up to each employee.

C. Employees working at least half-time shall be eligible for health insurance on a prorated basis of the Board's contribution of a full-time employee.

D. The premiums for dental insurance and optical insurance shall be paid by the Board.

E. The Board shall also provide for a plan of term life insurance and AD&D insurance in the face amount of $35,000. Such coverage shall be provided at no cost to the employee.

Upon retirement, a current member of the group covered by this policy may convert and individually purchase this life insurance policy. This policy may be issued without additional benefits at the standard rate at the current age of the insured. The policy shall be issued regardless of the age or health of the insured. Applications must be submitted within thirty-one days of the insured's separation date of the group policy.

F. All coverage's set forth under this Addendum shall be subject to the provisions of the Board's contract with the carrier/provider including any coordination and subrogation of benefit provisions.

G. The carrier/provider of any coverage's hereunder shall be at the choice of the Board, provided that said coverage shall not be less than the coverages in effect as of the date of this contract unless otherwise agreed to by the parties. The Association shall be notified of any carrier/provider change thirty (30) days prior to the effective date of any such change and shall also be given the right to meet with the Superintendent or his/her designee regarding the effects of any such change.

H. The Board shall provide employees the opportunity to allocate money into a Section 125 Plan for healthcare expenses. Such coverage shall be provided at no cost to the employee and follow IRS regulations.

I. Opt-out of Insurance Option: The Board will offer an insurance opt-out in the amount of $2,500.00 in conjunction with the District's Section 125 plan.

J. The Association and district shall meet to study plans and specifications for all forms of insurance; available options for employee costs, change in rates, and alternatives and options for employee insurance plans.

Section 4. Severance Pay

A. Eligible employees of the Board shall at the time of their retirement from

the Board receive severance pay based upon unused accumulated sick leave.

B. The number of days received shall be based upon twenty-five percent (25%) of a maximum of two hundred and fifty-two (252) days (63 days maximum) of unused accumulated sick leave. The total severance shall not exceed 63 days.

C. The dollar amount will be calculated by multiplying the number of days (as determined by the above formula) times the daily base rate at the time of retirement minus additional duties or supplemental pay. The divisor for calculating the daily base rate for eligible school employees other than classroom teachers will be determined by the number of days in their respective work year.

D. Payment for the severance pay allowance will be sent following payment of an employee's last regular pay check and verification from the State Teachers' Retirement System unless, the Association President notifies the Board's Treasurer in writing, no later than May 1 of the given contract year, that all the retiring bargaining unit members (age fifty-five (55) years or older) opt to have their entire severance payment paid directly to a tax deferred 403B account administered according to the adopted Accumulated Leave 403B Plan of the Fort Loramie School District and IRS provisions governing the office of the Treasurer.

E. If an employee eligible for severance pay deceases, severance pay will be made to the employee's estate as though the employee has left employment in accordance with the above formula.

F. A retirement incentive of $2,000 will be paid to an employee that informs the Board of Education of their impending retirement at the end of the current school year. Resignation for the purpose of retirement must be presented to the superintendent by 4:00pm on November 1st. This will allow Board action to accept the resignation at their November Board of Education meeting. Payment will be made the first pay period after the Board acts on, and accepts, the resignation.

Section 5. Longevity Payments

Longevity payments will be made annually to staff members with 21 or more years of service. Payments will be made on 2nd June payment. Longevity pay does not impact Extended Time or Severance Pay. Taxes and employee retirement cost will be deducted. The Board will pay the normal portion of STRS cost.

Staff members employed by the Board prior to September 1, 2008 shall receive years on the longevity payment schedule for recognized STRS service for actual teaching experience at any accredited public and accredited/chartered parochial/private school, including up to 5 years of full-time military service plus

granted STRS disability time. Teachers are responsible for providing the Board with STRS documentation to verify longevity placement.

Staff members employed by the Board after September 1, 2008 shall only receive years on the longevity payment schedule for years teaching in the Fort Loramie Local School District under a regular contract. Experience substituting in the District, experience in a classified position in the District, or experience in a supplemental position in the District shall not count toward longevity payments.

Longevity shall be calculated by multiplying the following percentage times the base rate. Beginning with the member's 21st year of service, the percentage shall be 1.00%.Beginning with the member's 26th year of service, the percentage shall be 2.00%.Beginning with the member's 31st year of service, the percentage shall be 3.00%

Section 6. Mileage

A teacher who is required as a part of his/her job on a regular basis to use his/her own car for transportation in order to perform his/her duties shall be reimbursed at the rate the IRS mileage rate for each mile driven. Procedures for implementing this shall be established by the administration.

Section 7. College Tuition Reimbursement

The Board shall appropriate annually a sum in the amount of Fifteen Thousand Dollars ($15,000) to provide tuition reimbursement to teachers for earned college credit subject to the following conditions:

A. No employee covered by this Agreement will be eligible to receive tuition reimbursement until he/she has taught in the District for one (1) year.

B. The college course must be taken in education, in the area of present certification/licensure, or in any area of any certification/licensure permitted by the State Department of Education leading to a new certificate. However, no teacher will be permitted to take courses outside his/her area of certification/licensure until he/she reaches the level of BS/BA 150.

C. Available moneys shall be provided to pay qualified teachers on a first-come, first-served basis.

D. The teacher desiring such pay must meet with the building principal and receive approval of the building principal and Superintendent on the appropriate form (Addendum G) provided for this purpose prior to enrolling in the college course. All courses, including correspondence courses and television courses must be provided by an accredited institution in order to be approved for purposes of reimbursement.

E. Eligibility is conditioned on submission of the following: (1) completion

of the proper form (Addendum G) listing the number of hours of reimbursement (forms available in the Superintendent's office); (2) transcripts of passing grades; (3) itemized record of payment; and (4) proof of payment. It is the teacher's responsibility to submit the required information for reimbursement.

F. Reimbursement will be made on a quarterly basis. All information required for tuition reimbursement shall be submitted to the Superintendent's office on or before the last working day of the quarter – March, June, September, and December. All approved courses must be completed and the request for reimbursement received within one calendar year of the time of original approval. In cases of unusual circumstances, (pregnancy, extended illness of teacher or teacher's immediate family member, etc.) these timelines may be waived with the approval of the Superintendent.

G. The rate of tuition reimbursement shall be fifty percent (50%) of the actual tuition cost for no more than eight (8) quarter or six (6) semester hours taken between September 1st (or the start of a fall quarter/semester) and August 31st of any school year.

H. Each teacher receiving pay under this section, prior to his/her receipt of such pay, shall agree that he/she will teach in this District for at least one (1) full school year following receipt of such pay. If such teacher fails to teach in the district for the required period, the amount of such pay received during the prior school year shall be deducted from said teacher's final pay.

Section 8. Board Reimbursement of Costs

A. Beginning with the effective date of this Master Agreement, the Board will reimburse bargaining unit members for 100% of any costs incurred related to state and federal background checks required by the Ohio Revised Code. Such reimbursement shall be made within 30 calendar days of the Board's receipt of evidence that the employee has paid for the background checks.

B. Beginning with the effective date of this Master Agreement, the Board shall reimburse staff members for 100% of the fees for license/certificate renewal or upgrade, within 30 calendar days of the Board's receipt of a copy of the renewed or upgraded license/certificate.

If a staff member receives reimbursement for fees associated with license/certificate renewal or upgrade from the Board and then leaves the District, prior to the term of the license/certificate, he/she will reimburse the District on a pro-rated amount. The amount (arrived at by dividing the cost of the license by the years of effect) shall be withheld from the staff member's final pay check.

Section 9. General Admission Passes

Staff members will receive a complimentary general admission pass to home athletic events. This privilege is for the staff member and one guest when the staff member is in attendance.

ARTICLE IX – EMPLOYEE DISCIPLINE

A. The Administration may take progressive disciplinary action against any teacher for violation of or failure to comply with any provisions of this contract or any reasonable rules and regulations adopted by the Board of Education. Such disciplinary action shall be imposed as follows:

1. Step 1 – first offense – Verbal warning to the teacher in a conference with the principal.

2. Step 2 – second offense – The offense shall be reduced to writing by the principal and copies given to the teacher and Superintendent. The written warning shall be initialed and dated by the teacher. The initials shall not indicate agreement with the warning's content, but show only the teacher has received a copy of the written warning.

3. Step 3 – third offense – After a conference has been held by the Superintendent with the affected parties, a written reprimand may be placed in the teacher's personnel file.

4. Step 4 – fourth offense – After a meeting before the Superintendent, the Administration has the right to suspend a teacher with or without pay for disciplinary purposes. The length of the suspension shall be for up to five days maximum.

B. Upon the initiative of the Superintendent, with good cause shown, Steps 1, 2, and 3 above may be omitted and a teacher brought before the Superintendent directly for disciplinary action. Prior to any such suspension, the Administration shall conduct an investigation of the incident or infraction(s) upon which any such suspension will be based. The results of the investigation shall be reduced to writing and given to the teacher along with a recommendation for a possible suspension with or without pay.

C. Upon request of the teacher and within five (5) days of the teacher's receiving written notification of a possible suspension with or without pay, the teacher may request a meeting before the board of education in executive session. The teacher and the board shall have the right to representation at the meeting.

D. The teacher shall be notified of his/her right to representation at each step.

E. Disciplinary action is subject to the grievance procedure set forth in this Agreement. No teacher shall be reprimanded for disciplined without just cause.

F. Nothing herein shall preclude the Board or Education from omitting the foregoing steps and procedures and instituting termination proceedings pursuant to Sections 3319.16 and 3319.161 of the Ohio Revised Code at any time when, in the sole and exclusive discretion of the Board, it is determined such action is warranted.

ARTICLE X – GRIEVANCE PROCEDURE

PURPOSE:

A. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate.

B. Nothing contained herein will be construed as limiting the right of any teacher having a problem to discuss the matter informally with any appropriate member of the administration and having the problem resolved without consultation of the Association.

DEFINITIONS:

A. A grievance is a claim by an employee or group of employees, or Association that there has been a violation, misinterpretation, or misapplication of this Agreement.

B. A Grievant shall be a certificated/licensed employee(s) of the Board.

RIGHTS:

A. A grievant may appear on his own behalf or may be represented at any and all steps of the grievance procedure by the Association's designee.

B. The President of the Association and the grievant shall receive written notice of any meeting held to resolve a grievance. The grievant shall have the right to representation at the meeting, and shall be given a written report of the disposition of the grievance.

C. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance to the Superintendent in writing, and the processing of such grievance shall be commenced at that level.

D. Grievances, or the fact that grievances were filed, shall neither be recorded nor placed in the personnel files or any other file used to evaluate for reemployment, transfer, and/or assignment. There shall be no reprisals nor recriminations against any participant in this grievance procedure.

PROCEDURE:

Level One

The grievance shall first be discussed with a principal or the immediate supervisor after the Association has been informed of the meeting and within ten (10) teacher work days of the event that gives rise to the grievance or condition upon which the alleged grievance

is based or with reasonable diligence should have been known to exist by the grievant if such event occurred during the student year. If the event occurred at a time other than the student year, then the grievance must be filed within fifteen (15) calendar days of the event or condition upon which the alleged grievance is based or with reasonable diligence should have been known to exist by the grievant. The grievant shall inform the principal or immediate supervisor that he/she is initiating the grievance procedure at Level One. (Addendum E1-E2)

Level Two

A. If satisfactory disposition of the grievance is not received in writing within ten (10) calendar days of the meeting held at Level One, the grievance may be submitted to the Superintendent. Before taking the grievance to the Superintendent, it must be reduced to writing and a copy shall first be given to the Principal or immediate supervisor.

B. Within ten (10) calendar days after receipt of the written grievance by the Superintendent, the Superintendent or designee shall meet with the grievant and/or his Association representative in an effort to resolve the grievance.

Level Three

A. If satisfactory disposition of the grievance is not received in writing within ten (10) calendar days of the meeting with the Superintendent or designee, the grievance may be submitted by the Association to the American Arbitration Association. An arbitrator shall be selected using the Voluntary Rules of the American Arbitration Association. Either party shall have the right to request a second list and selection shall be by alternate strike. Any and all charges incurred as a result of requesting a second list shall be borne by the party making the request.

B. The arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement or existing Board policies.

C. Within thirty (30) calendar days, or such other time as may be mutually agreed to, he/she shall render a decision in writing and such decision shall be binding on all parties of interest.

D. The cost of the arbitrator shall be borne equally between the Association and the Board.

ARTICLE XI – COMMITTEES

Section 1. Labor Management Committee

There shall be a Labor Management Committee that shall meet to discuss employee concerns not otherwise contained in this Agreement. The purpose of the Labor Management Committee will be to identify, discuss, and establish possible remedies for past, present, and potential district labor relation and educational problems. The Committee shall consist of the Superintendent and the Association President plus two (2) other participants from the Association selected by the Association. The building principals may be included by mutual agreement prior to any scheduled Committee meeting. The Committee shall meet from time to

time at the request of either party, and meeting times shall be mutually agreed upon.

ARTICLE XII – SEVERABILITY

A. Should the State Employment Relations Board or any court of competent jurisdiction determine, after all appeals or times for appeal have been exhausted, that any provision of the contract is unlawful, such provision shall be automatically terminated but all other provisions of the contract shall remain in full force and effect.

B. During the term of this Agreement, there will be no lockout on the part of the Board nor any strike by the employees hereunder. The Association will not encourage, sanction, or approve any strike by the employees hereunder during the term of this Agreement and the Association will actively discourage and publicly denounce any such strike.

C. For the life of this Agreement, the Board and the Association waive the right, and agree that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, except as mutually agreed to by the Association and the Board.

ARTICLE XIII – DRUG/ALCOHOL FREE WORKPLACE

The Board and the Association believe that quality education is not possible in an environment affected by illegal drug use and/or abuse of alcoholic beverages. The Board and Association will seek to establish and maintain a drug/alcohol free educational setting in full compliance with federal, state and local laws including the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act.

In compliance with those laws, the Board prohibits the manufacture, distribution, dispensation, possession or use of alcoholic beverages and/or controlled substances (illegal drugs) by any employee during working hours, on Board premises, or at any activity or function sponsored by or related to employment with the Board. “Controlled substance” refers to drugs subject to federal or state regulation, making their manufacture, distribution, dispensation, possession or use a crime. Medications used as prescribed by a treating physician or dentist are excluded. As a condition of employment, each employee shall be required to notify his or her supervisor of any conviction of a criminal drug statute for a violation occurring during working hours, on Board premises, or at any activity or function sponsored by or related to employment with the Board. Such reports must be made no later than five (5) days after such conviction. Any employee who violates the terms of this provision shall be subject to disciplinary action in accordance with local, state and federal laws, up to and including termination of employment. A disciplinary action, involving drugs or alcohol, shall, where appropriate, include the completion of a rehabilitation program.

The Superintendent shall, in consultation with the Association, establish whatever programs and procedures are necessary to meet federal certification requirements for compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Community Act, but which also comply with and do not interfere with this Agreement.

ARTICLE XIV – SMOKE FREE WORKPLACE

Medical evidence clearly indicates that smoking poses a significant health risk to smokers and nonsmokers alike. Therefore, Fort Loramie Local Schools will have a "smoke-free" environment to promote and sustain the general health and well-being of all students, faculty, staff and visitors.

ARTICLE XV – CHILDREN OF TEACHERS/TUITION FREE ATTENDANCE

The natural children, step-children or adopted children of teachers may be permitted to attend one of the schools in the District without payment of tuition. The payments of any student fees are not included in the exemption from tuition payment.

Children of teachers shall comply with the admission requirements and criteria as established by the Board for tuition students. Transportation of the children to the assigned school shall be the responsibility of the teacher-parent. Any custodial care of the children shall not interfere with the performance of the parent-teacher's contractual duties and responsibilities nor the contractual duties and responsibilities of other employees of the Board.

School and teacher assignment shall be made by the Superintendent and shall not be subject to the grievance and arbitration provisions of the contract.

ARTICLE XVI – REEMPLOYMENT OF RETIRED TEACHERS

A teacher retired under STRS ("Reemployed teacher") may be employed/reemployed under the following conditions:

A. The Board is under no obligation to employ any retired teacher and there is no expectation of reemployment when a teacher retires from the Fort Loramie Schools District. Reemployed teachers who previously worked in the District do not need to be interviewed by the Board for any vacant positions for which they apply. Reemployed teachers who previously worked in the District are not guaranteed a particular assignment upon reemployment. Reemployed teachers will be assigned to positions that are within their certification/license area(s) and are eligible for transfers pursuant to the negotiated agreement.

B. Reemployed retired teachers will be placed at the five (5) year experience level on the salary schedule upon reemployment and given full credit for their educational level.

C. Reemployed retired teachers shall be entitled to participate in the health insurance program provided to the bargaining unit members under Article VIII, Section 2 of the negotiated agreement unless insurance is available through STRS. The Board's contribution to retired teacher health insurance premiums in the event insurance is not available through STRS, will be limited to the Board's share of single plan coverage. The retired teacher may purchase family coverage through their additional contribution. Retired/rehired employees as of September 1, 2008 will not be impacted by these new insurance provisions.

D. Reemployed retired teachers are not eligible for continuing contracts; rather, they will be awarded one-year contracts that will automatically expire at the end of each school year without notice of non-renewal and without compliance with O.R.C. Sections 3319.11 and 3319.111. For purposes of reemployed teachers, the parties expressly agree that this provision supersedes and replaces O.R.C. Sections 3319.11 and 3319.111 and differs from the rights of other teachers contained in the negotiated agreement. Performance evaluations of reemployed teachers will be conducted annually. Such evaluations may be formal or informal assessments at the discretion of the building principal.

E. Reemployed retired teachers may not accrue additional STRS credit as a result of their service following reemployment. Instead, the Board and the reemployed teacher shall make contributions to STRS that will fund a single life annuity with a reserve based on the reemployed teacher's accumulated contributions during his/her period of service as a regular teacher following reemployment. For additional information concerning the annuity see O.R.C. Section 3307.3.5.

F. Seniority for reemployed retired teachers returning to service with the Board after retirement will return to zero (0) years and remain at zero (0) years for the reemployed teacher's entire "post-retirement" tenure. In the event of a reduction in force the reemployed teacher will not have any of the recall rights set forth in the negotiated agreement.

G. Reemployed retired teachers are not eligible for severance pay for accumulated sick leave and may not participate in any future retirement incentive programs.

H. Reemployed retired teachers will be eligible to accumulate sick leave. Sick leave shall commence at zero (0) days for reemployed retired teachers. Reemployed retired teachers shall earn 1 ¼ days of sick leave per month for the duration of their reemployment. Reemployed retired teachers may request an advance of up to five (5) days of sick leave, if necessary. The reemployed retired teacher must reimburse the Board for any advanced sick leave that is not earned at the time the reemployed retired teacher separates his/her employment with the District. The parties expressly agree that this provision supersedes and replaces O.R.C. 3319.141.

I. Subject to these provisions, reemployed retired teachers are part of the bargaining unit.

J. The parties expressly agree and fully intend this Article to supersede and take precedent over any inconsistent and/or contrary provisions of the Ohio Revised Code, and Ohio Administrative Code, and federal laws and regulations.

ARTICLE XVII – DURATION OF AGREEMENT

This agreement is in effect from August 16, 2025 through August 15, 2028. Any party requesting a modification or termination of this Agreement upon the Agreement's termination date shall serve the statutory Notice of the State Employment relations Board as well as the other party. At the initial bargaining session, each party shall exchange written proposals.

Michael R Siegel 4-21-25
PRESIDENT DATE
Fort Loramie Board of Education

Erin Sunne 4-21-25
PRESIDENT DATE
Fort Loramie Education Association

David B Hall 4/21/25
SUPERINTENDENT DATE
Fort Loramie Local Schools

Brad Tow 4-21-25
FLEA NEGOTIATION REP. DATE
Fort Loramie Education Association

LeAnn Etting 4/21/25
TREASURER DATE
Fort Loramie Local Schools

The Fort Loramie Board of Education, Fort Loramie Education Association, and the administration shall dedicate themselves to maintaining channels of open communication through the contract periods.

ADDENDUM A

TEACHERS SALARY SCHEDULE A
FORT LORAMIE LOCAL SCHOOL DISTRICT
Effective 2025-2026

Base Increase: $5,000

Exp	Degree		150 Hours		Masters		Masters +15*		Masters +30*	
Increment	0.0450		0.0500		0.0550		0.0600			
0	1.0000	$46,956	1.0500	$49,304	1.1000	$51,652	1.1600	$54,469		$54,469
1	1.0450	$49,069	1.1000	$51,652	1.1550	$54,234	1.2200	$57,286		$57,286
2	1.0900	$51,182	1.1500	$53,999	1.2100	$56,817	1.2800	$60,104		$60,104
3	1.1350	$53,295	1.2000	$56,347	1.2650	$59,399	1.3400	$62,921		$62,921
4	1.1800	$55,408	1.2500	$58,695	1.3200	$61,982	1.4000	$65,738		$65,738
5	1.2250	$57,521	1.3000	$61,043	1.3750	$64,565	1.4600	$68,556		$68,556
6	1.2700	$59,634	1.3500	$63,391	1.4300	$67,147	1.5200	$71,373	$ 500	$71,873
7	1.3150	$61,747	1.4000	$65,738	1.4850	$69,730	1.5800	$74,190	$ 500	$74,690
8	1.3600	$63,860	1.4500	$68,086	1.5400	$72,312	1.6400	$77,008	$ 500	$77,508
9	1.4050	$65,973	1.5000	$70,434	1.5950	$74,895	1.7000	$79,825	$ 500	$80,325
10	1.4500	$68,086	1.5500	$72,782	1.6500	$77,477	1.7600	$82,643	$ 1,000	$83,643
11	1.4950	$70,199	1.6000	$75,130	1.7050	$80,060	1.8200	$85,460	$ 1,000	$86,460
12	1.4950	$70,199	1.6500	$77,477	1.7600	$82,643	1.8800	$88,277	$ 1,000	$89,277
13	1.4950	$70,199	1.7000	$79,825	1.8150	$85,225	1.9400	$91,095	$ 1,000	$92,095
14	1.4950	$70,199	1.7000	$79,825	1.8150	$85,225	2.0000	$93,912	$ 1,000	$94,912
15	1.6800	$78,886	1.8070	$84,849	1.9320	$90,719	2.0600	$96,729	$ 1,100	$97,829

*Graduate hours after attainment of Master's Degree
(Hours set forth herein refer to semester hours or the quarter hour equivalent.)

Base $46,956**Salary calculation is determined by base x index/experience step**

ADDENDUM A1

TEACHERS SALARY SCHEDULE A
FORT LORAMIE LOCAL SCHOOL DISTRICT
Effective 2026-2027

Base Increase: $2,500

Exp	Degree		150 Hours		Masters		Masters +15*		Masters +30*	
Increment	0.0450		0.0500		0.0550		0.0600			
0	1.0000	$49,456	1.0500	$51,929	1.1000	$54,402	1.1600	$57,369		$57,369
1	1.0450	$51,682	1.1000	$54,402	1.1550	$57,122	1.2200	$60,336		$60,336
2	1.0900	$53,907	1.1500	$56,874	1.2100	$59,842	1.2800	$63,304		$63,304
3	1.1350	$56,133	1.2000	$59,347	1.2650	$62,562	1.3400	$66,271		$66,271
4	1.1800	$58,358	1.2500	$61,820	1.3200	$65,282	1.4000	$69,238		$69,238
5	1.2250	$60,584	1.3000	$64,293	1.3750	$68,002	1.4600	$72,206		$72,206
6	1.2700	$62,809	1.3500	$66,766	1.4300	$70,722	1.5200	$75,173	$ 500	$75,673
7	1.3150	$65,035	1.4000	$69,238	1.4850	$73,442	1.5800	$78,140	$ 500	$78,640
8	1.3600	$67,260	1.4500	$71,711	1.5400	$76,162	1.6400	$81,108	$ 500	$81,608
9	1.4050	$69,486	1.5000	$74,184	1.5950	$78,882	1.7000	$84,075	$ 500	$84,575
10	1.4500	$71,711	1.5500	$76,657	1.6500	$81,602	1.7600	$87,043	$ 1,000	$88,043
11	1.4950	$73,937	1.6000	$79,130	1.7050	$84,322	1.8200	$90,010	$ 1,000	$91,010
12	1.4950	$73,937	1.6500	$81,602	1.7600	$87,043	1.8800	$92,977	$ 1,000	$93,977
13	1.4950	$73,937	1.7000	$84,075	1.8150	$89,763	1.9400	$95,945	$ 1,000	$96,945
14	1.4950	$73,937	1.7000	$84,075	1.8150	$89,763	2.0000	$98,912	$ 1,000	$99,912
15	1.6800	$83,086	1.8070	$89,367	1.9320	$95,549	2.0600	$101,879	$ 1,100	$102,979

*Graduate hours after attainment of Master's Degree
(Hours set forth herein refer to semester hours or the quarter hour equivalent.)

Base $49,456**Salary calculation is determined by base x index/experience step**

ADDENDUM A2

TEACHERS SALARY SCHEDULE A
FORT LORAMIE LOCAL SCHOOL DISTRICT
Effective 2027-2028

Base Increase: 3.25%

Exp	Degree		150 Hours		Masters		Masters +15*		Masters +30*	
Increment	0.0450		0.0500		0.0550		0.0600			
0	1.0000	$51,063	1.0500	$53,616	1.1000	$56,169	1.1600	$59,233		$59,233
1	1.0450	$53,361	1.1000	$56,169	1.1550	$58,978	1.2200	$62,297		$62,297
2	1.0900	$55,659	1.1500	$58,722	1.2100	$61,786	1.2800	$65,361		$65,361
3	1.1350	$57,957	1.2000	$61,276	1.2650	$64,595	1.3400	$68,424		$68,424
4	1.1800	$60,254	1.2500	$63,829	1.3200	$67,403	1.4000	$71,488		$71,488
5	1.2250	$62,552	1.3000	$66,382	1.3750	$70,212	1.4600	$74,552		$74,552
6	1.2700	$64,850	1.3500	$68,935	1.4300	$73,020	1.5200	$77,616	$ 500	$78,116
7	1.3150	$67,148	1.4000	$71,488	1.4850	$75,829	1.5800	$80,680	$ 500	$81,180
8	1.3600	$69,446	1.4500	$74,041	1.5400	$78,637	1.6400	$83,743	$ 500	$84,243
9	1.4050	$71,744	1.5000	$76,595	1.5950	$81,445	1.7000	$86,807	$ 500	$87,307
10	1.4500	$74,041	1.5500	$79,148	1.6500	$84,254	1.7600	$89,871	$ 1,000	$90,871
11	1.4950	$76,339	1.6000	$81,701	1.7050	$87,062	1.8200	$92,935	$ 1,000	$93,935
12	1.4950	$76,339	1.6500	$84,254	1.7600	$89,871	1.8800	$95,998	$ 1,000	$96,998
13	1.4950	$76,339	1.7000	$86,807	1.8150	$92,679	1.9400	$99,062	$ 1,000	$100,062
14	1.4950	$76,339	1.7000	$86,807	1.8150	$92,679	2.0000	$102,126	$ 1,000	$103,126
15	1.6800	$85,786	1.8070	$92,271	1.9320	$98,654	2.0600	$105,190	$ 1,100	$106,290

*Graduate hours after attainment of Master's Degree
(Hours set forth herein refer to semester hours or the quarter hour equivalent.)

Base $51,063**Salary calculation is determined by base x index/experience step**

ADDENDUM B

TEACHERS SALARY SCHEDULE B
FORT LORAMIE LOCAL SCHOOL DISTRICT
Effective 2025-2026

Basse Increase: $5,000

	BA Degree		MA Degree		MA + 15*		MA +30*	
Increment	0.0400		0.0500		0.0550			
Exp								
0	1.0000	$46,956	1.1000	$51,652	1.1500	$53,999		$53,999
1	1.0400	$48,834	1.1500	$53,999	1.2050	$56,582		$56,582
2	1.0800	$50,712	1.2000	$56,347	1.2600	$59,165		$59,165
3	1.1200	$52,591	1.2500	$58,695	1.3150	$61,747		$61,747
4	1.1600	$54,469	1.3000	$61,043	1.3700	$64,330		$64,330
5	1.2000	$56,347	1.3500	$63,391	1.4250	$66,912		$66,912
6	1.2400	$58,225	1.4000	$65,738	1.4800	$69,495	$ 500	$69,995
7	1.2800	$60,104	1.4500	$68,086	1.5350	$72,077	$ 500	$72,577
8	1.3200	$61,982	1.5000	$70,434	1.5900	$74,660	$ 500	$75,160
9	1.3600	$63,860	1.5500	$72,782	1.6450	$77,243	$ 500	$77,743
10	1.4000	$65,738	1.6000	$75,130	1.7000	$79,825	$ 500	$80,325
11	1.4000	$65,738	1.6000	$75,130	1.7000	$79,825	$ 650	$80,475
12	1.4400	$67,617	1.6500	$77,477	1.7550	$82,408	$ 650	$83,058
13	1.4400	$67,617	1.6500	$77,477	1.7550	$82,408	$ 650	$83,058
14	1.4800	$69,495	1.7000	$79,825	1.8100	$84,990	$ 650	$85,640
15	1.4800	$69,495	1.7000	$79,825	1.8100	$84,990	$ 650	$85,640
16	1.5200	$71,373	1.7500	$82,173	1.8650	$87,573	$ 800	$88,373
17	1.5200	$71,373	1.7500	$82,173	1.8650	$87,573	$ 800	$88,373
18	1.5600	$73,251	1.8000	$84,521	1.9200	$90,156	$ 800	$90,956
19	1.5600	$73,251	1.8000	$84,521	1.9200	$90,156	$ 800	$90,956
20	1.6000	$75,130	1.8500	$86,869	1.9750	$92,738	$ 800	$93,538
21	1.6000	$75,130	1.8500	$86,869	1.9750	$92,738	$ 950	$93,688
22	1.6400	$77,008	1.9000	$89,216	2.0300	$95,321	$ 950	$96,271
23	1.6400	$77,008	1.9000	$89,216	2.0300	$95,321	$ 950	$96,271
24	1.6800	$78,886	1.9500	$91,564	2.0850	$97,903	$ 950	$98,853
25	1.6800	$78,886	1.9500	$91,564	2.0850	$97,903	$1,100	$99,003

All teachers beginning employment in the 2011-2012 school year and after shall be paid in accordance with the above salary schedule.

*Graduate hours after attainment of Master's Degree (Hours set forth herein refer to semester hours or the quarter hour equivalent.)

Base $46,956**Salary calculation is determined by base x index/experience step**

ADDENDUM B1

TEACHERS SALARY SCHEDULE B
FORT LORAMIE LOCAL SCHOOL DISTRICT
Effective 2026-2027

Base Increase: $2,500

	BA Degree		MA Degree		MA + 15*		MA +30*	
Increment	0.0400		0.0500		0.0550			
Exp								
0	1.0000	$49,456	1.1000	$54,402	1.1500	$ 56,874		$ 56,874
1	1.0400	$51,434	1.1500	$56,874	1.2050	$ 59,594		$ 59,594
2	1.0800	$53,412	1.2000	$59,347	1.2600	$ 62,315		$ 62,315
3	1.1200	$55,391	1.2500	$61,820	1.3150	$ 65,035		$ 65,035
4	1.1600	$57,369	1.3000	$64,293	1.3700	$ 67,755		$ 67,755
5	1.2000	$59,347	1.3500	$66,766	1.4250	$ 70,475		$ 70,475
6	1.2400	$61,325	1.4000	$69,238	1.4800	$ 73,195	$ 500	$ 73,695
7	1.2800	$63,304	1.4500	$71,711	1.5350	$ 75,915	$ 500	$ 76,415
8	1.3200	$65,282	1.5000	$74,184	1.5900	$ 78,635	$ 500	$ 79,135
9	1.3600	$67,260	1.5500	$76,657	1.6450	$ 81,355	$ 500	$ 81,855
10	1.4000	$69,238	1.6000	$79,130	1.7000	$ 84,075	$ 500	$ 84,575
11	1.4000	$69,238	1.6000	$79,130	1.7000	$ 84,075	$ 650	$ 84,725
12	1.4400	$71,217	1.6500	$81,602	1.7550	$ 86,795	$ 650	$ 87,445
13	1.4400	$71,217	1.6500	$81,602	1.7550	$ 86,795	$ 650	$ 87,445
14	1.4800	$73,195	1.7000	$84,075	1.8100	$ 89,515	$ 650	$ 90,165
15	1.4800	$73,195	1.7000	$84,075	1.8100	$ 89,515	$ 650	$ 90,165
16	1.5200	$75,173	1.7500	$86,548	1.8650	$ 92,235	$ 800	$ 93,035
17	1.5200	$75,173	1.7500	$86,548	1.8650	$ 92,235	$ 800	$ 93,035
18	1.5600	$77,151	1.8000	$89,021	1.9200	$ 94,956	$ 800	$ 95,756
19	1.5600	$77,151	1.8000	$89,021	1.9200	$ 94,956	$ 800	$ 95,756
20	1.6000	$79,130	1.8500	$91,494	1.9750	$ 97,676	$ 800	$ 98,476
21	1.6000	$79,130	1.8500	$91,494	1.9750	$ 97,676	$ 950	$ 98,626
22	1.6400	$81,108	1.9000	$93,966	2.0300	$100,396	$ 950	$101,346
23	1.6400	$81,108	1.9000	$93,966	2.0300	$100,396	$ 950	$101,346
24	1.6800	$83,086	1.9500	$96,439	2.0850	$103,116	$ 950	$104,066
25	1.6800	$83,086	1.9500	$96,439	2.0850	$103,116	$1,100	$104,216

All teachers beginning employment in the 2011-2012 school year and after shall be paid in accordance with the above salary schedule.

*Graduate hours after attainment of Master's Degree (Hours set forth herein refer to semester hours or the quarter hour equivalent.)

Base $49,456**Salary calculation is determined by base x index/experience step**

ADDENDUM B2

TEACHERS SALARY SCHEDULE A
FORT LORAMIE LOCAL SCHOOL DISTRICT
Effective 2027-2028

Base Increase: 3.25%

	BA Degree		MA Degree		MA + 15*		MA +30*	
Increment	0.0400		0.0500		0.0550			
Exp								
0	1.0000	$51,063	1.1000	$56,169	1.1500	$ 58,722		$ 58,722
1	1.0400	$53,106	1.1500	$58,722	1.2050	$ 61,531		$ 61,531
2	1.0800	$55,148	1.2000	$61,276	1.2600	$ 64,339		$ 64,339
3	1.1200	$57,191	1.2500	$63,829	1.3150	$ 67,148		$ 67,148
4	1.1600	$59,233	1.3000	$66,382	1.3700	$ 69,956		$ 69,956
5	1.2000	$61,276	1.3500	$68,935	1.4250	$ 72,765		$ 72,765
6	1.2400	$63,318	1.4000	$71,488	1.4800	$ 75,573	$ 500	$ 76,073
7	1.2800	$65,361	1.4500	$74,041	1.5350	$ 78,382	$ 500	$ 78,882
8	1.3200	$67,403	1.5000	$76,595	1.5900	$ 81,190	$ 500	$ 81,690
9	1.3600	$69,446	1.5500	$79,148	1.6450	$ 83,999	$ 500	$ 84,499
10	1.4000	$71,488	1.6000	$81,701	1.7000	$ 86,807	$ 500	$ 87,307
11	1.4000	$71,488	1.6000	$81,701	1.7000	$ 86,807	$ 650	$ 87,457
12	1.4400	$73,531	1.6500	$84,254	1.7550	$ 89,616	$ 650	$ 90,266
13	1.4400	$73,531	1.6500	$84,254	1.7550	$ 89,616	$ 650	$ 90,266
14	1.4800	$75,573	1.7000	$86,807	1.8100	$ 92,424	$ 650	$ 93,074
15	1.4800	$75,573	1.7000	$86,807	1.8100	$ 92,424	$ 650	$ 93,074
16	1.5200	$77,616	1.7500	$89,360	1.8650	$ 95,232	$ 800	$ 96,032
17	1.5200	$77,616	1.7500	$89,360	1.8650	$ 95,232	$ 800	$ 96,032
18	1.5600	$79,658	1.8000	$91,913	1.9200	$ 98,041	$ 800	$ 98,841
19	1.5600	$79,658	1.8000	$91,913	1.9200	$ 98,041	$ 800	$ 98,841
20	1.6000	$81,701	1.8500	$94,467	1.9750	$100,849	$ 800	$101,649
21	1.6000	$81,701	1.8500	$94,467	1.9750	$100,849	$ 950	$101,799
22	1.6400	$83,743	1.9000	$97,020	2.0300	$103,658	$ 950	$104,608
23	1.6400	$83,743	1.9000	$97,020	2.0300	$103,658	$ 950	$104,608
24	1.6800	$85,786	1.9500	$99,573	2.0850	$106,466	$ 950	$107,416
25	1.6800	$85,786	1.9500	$99,573	2.0850	$106,466	$1,100	$107,566

All teachers beginning employment in the 2011-2012 school year and after shall be paid in accordance with the above salary schedule.

*Graduate hours after attainment of Master's Degree (Hours set forth herein refer to semester hours or the quarter hour equivalent.)

Base $51,063**Salary calculation is determined by base x index/experience step**

ADDENDUM C

Supplemental Salary Schedule

Calculated on Percentage of Teachers' Salary Schedule Base

POSITION	NOTE	0-5 YEARS EXPERIENCE	6-10 YEARS EXPERIENCE	11+ YEARS EXPERIENCE
Academia		3.00%	3.75%	4.50%
Achievement Activity		2.00%	2.25%	2.50%
Annual		6.00%	7.50%	9.00%
Art Club		2.00%	2.50%	3.00%
Band		14.00%	16.50%	19.00%
Chorus		6.00%	8.00%	10.00%
Kids Korus		2.00%	2.50%	3.00%
Destination Imagination Coach	**A**	2.00%	2.75%	3.50%
Destination Imagination Coordinator		1.00%	1.75%	2.50%
Musical Director (per production)		4.50%	5.00%	5.50%
Musical Assistant (per production)	**B**	2.50%	2.75%	3.00%
Musical Assistant – Sets (per production)		2.00%	2.50%	3.00%
Play Director (per production)		2.00%	3.00%	4.00%
Play Assistant (per production)	**B**	1.00%	1.75%	2.50%
Play Assistant – Sets (per production)		2.00%	2.50%	3.00%
Elementary Student Store		2.00%	2.25%	2.50%
Invention Convention Coordinator		2.00%	2.75%	3.50%
Invention Convention Coordinator – Local		2.00%	2.50%	3.00%
FCCLA		3.00%	3.75%	4.50%
History Club		2.00%	2.50%	3.00%
Marching Band Assistant		4.00%	5.00%	6.00%
Marching Band Corps Advisor		4.00%	5.25%	6.50%
Math Club		2.00%	2.50%	3.00%
National Honor Society		3.00%	3.75%	4.50%
Power of the Pen		3.00%	3.75%	4.50%
Pre-K Instructor		3.00%	3.50%	4.00%
Redskin News Network	**B**	4.00%	5.00%	6.00%
Safety Patrol Coordinator		1.00%	1.00%	2.00%
Safety Patrol		3.00%	3.75%	4.50%
Science Fair		2.00%	2.50%	3.00%
Science Olympiad		6.00%	8.00%	10.00%
Spanish Club		2.00%	2.50%	3.00%
Special Academic Activity	**C**	2.00%	2.50%	3.00%
Student Council – HS		5.00%	6.25%	7.50%
Student Council – JH		4.00%	5.25%	6.50%
Grades 7-10, 12		3.00%	3.75%	4.50%
Grade 11	**D**	5.00%	6.25%	7.50%
FALL SPORTS				
Golf – Boys	**E**	7.00%	8.75%	10.50%
Golf – Girls	**E**	7.00%	8.75%	10.50%
Golf Assistant	**F**	4.00%	5.00%	6.00%
Cross Country – HS (Co-ed)		10.00%	12.50%	15.00%
Cross County – JH (Co-ed)		5.00%	5.75%	6.50%
Cross Country Assistant (Co-ed)	**G**	4.00%	5.00%	6.00%
Volleyball – Varsity		10.00%	12.50%	15.00%
Volleyball – JV		7.00%	8.75%	10.50%
Volleyball – Assistant Varsity		6.00%	7.25%	8.50%
Volleyball – Freshman		5.00%	6.00%	7.00%

Volleyball – Grade 8		5.00%	6.00%	7.00%
Volleyball – Grade 7		5.00%	6.00%	7.00%
Volleyball – Additional Jr. High Team(s)	**H**	4.00%	5.00%	6.00%
Football – Varsity		16.00%	19.75%	23.50%
Football – Assistant Varsity (4)		10.00%	12.25%	14.50%
Football – HS Additional Assistant	**O**	9.00%	10.50%	12.00%
Football – Jr. High Coordinator		6.00%	7.25%	8.50%
Football – Jr. High Assistant (3)		5.00%	6.00%	7.00%
Football – Jr. High Additional Assistant	**P**	4.50%	5.50%	6.50%
CHEERLEADING				
Football Cheerleading – High School		3.25%	3.75%	4.25%
Football Cheerleading – Jr. High		2.25%	2.75%	3.25%
Basketball Cheerleading – High School		6.25%	6.75%	7.25%
Basketball Cheerleading – Jr. High		3.25%	3.75%	4.25%
Basketball Cheerleading – Freshman	**Q**	3.25%	3.75%	4.25%
WINTER SPORTS – BOYS				
Basketball – Varsity		16.00%	19.75%	23.50%
Basketball – Assistant (3)		10.00%	12.25%	14.50%
Basketball – Grade 8		6.00%	7.25%	8.50%
Basketball – Grade 7		6.00%	7.25%	8.50%
Basketball – Additional Jr. High Team (s)	**H**	4.50%	5.50%	6.50%
Basketball – 5th & 6th Grade Coordinator		2.00%	2.50%	3.00%
WINTER SPORTS – GIRLS				
Basketball – Varsity		16.00%	19.75%	23.50%
Basketball – Assistant (3)		10.00%	12.25%	14.50%
Basketball – Grade 8		6.00%	7.25%	8.50%
Basketball – Grade 7		6.00%	7.25%	8.50%
Basketball – Additional Jr. High Team (s)	**H**	4.50%	5.50%	6.50%
Basketball – 5th & 6th Grade Coordinator		2.00%	2.50%	3.00%
SPRING SPORTS				
Baseball – Varsity		10.00%	12.50%	15.00%
Baseball - JV		7.00%	8.75%	10.50%
Baseball – Assistant Varsity		6.00%	7.25%	8.50%
Baseball – Assistant JV		4.00%	5.50%	6.00%
Softball – Varsity		10.00%	12.50%	15.00%
Softball – JV		7.00%	8.75%	10.50%
Softball – Assistant Varsity		6.00%	7.25%	8.50%
Softball – Assistant JV		4.00%	5.50%	6.00%
Track – Head/Coordinator		15.30%	17.80%	20.30%
Track – Assistant (7-12)	**I**	5.30%	5.90%	6.50%
Head Track – HS Boys	**J**	10.00%	12.50%	15.00%
Head Track – HS Girls	**J**	10.00%	12.50%	15.00%
Track – Jr. High Boys		4.00%	5.00%	6.00%
Track – Jr. High Girls		4.00%	5.00%	6.00%
Track – Additional Assistant(s)	**L**	4.00%	5.00%	6.00%
Weight Room Monitor	**K**	10.00%	12.25%	14.50%
MISCELLANEOUS				
AP/DE/CC+	**T**	3.00%	3.50%	4.00%

IAT – Corp Team	**M**	3.00%	3.50%	4.00%
LPCD Representative		3.00%	3.50%	4.00%
Master Teacher Committee Representative		2.00%	2.50%	3.00%
Mentor Techer	**R**	2.00%	2.50%	3.00
School News		3.00%	3.50%	4.00%
Supervision – Jr./Sr. High School	**N**	2.00%	2.50%	3.00%
Tutor	**S**	.001%	.002%	.003%

1) When positions are split between two (2) or more individuals, the rate of pay shall be split proportionately.
2) Advance credit for experience may be granted by the Superintendent.
3) The B.A. zero (0) rate in effect at the beginning of a school year shall be the base for the extra-curricular percentage for the entire school year.
4) Years' experience in a particular sport or activity will carry over if a coach moves to a different level in the same sport or similar activity.
5) When supplemental positions are split, percentage of reimbursement shall be based on percentage of the supplemental contract issued.

SUPPLEMENTAL SALARY SCHEDULE - NOTES KEY

A Maximum of 12.
B Maximum of 2.
C Maximum of 10.
D Maximum of 2.
E Varsity and reserve teams combined.
F Full boys and girls varsity teams plus minimum of 5 additional participants.
G When the coach to team member ratio exceeds 1 to 15 in the total 7-12 program, the Board may employ one or more additional assistant coach(es).
H When student participation warrants, the Board may add additional teams.
I Three (3) positions with head/coordinator position filled, two (2) positions when two head coaches.
J In absence of head/coordinator position.
K Or may be split among multiple monitors to be compensated at an hourly rate set by the BOE.
L When the coach to team member ratio exceeds 1 to 15 in the total 7-12 track program, the Board may employ one or more assistant coach(es).
M Maximum of 6.
N Maximum of 5.
O When the coach to team member ratio exceeds 1 to 10 in the High School program, the Board may employ one or more additional assistant coach(es).
P When the coach to team member ratio exceeds 1 to 15 in the Jr. High School program, the Board may employ one or more additional assistant coach(es).
Q Position may be filled when after Varsity and JV squads are selected there remain at least four students in grades 9-10 who meet minimum tryout standard for participation.
R Mentor that is assigned to more than one mentee shall be paid their subsequent supplemental percentage for their first mentee plus an additional $500 for each additional mentee they are assigned to.
S This is an hourly rate to be paid per hour.
T If more than one prep, add the following base supplemental: 2 Preps + .25; 3 Preps +.50, 4 Preps +1.00. Must be paid at the end of the school year.

ADDENDUM D

FORT LORAMIE LOCAL SCHOOLS
GRIEVANCE REPORT LEVEL I (Grievant Form)

1. Name of Grievant_____

2. Date of incident giving rise to grievance_____

3. Was problem discussed with appropriate supervisor? Yes_____ No_____

   Who?_____ Date_____

4. Concise statement of complaint: Facts upon which complaint is based and the specific provisions alleged to be violated.

5. Remedy Sought:

_____
Signature of Grievant

Copy: Principal
Association

ADDENDUM D1

FORT LORAMIE LOCAL SCHOOLS
GRIEVANCE REPORT FORM LEVEL I (Supervisor Form)

(To be used by the immediate Supervisor at Level I of Grievance Procedure)

1. Date received_____

2. Hearing Held? Yes _____ No _____ Date _____

3. Disposition of Principal:

_____ _____
Date Signature

Appeal to the Superintendent _____
Date

Copy: Grievant
Association

ADDENDUM D2

FORT LORAMIE LOCAL SCHOOLS
GRIEVANCE REPORT FORM LEVEL II

Name_____ Date_____

The disposition of this grievance at Level I has not been satisfactory. It is necessary to appeal this grievance to Level II for the following reasons:

Date received _____

DISPOSITION BY SUPERINTENDENT:

_____ _____
Date Signature

APPEALED TO THE AMERICAN ARBITRATION ASSOCIATION_____
Date

Copy: Grievant
Association
Principal

ADDENDUM D3

FORT LORAMIE LOCAL SCHOOLS
GRIEVANCE REPORT FORM LEVEL III

Name_____ Date_____

The disposition of this grievance at Level II has not been satisfactory. It is necessary to appeal this grievance to Level III for the following reasons:

Date received _____

DISPOSITION OF AMERICAN ARBITRATION ASSOCIATION:

_____ _____
Date Signature

Copy: Grievant
Association
Principal
Superintendent

ADDENDUM E

FORT LORAMIE LOCAL SCHOOLS
IN-SERVICE CONSULTATION FORM

Name_____

Date(s) in-service activity is to take place:_____

Number of hours on in-service activity:_____

Location of in-service activity:_____

Check Type of Activity:

□ Flex-Time

□ Tech Time

□ Optional Additional Staff Development

Title/Description/Nature of in-service activity: (Must be shown to be directly related to the profession or to one's area of teaching, certification or present extra-curricular duties.) If the program is a Fort Loramie Schools sponsored event, the name of the session is all that is necessary. Attach information if applicable.

_____

_____

_____

_____ _____ _____

Teacher's Signature Date Social Security Number

□ Approved

□ Disapproved _____ _____

Principal Date

□ Approved

□ Disapproved _____ _____

Superintendent Date

Form Route: Teacher
__Principal
__Superintendent
__Teacher
__Principal
__Superintendent
cc: Principal
cc: Teacher

IN-SERVICE DOCUMENTATION: The In-Service Consultation Form must be returned to the Principal immediately following the In-Service activity to receive credit.

Type of verification/documentation attached.
(Check one and attach accordingly)

__Employee's written summary of activity
__Statement signed by the clinician/speaker
__Conf. Coordinator verifying attendance
__Copy of a grade report
__Fort Loramie Schools sponsored program

_____ _____

Teacher's Signature Date

_____ _____

Principal Date

_____ _____

Superintendent Date

_____

Instructor's Signature

Payment Approval:

Hours _____
Rate _____

ADDENDUM F

Copies to: ___ Teacher
___ Principal
Original to: ___ Supt./Personnel File

Date Completed: _____

TEACHER'S GOALS FOR THE YEAR

Will you, or will you possibly, be qualifying for a continuing contract by March 1 of this school year?
_____ Yes _____ No

Will you, or will you possibly, be completing course work that will allow you to move columns on the salary schedule? ____ Yes ____ No

If yes, ___ By second semester this year?
___ By the start of next school year?

Directions: In at least two (2) selected performance areas, state your goal and list the techniques you plan to use to achieve and measure the success of these goals.

PERFORMANCE AREA	GOAL	TECHNIQUES USED TO ACHIEVE GOAL	HOW GOAL SUCCESS IS TO BE MEASURED
TEACHING			
CLASSROOM			
KNOWLEDGE			
PERSONAL			
PROFESSIONAL			
OTHER			

Date_____ Teacher:_____

Date_____ Principal:_____

ADDENDUM G

FORT LORAMIE LOCAL SCHOOLS
COLLEGE TUITION REIMBURSEMENT FORM

Name of Applicant _____ Date of Application _____

Available moneys shall be provided to pay qualified teachers on a first-come, first-served basis based on date of initial application.

I. Pre-Approval

Course Term/Dates	College/University	Course Number	Course Name	Qt. Hours	Sem. Hours	Fee Per/Hr

TOTAL

Potential Reimbursement – (50% TOTAL)

□ Approved

□ Disapproved _____ _____
Principal Date

□ Approved

□ Disapproved _____ _____
Superintendent Date

Form Route: Teacher
__Principal
__Superintendent
__Teacher
__Principal
__Superintendent
cc: Principal
cc: Teacher

II. REIMBURSEMENT

Upon completion of the course, return this form to the Superintendent along with the following attachments:

□ Transcripts of passing grades [ ] Amount of Payment Due

□ Itemized record of payment

□ Proof of payment.

_____
Superintendent's Approval for Payment