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CONTRACT AGREEMENT

BETWEEN

GEORGETOWN EXEMPTED VILLAGE BOARD OF EDUCATION

AND THE

GEORGETOWN FEDERATION OF TEACHERS, AFT/OFT

SEPTEMBER 1, 2025 THROUGH AUGUST 31, 2028

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ARTICLE I
Recognition

A. Recognition

1. The Georgetown Exempted Village Board of Education recognizes the Georgetown Federation of Teachers, AFT/OFT, as the sole and the exclusive bargaining agent for all teachers, librarians, nurses, guidance counselors, and coaches who teach in the Georgetown Exempted Village School District and are employed under a regular teaching contract. Excluded from the bargaining unit are the Superintendent, Administrators, and Psychologist**.**

2. The subjects of collective bargaining will be all matters relating to wages, hours, terms, and other conditions of employment. The Georgetown Federation of Teachers, AFT/OFT, will continue to be recognized as the collective bargaining agent for the employees in this bargaining unit until it is removed or replaced in accordance with provisions of the Ohio Revised Code 4117.

B. Definition of Terms

1. The term "Board" when used herein will refer to the Georgetown Exempted Village Board of Education and its management, supervisory, and confidential personnel as that term is defined under provisions of the Ohio Revised Code 4117.

2. The term "GFT" when used herein will refer to the Georgetown Federation of Teachers, affiliated with the Ohio Federation of Teachers and the American Federation of Teachers.

3. The term "Teacher" when used herein will include all members of the bargaining unit as defined in Section A, above.

ARTICLE II
Negotiations Procedure

A. Statement of Principles

1. The Board and the GFT state that the principles stated in succeeding sections of this document will govern the negotiation process between the Board and the GFT.

2. "Good Faith" requires that the Board and the GFT be willing to react to each other's proposals. If a proposal is unacceptable, the other side is obligated to give reasons why. Nothing in this contract will compel either party to agree to a proposal or to make a concession.

B. Subject of Negotiations

Representatives of the Board and the GFT will negotiate in good faith all matters relating to wages, hours, terms, and conditions of employment.

C. Requests for Negotiation

1. If either party desires to open bargaining, it shall notify the other party in writing no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of the agreement. Notification shall be served in writing. Within thirty (30) calendar days after receipt of such notice, the parties will have their initial meeting and exchange written proposals.

2. In the first negotiation session, proposals will be in form and detail specifying that to which agreement is sought. Topical listings of items proposed for negotiations will constitute a clear failure of compliance with this requirement and may be disregarded.

3. After the second (2^{nd}) meeting, no new items may be submitted unless by mutual agreement of both parties. The remaining items of the then current contract shall remain in force and effect and shall be a part of any successor agreement.

D. Negotiation Meetings

1. Negotiation meetings will be scheduled at the request of the parties and, until negotiations are concluded, either party may require at each meeting a decision on the date, time, and place of a subsequent meeting.

2. Meetings shall be scheduled at reasonable intervals, places, and times.

3. Either party may recess for caucuses at any time.

4. Minutes of meetings will be kept by each party only if it deems necessary and only in such form and detail as it may determine advisable.

5. Negotiations will be conducted outside of the normal workday unless the parties mutually agree otherwise.

E. Representation

1. The representatives of the Board will consist of not more than five (5) designees.

2. The representatives of the GFT will consist of not more than five (5) designees.

F. Assistance and Study Committees

Each party may call upon professional and lay persons to consider and make suggestions concerning matters under discussion.

G. Information

The Board and the GFT agree to supply available public information that is specifically requested and routinely prepared.

H. News Releases

Neither party will make a release to the news media regarding negotiations, unless mutually prepared, so long as good faith negotiations, as defined in Article II (A) (2), are in progress.

I. Agreement

1. Tentative agreement on negotiated items will be reduced to writing and initialed by the representative of each party. All agreements are tentative, based upon the complete resolution of all issues.

2. The purpose of tentative agreements is to develop a package that will be submitted to the Teachers and the Board for ratification. Initialing of tentative agreements shall be done in good faith.

3. The membership of the GFT must affirm the acceptance of the contract first by a membership vote, and then the same will be presented to the Board for its decision. If approved by both parties, the contract will be binding on both parties.

4. Within thirty (30) working days after signing, the contract will be made available to all Teachers and the Board members. The GFT will be responsible for the typing of the final negotiated contract. The Board will be responsible for the duplication and distribution of the contract to bargaining unit personnel as well as administrative personnel and Board members.

J. Dispute Settlement Procedures

Dispute settlement procedures shall be governed by the O.R.C. 4117.14.

ARTICLE III
GFT Rights

A. GFT Membership Meetings

As the recognized bargaining agent, GFT shall have the right to use the school buildings to conduct membership meetings. Such meetings shall not interfere with nor interrupt normal instructional programs or school operations and shall be held outside the regular school day. GFT shall request use of a school facility from the Superintendent, except for regularly scheduled meetings held after the monthly Board meeting and a meeting to be held within four (4) working days after a special board meeting. Normally scheduled building staff meetings will not conflict with the GFT meetings.

B. Announcements at Staff Meetings

The GFT shall have the right to make announcements at staff meetings. The GFT will be allotted thirty minutes for announcements on the opening day schedule.

C. Use of Board Equipment

The GFT shall have the right, within established administrative procedures, to use facilities, equipment, computers, copy machines, and audiovisual equipment, when operated by qualified bargaining unit members authorized by the GFT. The GFT shall pay for the consumable school supplies used. Any duplication or photocopying beyond two hundred exposures (200) will have specific prior approval of the building administrator. Use of such foregoing equipment shall not occur during the duty day and shall not interfere nor interrupt normal instructional programs or school operations.

D. Bulletin Boards

The GFT shall have the right to use school bulletin boards which are located in the staff dining room, if one exists, or in each teacher work room of every building. GFT representatives shall have the exclusive responsibility for posting and removing GFT notices.

E. Internal Mail System

The GFT shall have the right to the use of the internal mail system of the school and the district's e-mail system as long as that use complies with federal law.

F. Use of GFT Insignia

The GFT shall have the right to utilize the GFT insignia for the purpose of identifying membership on each member's mailbox.

G. Dues Deduction and Cancellation

The GFT shall have the right to payroll deduction of membership dues.

1. Members shall have the right to authorize the continuous deduction of said dues from year to year hereafter unless revoked by the GFT member according to the procedures listed below. Said deductions will be made upon receipt of a signed authorization form submitted to the Treasurer at least ten (10) working days prior to the next payroll date. Dues collected shall be transmitted monthly to GFT. The GFT will be responsible for collecting any dues not collected through payroll deduction.

2. The amount of dues to be deducted shall remain the same for a minimum of one (1) year. These deductions shall be made from each paycheck.

3. Revocation may be made by any member at any time in writing to the GFT treasurer. The GFT treasurer must forward such revocation to the Board Treasurer within (5) working days.

4. Dues, when increased or changed, shall be increased or changed only once a year in September.

5. The GFT shall indemnify the Board against any and all claims, demands, suits, cost, or other forms of liability that shall arise out of or by reason of action taken by the Board for the purpose of complying with this provision.

H. GFT and Board Meetings

The GFT President or designee shall be notified of and provided with the agenda prior to public meetings of the Board and its subcommittees. The GFT President or designees shall be provided access to the Board of Education's website to obtain a copy of the Board minutes and/or changes to Board policy. The GFT President or designees shall be placed on the distribution list for all public information provided to members of the Board.

I. Information

Within ten (10) working days after receipt of a request from the GFT President to the Treasurer, the GFT shall be given such forms as the Seniority list, Reduction in Force list (if one exists), monthly financial reports, End of Year Financial Report (listing all receipts and expenditures for the general fund by object code), and any other forms of information deemed public.

J. GFT business

The GFT members will not conduct GFT business during the regular duty day. However, the superintendent or administrator, at his/her discretion, may make exceptions.

K. GFT President and Superintendent Meetings

The superintendent will meet with the President of the GFT, if requested by either party, at mutually convenient times to discuss matters of mutual concern.

L. New Hire Information

Upon request of the President of the GFT, the Board shall provide the GFT with the names and addresses of newly employed teachers within seven (7) calendar days from the receipt of the request.

M. GFT Representatives

At the beginning of the school year, the GFT shall provide the Board with a list of its officers and representatives and all subsequent changes.

ARTICLE IV
Management Rights

The Board, on its own behalf and on the behalf of the electors of the district, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities not specifically limited by the express terms of the contract.

ARTICLE V
Grievance Procedures

A. Definition

1. A grievance shall mean a complaint by a teacher member in the bargaining unit or a group of teachers or the union that there is a violation, misinterpretation, or misapplication of the provisions of this contract.

2. A grievant shall mean either

   a. an individual bargaining unit member,

   b. group of bargaining unit members having the same grievance, or

   c. the GFT.

3. The term “day” when used in this Article shall mean weekdays excluding holidays.

B. Procedures

1. Informal: If a grievant member has a complaint, he/she shall discuss it informally with his/her administrator. The grievant may be represented or accompanied by a GFT representative before the administrator. The object of both parties shall be to resolve this matter as soon as possible in an informal manner.

2. Formal:

   a. Step 1: If the issue is not resolved informally, the grievant shall, in writing, present a grievance to his/her administrator within ten (10) days following the occurrence or the knowledge of the occurrence which is the basis of the complaint. Both parties may mutually agree to by-pass Step 1 and forward the grievance on to Step 2 without a hearing at Step 1.
   However, if either party requests a hearing, it will be scheduled and held within five (5) days of the receipt of such grievance. The administrator or his/her designee will have five (5) days to give a written decision after the conclusion of the meeting.

   b. Step 2: If the grievance is not resolved by the administrator at step 1, within five (5) days of the receipt of the step 1 response, the grievant and his/her GFT representative may appeal to the superintendent in writing and such writing will set forth specifically the tact or condition on which the grievance was based in the first step above and the basis of the appeal. The superintendent or his/her designee will schedule and hold a meeting within five (5) days of the receipt of such grievance in an effort to resolve the grievance. The superintendent or his/her designated representative will communicate his/her decision in writing to the grievant within ten (10) days after the conclusion of the meeting.

   When the grievant is not represented by the GFT at this step, the superintendent will furnish the GFT with a copy of the appeal from Step 1 together with a notice of the date of the meeting. In such cases when the GFT is not representing the grievant, the GFT representative may be present and state its views at the conclusion of the meeting.

   The above time limits are to be maximums and may be extended by mutual agreement of the parties.

   c. Step 3:

      i. If the grievant is not satisfied with the disposition of the grievance at Step 2, the grievant may request a hearing before an arbitrator. The grievant's request for arbitration shall be made within ten (10) days following the receipt of the Step 2 disposition of the grievance. The grievant's request for arbitration shall be made by certified mail with return receipt requested to the Superintendent.

      ii. The grievant and his/her designated representative shall file a joint request to the Federal Mediation and Conciliation Service to provide both parties with a list of seven (7) names from which an arbitrator will be selected by the rules of FMCS. The arbitrator shall hold the necessary hearing and issue his/her decision in accordance with the rules of the Federal Mediation and Conciliation Service.

      iii. The decision of the arbitrator shall be final and binding on the Parties and the grievant and shall be rendered within thirty (30) days after the record has been closed. The arbitrator shall not have the authority to add to subtract from, modify, change, or alter any of the provisions of this Collective Bargaining

Agreement nor add to, subtract from, or modify the language therein. The arbitrator shall not substitute his/her judgment for that of the Administration. The arbitrator shall limit himself/herself to the issue presented and shall have no authority to decide any other issue(s) not submitted. This shall be the sole and exclusive avenue of settling disputes that arise from this agreement.

iv. The cost of the arbitrator's services shall be borne by the losing party.

B. No Reprisals

The fact that a grievance is raised by a GFT member of the bargaining unit, regardless of the ultimate disposition, will not be recorded in any teacher file nor in any file nor record utilized in the promotion process; nor will such fact be used in any recommendations for job placement; nor will such a teacher (and/or any GFT members who participate in any way in the grievance procedure) be subjected to reprisal for having processed a grievance.

C. Grievant's Rights

1. Grievance procedures and all activities relating to a grievance will be conducted outside the member's regular workday.

2. A grievant will have the following rights:

   a. To be present at the hearing,

   b. To hear testimony, or

   c. To give testimony in his/her own behalf.

ARTICLE VI
Teacher Contracts

A. Staff Vacancies

1. When teaching assignments become vacant or new positions are created, the administration shall post the teaching assignment on the district's bulletin boards for five (5) days and shall e-mail vacancy listing to all teachers. If the vacancy occurs during summer break, the administration shall e-mail and use the district's automated phone system to inform teachers of vacancies and /or newly created positions.

2. Teachers shall notify the superintendent and/or the building principal in writing of their desire to compete for positions within five (5) days of the conclusion of the posting period.

3. All qualified bargaining unit members who express an interest in a vacant teaching assignment shall be interviewed for the position and shall have first consideration for vacancies.

4. Administration shall consider the bargaining unit member's training, experience, and individual qualifications to determine if the bargaining unit member is qualified for the position.

5. All teachers who have participated in the interview process for a particular teaching assignment shall be notified in writing of the granting or denial of their request for reassignment.

6. New hires who fill vacancies during the school year shall be subject to displacement at the end of the school year and that particular teaching assignment shall be listed as a vacancy for the ensuing year in the event that a teacher has provided the Superintendent with written notice by May 1st of an interest to fill the vacancy for the next school year.

B. Limited Contracts and Continuing Contracts

1. O.R.C. 3319.11 will solely govern the issuance of limited contracts and continuing contracts and appeals of the non-renewal of limited contracts.

2. Teachers who believe they're eligible for a continuing contract shall request in writing to the Superintendent, by January 1, their desire to be considered for a continuing contract. Failure to do so will result in the teacher being awarded a contract in the contract sequence specified in Article VII.

3. Employment of retired teachers will be in accordance with O.R.C. unless otherwise stated herein

   a. Salary
   Retired teachers reemployed by the Board shall be placed on the teacher's salary schedule and advance in typical fashion from step to step. The initial placement on the salary scale will be at the discretion of the board based on the recommendation of the superintendent.

   b. Contract Employment
   Retired teachers who are reemployed by the Board shall receive a one-year limited contract of employment. Such contracts shall automatically terminate at the end of each school year without further action, notice or procedure by the school district. Continued employment from contract to contract will be solely at the discretion of the Board. A retired teacher reemployed by the Board shall be ineligible for a continuing contract of employment, regardless of years of service with the district.

   c. Supplemental Contracts
   Retired teachers who are reemployed by the Board shall be eligible for supplemental contracts.

   d. Leaves of Absences
   Retired teachers reemployed by the Board shall receive sick leave (including bonus) and personal leave. Retired teachers reemployed by the Board are eligible for benefits of professional meetings, in-service meetings, association leave, and family and medical leave. In no event shall leave extend beyond the retiree's employment contract term.

   e. Reduction in Force
   Retired teachers reemployed by the Board shall have zero seniority in the bargaining unit and shall not accumulate seniority for any purpose. Retired teachers reemployed by the board shall have no right to displace or bump, nor any right of recall, in the event of a reduction in force.

   f. Evaluation Procedures
   The evaluation procedures required of a regular teacher by law (Revised Code 3319.11, 3319.111) and this contract shall not apply to retired teachers reemployed by the Board. It is not necessary for the Board to conduct evaluations in accordance with Revised Code 3319.11 or 3319.111, Board policy and/or this Agreement and the failure to evaluate or to follow negotiated or statutory practice or procedures shall not be a basis for automatic reemployment of a retiree.

g. Severance Pay

A retired teacher reemployed by the Board cannot receive severance pay from the district.

h. Insurance

Medical and prescription coverage will be available to retired teachers reemployed by the Board with the employee paying 20% of the monthly premium and the Board paying 80% of the monthly premium. Such employees may also purchase dental, vision, and life insurance, with the employee paying 100% of the premium. Employees receiving a pension from any other retirement system and are eligible for insurance benefits may purchase insurance from the Board at 100% of the premium.

i. Sick Leave

Retired teachers reemployed by the Board will start their employment with the district with zero sick days. Sick leave days accumulated from other districts will not be transferable.

j. Superseding Clause

All of the terms and conditions of employment set forth in Article VI(B)(3) shall supersede and replace any sections of the Ohio Revised Code with which they are in conflict, including, but not limited to: Sections 3313.202; 3317.13; 3317.14; 3319.08; 3319.11; 3319.111; 3319.12; 3319.17; and Chapter 3307.

C. Assignment of Teachers

1. The assignment of teachers shall be the responsibility of the superintendent. Each teacher will be assigned to a specific teaching assignment.

2. A change in assignment may be made on the request of the teacher; however, the superintendent may reassign teachers if the reassignment is based on the welfare of the teacher or the school (O.R.C. 3319.01).

3. The superintendent may reassign teachers to positions for which he/she is qualified.

4. When a teacher is administratively reassigned to a different teaching assignment, the teacher must be notified personally by the building principal if the teacher is changing buildings prior to the assignment being made public. Teachers will be notified in person and in writing prior to the reassignment being announced in any meeting or public forum. Written notification will include reasons for reassignment.

5. All teachers shall be notified of his/her tentative teaching assignment for the ensuing year by the last day of the school year.

6. If a change in assignment occurs during the summer, the principal or superintendent (as applicable) shall notify the teacher in writing at his/her home address.

7. A change in teaching assignment shall be defined as a change in grade level and/or subject area.

D. Supplemental Contracts

1. Supplemental contract shall be entered into for supplemental duties as determined by the Board. Supplemental contracts shall be one year contracts that expire automatically without evaluation or notice being provided by the Board of Education.

2. Supplemental contracts shall be filled by qualified bargaining unit members before all others in accordance with O.R.C.

3. All supplemental contracts shall be advertised and posted with job descriptions available at the district office.

4. Pay for supplemental assignments, with the exception of extended service, will be based upon work performed beyond regular duties and/or beyond the regular work duty day in accordance with the Supplemental Salary Scheduled attached hereto in Appendix B. Bargaining unit members shall receive no compensation for work performed in preparation for the next season in the event their supplemental contract is not renewed for the next school year or season.

5. Supplemental contracts will be evaluated for need on a yearly basis through negotiations between the GFT and the Board.

E. Evaluation/Observation

Instructional teachers, as defined by Ohio Revised Code section 3319.111 shall be evaluated in accordance with the Board adopted evaluation policy, a copy of which is attached as Exhibit A. The Board agrees that it will not adopt any amendments to the Board adopted evaluation policy that is in place as of the effective date of this Collective Bargaining Agreement unless the Evaluation Committee established under the Board adopted evaluation policy has first met to consider the proposed amendments to the policy.

Non-instructional teachers shall be evaluated using the previously utilized evaluation instrument. The timelines and frequency of observations for non-instructional teachers shall be in accordance with Ohio Revised Code section 3319.111 and 3319.112.

Any complaints of violations of either evaluation process shall be subject solely to the grievance procedure set forth in this agreement, and the provisions of this section shall supersede any evaluation requirements of Ohio Revised Code section 3319.11 to the extent that it conflicts with this Agreement.

F. Resignation, Suspension, and Dismissal

1. A teacher who has a contract covering the ensuing school year will be free to resign up to July 10, preceding that year. The Superintendent or his/her designee may accept the resignation upon receipt with the effective date being the day stated in the resignation. After that time, the consent of the Board must be given before a staff member may resign his/her position. Similarly, a staff member may not resign during a school year unless the Board of Education consents. Resignations will be submitted to the Superintendent for presentation to the Board.

2. 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 action.

3. The contract of a teacher may be terminated for gross inefficiency or immorality; for willful and persistent violations of reasonable regulations of the Board; or for other good and just cause. Before terminating any contract, the Board will furnish the teacher a written notice of its

intention to consider termination of his/her contract, specification of the grounds for such consideration, and inform him/her of his/her rights to request a hearing. At such a hearing, both parties may be represented by counsel and present and cross-examine witnesses. A stenographic record of the proceeding will be made. After the hearing, the Board will make its determination by majority vote. Any order of termination of a contract will state the grounds for termination. The parties agree, acknowledge and understand that this provision supersedes the procedures for termination provided in R.C. 3319.16.

ARTICLE VII
Contract Sequence

A. Contract Sequence

The normal contract sequence will be

1 year limited contract; then
1 year limited contract; then
2 year limited contract; then
3 year limited contract; then
4 year limited contract; thereafter

B. Contract Sequence Interruption

Based upon deficient or exemplary evaluation, the Board may interrupt this contract sequence and issue a limited contract of lesser or greater duration.

ARTICLE VIII
Personnel Files

A. Office Personnel File

1. A personnel file for each teacher containing all public information relating to said teacher will be maintained in the district office.

2. Each teacher will have the right, upon written request, to review the contents of his/her own personnel file, with the exception of employment recommendations provided to the district on a confidential basis. Such request will be made to the superintendent and scheduled for a time convenient for the parties involved.

3. Teachers may make written objections to any information contained in the file. Any written objection must be signed by the teacher and will become part of the teacher's personnel file.

4. Anonymous letters will not be placed in the personnel file.

5. Teachers will be provided copies of derogatory materials placed in their personnel files. The teacher shall sign for the receipt of said copies.

ARTICLE IX
Teaching/Learning Conditions

A. School Year

The school year shall consist of one hundred and eighty-two (182) days. The Superintendent, the GFT President, and a building representative from the building not represented by the GFT President, shall meet before the November Board of Education meeting in order to discuss calendar dates for the following school year.

B. Teaching Day

The normal duty day shall be seven and one-half (7 ½) hours, including a thirty-minute (30) duty free lunch period. The duty day may be changed due to emergency situations as determined by the Superintendent.

C. Meetings

1. The administrator may call meetings of the entire staff in each building and the entire staff will be in attendance.

2. Each building shall have one regularly scheduled meeting not to exceed one hour of the entire staff per month as determined by the Administrator. Emergency meetings of the entire staff may be held as needed for emergency situations.

3. The Superintendent will call district-wide staff meetings at his/her discretion.

D. Communications

The District shall provide a secured, shared drive system that will allow teachers to submit issues to the building principal, superintendent, leadership team, and/or etc. All submitted issues shall be addressed within five working days by the responding party. The responding party shall issue a resolution that shall be sent to the teacher and/or posted on the shared drive.

E. Planning/Conference/Preparation Time

1. All teachers shall receive daily planning time. Individual planning time shall be defined as a continuous amount of time assigned to teachers. Assigned planning time shall be used by teachers for the purpose of preparing, improving, and/or evaluating their instructional program. Planning time shall be no less than 255 minutes per week or one class period daily, whichever is greater. Planning time shall be of a continuous amount of time that is no less than forty (40) minutes.

2. When a teacher is displaced from their classroom during their individual planning time, they will be provided a space with the appropriate resources to adequately perform their responsibilities.

3. Collaborative/Team Planning time shall be defined as a continuous amount of time assigned to teachers during the teachers' workday and used for the purpose of engaging in professional discourse and/or professional meetings with colleagues.

4. Bargaining unit members shall be provided with one day of student early release each quarter (as determined by the Superintendent) for the purpose of recording grades.

5. In the event teachers are requested to attend meetings by an administrator, excluding staff meetings, IEP meetings, and PTO meetings, that do not occur within the work day, the teachers shall be compensated at the negotiated stipend rate.

F. Mentorship

All eligible teachers will participate in Ohio's Resident Educator Program and assigned a mentor by the Building Principal in accordance with Ohio law.

G. Leadership Teams

District Leadership Team (DLT)

The primary goal of the District Leadership Team (DLT) is, "The improvement of instructional practice and performance, regardless of role" (Elmore, 2004, p. 66). The DLT will lead the improvement work of the District forward. The DLT will review District data, develop the District's improvement plan (including goals and strategies), determine district task forces and/or work groups as needed, ensure the provision of professional development and other supports, monitor the implementation and effectiveness of the strategies and learn how to replicate and sustain success. The DLT will actively communicate the improvement work of the District between classrooms, buildings and the District. Team members, including the Superintendent, should actively model the use of inquiry and learning in the process.

Membership of the DLT shall be limited to 14 individuals total, including the following: Superintendent, Jr-Sr High Principal, Elementary Principal, Special Education Coordinator, Director of Pupil/Staff Services, Guidance Counselor, Social Worker, GFT President, and six teachers (3 from each building) selected by the Building Leadership Teams (BLTs) before the end of the school year for service that will start during summer break of that year.

Meetings
The DLT shall meet at least quarterly.

The Superintendent and all members of the DLT shall be empowered to set items on the agenda. The agenda shall be distributed to all teachers and staff at least 24 hours prior to each regular meeting. Minutes shall be taken and distributed to all teachers no later than five working days after the DLT meeting. Minutes shall include all decisions made by the DLT.

Building Leadership Team (BLT)

The purpose of the Building Leadership Team (BLT) is to focus on the ongoing performance of students, the quality of instruction, and other building issues. By constantly examining the performance of all students in the building (by grade, subject and course), the BLT assesses the overall effectiveness of the Teacher Based Teams (TBT's) and the specific shared strategies that everyone is learning to use well, the strategies agreed to in the TBT's and any other inventions being used by the building. The BLT reviews formative data and other building issues and makes recommendations for action in a timely fashion instead of waiting for quarterly or annual data to come in.

Membership of the BLT's shall be limited to ten (10) individuals. Initial selection of the Team shall be made by the building principal and shall include:

- Principal
- Assistant Principal
- A representative from each grade level at GES and from each department at GHS/MS

- Assessment Literacy Coaches, Special Education Director
- GFT Building Representative
- Internal and External Opinion Leaders
- Director of Staff and Pupil Services will serve as the data facilitator

Teacher Based Teams (TBT)

(TBT's) Teacher Based Team's purpose is to focus on academic achievement and is driven by common academic standards as well as common students. These Teams will examine student work generated from a common formative assessment, which is measured with a common scoring guide or answer key. Teams will work collaboratively to increase the quality of learning for students and to plan high-quality intervention driven by assessment data. These Teams will use the Five Step process outlined in the Ohio Improvement Process (OIP).

Teams are formed based on the following criteria and will be determined by the Building Principal:

- Common standards or common area of focus
- Administer and create common formative assessments
- Measure learning with a common scoring guide or answer key

All Teams are driven by the above criteria, membership may include:

- Grade-Level teachers
- Course or content-area teachers
- Specialist or elective teachers
- Counselors or support personnel
- Data Team Leaders. The individuals must serve on the BLT. These members will be selected by the Building Principal.

H. Class Conditions

If a grade level faces academic or classroom management challenges due to unforeseen circumstances, the teacher team may first meet with the building administrator. If the issue cannot be resolved, the GFT may convene a meeting with the teacher team, the building administrator, the Superintendent, and/or other stakeholders to resolve the issue.

I. Class Size

When class sizes exceed twenty-six (26) students in the Elementary School or thirty (30) students in grades 7-12, the building administrator or GFT President may convene a meeting of the Building Leadership Team to discuss options and possible solutions.

ARTICLE X
Seniority

A. Definition

1. Seniority shall be defined as the length of continuous service from the first day worked as a teacher of Georgetown Exempted Village Schools under a regular teaching contract.

2. Part-time teachers shall only have seniority as it relates to other part-time teachers.

B. Seniority Modifications

1. Seniority will not be interrupted by authorized leaves of absence.

2. Teachers who leave the bargaining unit for any reason and later return to the bargaining unit shall accrue seniority as of the date of the return and/or re-employment.

3. Teachers who are laid-off, and recalled shall maintain their accrued seniority but shall not accrue additional seniority during the period of layoff.

4. A seniority list shall be maintained by the Board showing the seniority of each member of the bargaining unit. Such list should be made on or about October 15th of each year with a copy being given to the union and posted on the bulletin board in the Teachers' workrooms. Within thirty (30) days after the receipt of the seniority list, the Board and GFT will meet to resolve any errors in the seniority list. Fifteen (15) days after the meeting or at the end of the thirty (30) day time period above, whichever is sooner, the parties agree that the seniority list is valid and accurate and waive raising the issue of the accuracy of the seniority list in any future proceeding until the next seniority list is created on or about October 15.

5. Teachers shall continue to accrue seniority as long as they occupy a position within the bargaining unit.

6. If two or more teachers have the same length of continuous service, seniority will be determined by:

    a. The first contract day worked within the district.

    b. The date of the Board meeting at which the teacher was hired, and then by

    c. The date the teacher signed his/her initial limited contract in the district,

    d. The last four digits of the teacher's social security number. The higher number shall have more seniority, and then,

    e. A flip of the coin.

ARTICLE XI
Reduction in Force

A. Definition

1. A reduction in force may occur for the reasons set forth in O.R.C. 3319.17 as well as for curriculum changes and/or financial reasons.

2. A teacher whose contract is suspended shall retain the right to be placed on the recall list as provided in C below and shall distinguish him/her from members of the bargaining unit who are terminated for any other reason.

B. Suspension of Contract

When the Board of Education determines it necessary to reduce the number of certified staff positions, the following procedures shall apply:

1. To the extent possible, the number of teachers affected by a reduction in force will be minimized by not employing replacements for the employees who retire, resign, or whose limited contracts are not renewed for reasons other than reduction in force. Attrition alone may not be sufficient to accomplish the necessary reduction.

2. Reductions needed beyond those available by attrition will be made by suspending contracts in accordance with the recommendation of the Superintendent who shall, within each teaching area affected, give preference to teachers on continuing contracts. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. For purposes of this Article, bargaining unit members shall be considered to have comparable evaluations if they have an overall effectiveness rating of "accomplished" or "skilled" or they have an overall effectiveness rating of "developing" or "ineffective."

   In lieu of suspending a contract in whole, the Board of Education may suspend a contract in part.

3. Any teacher whose contract is to be suspended shall be advised of such decision within thirty (30) calendar days prior to the effective date of suspension of the contract, and further advised that the reason for his/her discontinuation is not due to dissatisfaction with his/her services.

C. Recall

1. Teachers whose contracts have been suspended shall be placed on the recall list by the certification from which they were laid off and shall receive preference to positions for which they are qualified and certified over other applicants. Teachers whose contracts have been suspended will lose their right to restoration effective twenty-four (24) months after the effective date of the lay-off or if they:

   a. Resign,
   b. Fail to accept a position offered for which they are qualified and certificated,
   c. Fail to respond, in writing, within ten (10) days after receiving notice of recall by registered or certified mail. and/or
   d. Accept a contract with another school district.

2. It shall be the responsibility of the teacher to keep an updated address on file with the treasurer.

ARTICLE XII
Leaves

A. Sick Leave

1. Use of Sick Leave

   a. Sick leave is applicable for absence due to:

      i. Personal illness, injury, disability due to pregnancy or childbirth, period of quarantine required by exposure to a contagious disease that could be communicated to others.

ii. Illness or injury of the teacher's family member.

iii. Death of a Teacher's family member.

iv. For the purpose of sick leave usage, family member shall be defined to include you, your spouse, son, daughter, sister, brother, parent, in-laws, grandparent, grandchild, or any other person living in the same household unit, no matter what the degree of relationship. Notwithstanding the foregoing, sick leave may be used to attend the funeral of an aunt, uncle, niece, or nephew.

b. Sick leave shall be used in one quarter, one third, one half, or whole day increments. Day(s) of absence shall not be paid sick leave day(s) when the unit member does not use sick leave for the purposes as prescribed above or has not properly followed the notification procedure in Article XII(A)(5).

2. Sick Leave Entitlement

A teacher employed by the Board shall be entitled to accrue up to fifteen (15) days of paid sick leave per contract year. Part-time teachers will be credited and charged sick leave on a pro-rated basis according to their percentage appointment. Teachers will not accrue sick leave during the period of time they are on unpaid leave. Unused sick leave shall be cumulative up to two hundred twenty (220) sick days or to the number equal to the regular teaching contract plus supplemental extended days, whichever is greater.

3. Documentation

The Board shall require a teacher to furnish a written, signed statement on forms prescribed by such Board to justify the use of sick leave. For absences of three (3) or more consecutive duty days or more than four (4) in a calendar month, the Board may require a statement from a doctor or nurse practitioner as justification for the leave. If the teacher is taking care of a family member who is ill or injured for three or more consecutive duty days or more than four (4) in a calendar month, the Board may require a doctor or nurse practitioner to certify that the teacher's absence is necessary for direct care to the family member. Additionally, a doctor's note may be required by the Superintendent for absences of more than one district scheduled professional development day in a contract year. Falsification of a statement is grounds for suspension or termination of employment.

4. New Teacher Advancement and Credit

a. New teachers shall have all accumulated sick leave days earned in other public employment in Ohio to a maximum or one hundred twenty (120) days transferred to the district, provided that employment with the Board takes place within ten (10) years of the last termination from public employment. Proof of sick leave credits must be in writing from the public employer.

b. Each newly hired full-time teacher employee who has exhausted his/her accumulated sick leave shall be entitled to an advancement of up to five (5) days of sick leave each year, to be charged against the sick leave he/she subsequently accumulates.

5. Notification and Substitution

a. Teachers shall call the Building Principal or his/her designee to notify him/her of the teacher's absence on a daily basis at least two (2) hours prior to the teacher's starting time, unless it is impossible to do so for emergency medical reasons.

b. The Administrator and/or his/her designee will attempt to arrange for substitute coverage. The ill teacher will not be required to cover his/her assignment if a substitute is not available.

c. Teachers must submit an emergency lesson plan to the principal at the beginning of the school year. Once the plan has been used, the teacher shall submit another one to the principal within 5 days of returning from leave.

B. Personal Leave

1. Personal day

   Three days of paid personal leave shall be granted to a teacher each year.

2. Notification

   a. Personal leave shall be requested forty-eight (48) hours in advance of the desired date.

   b. In the event of an emergency, the written request period may be waived by the Superintendent.

   c. No more than four teachers per building will be permitted to take the same personal day, which shall be awarded based on the order submitted.

3. At the end of each school year, teachers shall receive $200 for each full unused personal day or may convert unused personal days to sick days at 100% conversion rate. Partial personal days will not be compensated or converted.

C. Family Leave

Family leave will be granted in accordance to the provision of the Family and Medical Leave Act of 1993.

D. Jury Duty

1. Jury Duty Leave shall be granted to a teacher reporting for jury duty provided that the teacher has provided prior notice of the need for Jury Duty Leave to the Treasurer.

2. While on jury duty, teachers are required to report daily their schedule for the following day, and must report to work when excused for a day or part of a day or suffer loss of pay. Any jury duty leave will not be charged against any other leave and will count as time on the job.

3. Teachers must submit to the Superintendent a record from the county of the number of days served.

E. Georgetown Federation of Teachers (GFT) Leave

The President of GFT and/or his/her designees who are delegated or appointees to the convention or meetings of the Ohio Federation of Teachers, American Federation of Teachers, or the AFL-CIO, shall be granted collectively a maximum of sixteen (16) days release time per year leave, with full pay to attend such functions. Such leave shall be granted only upon the request of the GFT President fifteen (15) days prior to the leave date. GFT will compensate the district at the established substitute rate after the eighth day of a substitute teacher being employed to cover for GFT leave.

Upon written request by the Federation, the Board shall grant leave of absence to any GFT member elected or hired for a full-time position with the Federation's state or national affiliates. For an elected position, the request shall be honored indefinitely, if the Federation so desires. For a member hired for a position, the request shall be honored for up to four years, if the Federation so desires. Benefits and leaves shall be granted to the Federation President as other bargaining unit members, and seniority shall continue to accrue. The Federation shall reimburse the Board for salary, medical, dental, term life benefits, retirement contributions paid on their behalf, and any other expenses related to salary and fringe benefit costs. Leave will be granted contingent upon receiving a written contract from the Ohio Federation of Teachers and/or the American Federation of Teachers.

F. Professional Leave

1. The teacher may request the use of professional leave from the building administrator. The building administrator will make a recommendation to the Superintendent as to whether to approve or deny the day. The Superintendent may either approve or deny the request for professional leave at his/her discretion. The following guidelines will be used when determining whether to approve or deny the day:

    - Does the activity apply to the individual's IPDP?
    - Does the activity apply to the building or district CIP?
    - Does the activity apply to current teaching or supplemental duties?
    - Are funds available to cover the costs?

2. The teacher's actual expenses shall be reimbursed in the following manner:

    a. Registration fees shall be paid by the Board, provided that the teacher completes a purchase order prior to the meeting. The purchase order must be completed and sent to the superintendent in a timely manner.

    b. Actual costs of in-state hotel accommodations to a maximum reimbursement at the conference approved rate with approval from the Treasurer's office.

    c. Actual cost of meals will be reimbursed up to a maximum of $30.00 per day only in the event that an overnight stay is required. No alcoholic beverages will be reimbursed.

    d. Actual in-state travel in which the teacher uses his/her own personal vehicle will be reimbursed at the IRS rate.

    e. Itemized Receipts will be required for the reimbursement of the above actual expenses.

G. Assault Leave

1. A teacher may be granted assault leave in the event that said teacher is absent due to physical disability resulting from an assault by a student or his/her parent that occurs in the course of Board employment. In no event shall assault leave extend beyond seven (7) consecutive working days. Assault leave will be granted upon the bargaining unit member meeting the following conditions.

    a. Should an assault occur, the teacher shall notify the Superintendent immediately.

    b. Any employee assaulted shall file a claim with the Ohio Bureau of Workers Compensation.

    c. Any employee assaulted shall file a report with local law enforcement authorities and shall cooperate with any investigation.

2. Assault leave granted under this policy by the Superintendent shall not be charged against sick leave earned or leave granted under other leave policies adopted by the Board of Education. With respect to granting assault leave, the decision of the Superintendent is final.

H. Local Professional Development Committee (LPDC)

1. The LPDC shall be established along the guidelines of the ORC. The Committee shall be formed with the cooperation of the GEVS administration and the GFT. The rules and procedures as they affect the bargaining unit members will become appendix D of this document.

2. Teachers serving on the LPDC shall be compensated at the Board approved hourly rate.

ARTICLE XIII
Benefits and Compensation

A. Eligibility

A teacher who works twenty (20) hours or more per week and is employed on a regular teaching contract will be eligible to receive benefits in accordance with this article.

B. Hospitalization

1. The Board shall make the current plan or plans offered by the Brown County Benefit Consortium or an alternative hospitalization plan available for the eligible teachers and their families in which to enroll. The Board shall pay 85% per month of the premiums and the teacher shall pay 15% of the monthly premium.

2. In order to provide more flexibility and options for employees, the Board provides the following options in lieu of health insurance.

   OPTION 1: The Board shall provide in lieu of health insurance an annual payment of $4,200 payable at the end of each contract year or in monthly installments. Employees that enroll or un-enroll in the middle of a year shall receive a pro-rated payment. Employees electing this option shall notify the District in writing and provide proof of other health insurance coverage. For a husband and wife who both work for the District and are eligible for health insurance coverage, one employee can elect to receive the payment under this Option, and one employee can enroll in a family insurance plan.

   OPTION 2: The Board shall provide in lieu of health insurance the following Benefit Credit Program:

   A. The Integrated Benefit Credit Program (“Integrated”). This is for members waiving the Board’s group plan and enrolled on another ACA-approved employer plan. When an eligible member or dependent utilizes another employer-sponsored plan, applies for the Credit and provides the appropriate verification documentation, the Board shall reimburse the full voluntary member-paid, discretionary payroll deductions associated with the plan. The maximum annual reimbursement will be $6,000 for single members waiving or $12,000 for multiple members waiving.

Full waiver is not required; however, the Board will only reimburse the employee for deductions on another plan if they are enrolled on the Board provided group plan as "employee only" or fully waived.

B. The Non-Integrated Benefit Credit Program ("Non-Integrated). This is for those members waiving the Board's group plan and not enrolled with another employer plan. When an eligible member or dependent waives the Board provided group plan and is not enrolled on another employer plan, the Board shall provide in lieu of health insurance an annual payment of $6,000 for single members or $12,000 for multiple members. For members that have a spouse employed within the Brown County Schools Consortium and both the employee and spouse opt out under the Non-Integrated provision, the employee will be paid the single member annual payment of $6,000.

Full waiver is not required; however, the Board will only provide in lieu of health insurance payments to the employee if they are enrolled on the Board provided group plan as "employee only" or fully waived.

Reimbursements/Payments for OPTION 2 will be prorated annually and paid via the normal payroll schedule. All reimbursements/payments are subject to normal income tax requirements.

3. Teachers will pay their monthly premium costs through payroll deduction.

4. The District will develop an insurance committee to meet quarterly and as needed to monitor and review the District's insurance program.

C. Dental Insurance

The Board shall make a dental plan available for the teachers and their families in which to enroll. For those who enroll, the Board will pay 100% of the monthly premiums. A husband and wife who work for the school district will be entitled only to one family plan.

D. Term Life Insurance

The Board will provide a $40,000 term life insurance to each teacher eligible for benefits.

E. 125 Plan

The Board will provide the 125 Program to each full time teacher.

F. Vision Insurance

The Board shall make a vision plan available for the teachers and their families in which to enroll. For those who enroll, the Board will pay 100% of the monthly premiums. A husband and wife who work for the school district will be entitled to only one family plan.

G. Payroll Deductions and Optional Benefits

1. The following deductions are required from a teacher's paycheck:

   a. Federal, state, and local income tax (when applicable).

   b. Employee's share of retirement contribution according to the current rate as set by law.

c. Authorized absence not covered by paid leave.

2. The following voluntary deductions from a teacher's paycheck are approved by the Board:

   a. Teacher's contributions to the district's health insurance, life insurance, and dental insurance programs. Teachers on unauthorized or unpaid leave shall pay the cost of the benefits provided in this article either through payroll deductions or by a check paid directly to the Treasurer.

   b. The full cost of other insurance/annuity programs that are authorized and approved by the Board.

   c. Association dues deduction and COPE deductions, provided that at least five teachers participate on an ongoing basis.

   d. If the Board approves a credit union, the Board will deduct contributions from the employee's check.

H. Salary

1. The teachers shall be paid in accordance with the salary schedules in Appendix A. Part-time teachers shall be paid a pro-rated amount based upon their percentage of appointment.

2. Salary schedule placement for Bachelor Five-Years, Masters Plus 15, and Masters Plus 30 shall be based upon accumulated semester hours.

I. Distribution of Compensation

1. The first payroll date shall be established by the treasurer for each contract year. Salaries will be paid in twenty-four (24) installments. Payroll dates will be the 5th and 20th of each month.

2. Supplemental lump sums will be paid upon the full completion of the supplemental duties as verified by the administrator.

J. Supplemental Compensation

Supplemental compensation shall be paid in accordance with the salary schedules in Appendix B. When the Board establishes new supplemental positions under this contract, the Board will bargain salaries with the GFT/OFT.

K. Tuition Reimbursement

The Board shall allocate a sum of $10,000 per year for tuition reimbursement. The Board shall reimburse at the rate established by the LPDC for successful completion of graduate course which qualifies for licensure renewal or re-certification of the teacher. Successful completion shall be considered the earning of a grade of a "C" or better and based upon official documentation from the institution attended. Administration of the tuition reimbursement program including development of policies and procedures will be the responsibility of the LPDC committee.

L. Attendance Bonus

Bargaining unit members who have perfect attendance during a semester of the school year shall receive an attendance bonus of $150. Bargaining unit members who miss no more than one day in a semester shall receive an attendance bonus of $50. Perfect attendance is defined as not using any personal days, sick days, FMLA leave, or unpaid leave. Professional days, workers' compensation days, jury duty leave, GFT leave, and assault leave will not disqualify a bargaining unit member from earning the attendance bonus. The attendance bonus shall be paid to qualifying bargaining unit members on the pay date covering the pay period which includes the last day of the semester.

M. Severance Leave

1. Severance pay will be a one-time, lump sum payment to eligible retired teachers. A teacher's eligibility for severance pay will be determined as of the final date of employment. All the below criteria must be met:

    a. The teacher retires from the Georgetown Exempted Village school system and retires from all other public employers who are under a state retirement system in which the teacher has retirement credit.

    b. The teacher must be eligible for disability or service retirement as the last date of employment.

    c. The teacher must within 120 days of the last day of retirement prove acceptance into the retirement system(s) by having received and cashed his/her first retirement check(s).

    d. The teacher must have not less than ten (10) years of service with Georgetown Exempted Village school district.

    e. Prior to receiving a severance check, the teacher must attest that all eligibility criteria have been met.

2. The amount of the benefit due an employee shall be calculated by:

    a. Multiplying the teacher's accrued but unused cumulative sick leave up to two hundred twenty (220) days by one-third**.**

    b. Multiplying the product times the per diem rate of pay appropriate for that teacher's placement of the salary schedule.

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

N. Negotiated Stipend Rate

The Board approved hourly rate will be $25.00 per hour.

ARTICLE XIV
Contrary to Law

The collective bargaining contract shall supersede, to the extent permitted by ORC 4117.10(A), provisions of the Ohio Revised Code which are contrary to the express provisions of this contract.

If any section(s) of this contract is found to be in conflict with the federal or state law, by a court of competent jurisdiction and after all appeals have been exhausted, the parties shall bargain to place the contract in compliance with such court decision within thirty (30) days after such finding. Those remaining sections of the agreement not found in conflict with federal or state laws remain in full force.

ARTICLE XV
Complete Agreement and Duration

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right to make demands and proposals on any subject matter not removed by law from the area of collective bargaining, and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The provisions of this Agreement constitute the entire Agreement between the Board and the Association and all prior agreements, either oral or written, are hereby canceled. Therefore, the Board and the Association for the life of this Agreement, each voluntarily and unequivocally waives the rights, and each agrees that the other shall not be obligated, to bargain collectively or individually with respect to any subject or matter or referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matters may not have been within the knowledge of either or both parties all the time they negotiated or signed this Agreement.

ARTICLE XVI
Direct Deposit & Electronic Pay Stubs

All members of the bargaining unit shall be paid pursuant to direct deposit and provided copies of all pay stubs electronically unless a member of the bargaining unit has an extenuating circumstance that justifies the need for an actual paycheck.

The agreement shall be effective upon ratification by both parties and shall remain in full force and effect until midnight August 31, 2028. This contract attested to this 12th day of May, 2025, by and between the parties will bind the Board and GFT as agreed.

Raymond P. Wirtz

President, Georgetown Exempted Village Board of Education

Rachael Osman

President, Georgetown Federation of Teachers

Superintendent, Georgetown Exempted Village School District

Treasurer, Georgetown Exempted Village School District

Certified Salary Schedule
2025-2026 School Year

(6% increase from prior year)

Step	Bachelor	Bachelor 150 Hours	Masters	Masters Plus 15	Masters Plus 30
0	41,066	42,624	44,954	48,762	52,887
1	42,624	44,383	46,921	50,725	54,837
2	44,177	46,142	48,884	52,690	56,793
3	45,733	47,904	50,850	54,656	58,743
4	47,290	49,661	52,815	56,618	60,695
5	48,845	51,420	54,778	58,581	62,650
6	50,400	53,182	56,743	60,548	64,609
7	51,955	54,942	58,707	62,513	66,567
8	53,511	56,701	60,673	64,476	68,524
9	55,065	58,462	62,637	66,441	70,477
10	56,619	60,222	64,629	68,433	72,461
11	58,180	61,987	66,574	70,377	74,052
12	58,767	62,575	67,161	70,966	74,640
13	59,358	63,165	67,751	71,553	75,228
14	59,944	63,751	68,338	72,143	75,817
15	60,533	64,339	68,928	72,730	76,405
16	61,123	64,928	69,515	73,321	76,994
17	61,710	65,517	70,103	73,910	77,582
18	62,299	66,105	70,694	74,495	78,173
19	62,887	66,695	71,284	75,087	78,759
20	63,478	67,282	71,870	75,675	79,350
21	64,065	67,870	72,458	76,264	79,937
22	64,654	68,461	73,048	76,853	80,527
23	65,241	69,047	73,636	77,441	81,115
24	65,832	69,638	74,226	78,031	81,704
25	69,362	73,168	77,755	81,561	85,234
30	72,251	76,055	80,640	84,449	88,123

Certified Salary Schedule
2026-2027 School Year

(3% increase from prior year)

Step	Bachelor	Bachelor 150 Hours	Masters	Masters Plus 15	Masters Plus 30
0	42,298	43,903	46,303	50,225	54,474
1	43,903	45,714	48,329	52,247	56,482
2	45,502	47,526	50,351	54,271	58,497
3	47,105	49,341	52,376	56,296	60,505
4	48,709	51,151	54,399	58,317	62,516
5	50,310	52,963	56,421	60,338	64,530
6	51,912	54,777	58,445	62,364	66,547
7	53,514	56,590	60,468	64,388	68,564
8	55,116	58,402	62,493	66,410	70,580
9	56,717	60,216	64,516	68,434	72,591
10	58,318	62,029	66,568	70,486	74,635
11	59,925	63,847	68,571	72,488	76,274
12	60,530	64,452	69,176	73,095	76,879
13	61,139	65,060	69,784	73,700	77,485
14	61,742	65,664	70,388	74,307	78,092
15	62,349	66,269	70,996	74,912	78,697
16	62,957	66,876	71,600	75,521	79,304
17	63,561	67,483	72,206	76,127	79,909
18	64,168	68,088	72,815	76,730	80,518
19	64,774	68,696	73,423	77,340	81,122
20	65,382	69,300	74,026	77,945	81,731
21	65,987	69,906	74,632	78,552	82,335
22	66,594	70,515	75,239	79,159	82,943
23	67,198	71,118	75,845	79,764	83,548
24	67,807	71,727	76,453	80,372	84,155
25	71,443	75,363	80,088	84,008	87,791
30	74,419	78,337	83,059	86,982	90,767

Certified Salary Schedule
2027-2028 School Year

(3% increase from prior year)

Step	Bachelor	Bachelor 150 Hours	Masters	Masters Plus 15	Masters Plus 30
0	43,567	45,220	47,692	51,732	56,108
1	45,220	47,085	49,779	53,814	58,176
2	46,867	48,952	51,862	55,899	60,252
3	48,518	50,821	53,947	57,985	62,320
4	50,170	52,686	56,031	60,067	64,391
5	51,819	54,552	58,114	62,148	66,466
6	53,469	56,420	60,198	64,235	68,543
7	55,119	58,288	62,282	66,320	70,621
8	56,769	60,154	64,368	68,402	72,697
9	58,419	62,022	66,451	70,487	74,769
10	60,068	63,890	68,565	72,601	76,874
11	61,723	65,762	70,628	74,663	78,562
12	62,346	66,386	71,251	75,288	79,185
13	62,973	67,012	71,878	75,911	79,810
14	63,594	67,634	72,500	76,536	80,435
15	64,219	68,257	73,126	77,159	81,058
16	64,846	68,882	73,748	77,787	81,683
17	65,468	69,507	74,372	78,411	82,306
18	66,093	70,131	74,999	79,032	82,934
19	66,717	70,757	75,626	79,660	83,556
20	67,343	71,379	76,247	80,283	84,183
21	67,967	72,003	76,871	80,909	84,805
22	68,592	72,630	77,496	81,534	85,431
23	69,214	73,252	78,120	82,157	86,054
24	69,841	73,879	78,747	82,783	86,680
25	73,586	77,624	82,491	86,528	90,425
30	76,652	80,687	85,551	89,591	93,490

Supplemental Salary Schedule - 2025-2026

Position	% of Base (B,0)	Salary (2025-2026)
TIER I:	20%	$8,213.20
Basketball – Varsity Boys		
Basketball – Varsity Girls		
TIER II:	12%	$4,927.92
Baseball – Varsity		
Basketball – Reserve Boys		
Basketball – Reserve Girls		
Soccer – Varsity Boys		
Soccer – Varsity Girls		
Softball - Varsity		
Track- High School Boys and Girls		
Volleyball - Varsity		
TIER III:	9%	$3,695.94
Baseball - Junior Varsity		
Basketball – 7th Grade Boys		
Basketball – 8th Grade Boys		
Basketball – 7th Grade Girls		
Basketball – 8th Grade Girls		
Basketball - Freshmen Boys		
Basketball - Freshmen Girls		
Bowling – High School Boys and Girls		
Cheerleading – Varsity and Reserve		
Cross Country – High School Boys and Girls		
Golf – Varsity Boys and Girls		
Varsity Tennis		
Softball – Junior Varsity		
Volleyball – Junior Varsity		
Soccer - Junior Varsity Girls		
Soccer - Junior Varsity Boys		
Activities Director		
TIER IV:	5%	$2,053.30
Art Club Advisor – Jr/Sr High School		
Cheerleading – Junior High		
Cross Country – Junior High		
Pep Band		
Track – Junior High Boys and Girls		
Volleyball - 7th Grade Girls		
Volleyball - 8th Grade Girls		
Yearbook Advisor – High School		
Drama Club Advisor – High School		
It's Academic Team Advisor – High School		
Prom Advisor		
Baseball - Asst. Varsity (if no JV team)		
Softball - Asst. Varsity (if no JV team)		
Volleyball - Asst. Varsity (if no JV team)		
Soccer- Asst. Varsity Girls (if no JV team)		
Soccer - Asst. Varsity Boys (if no JV team)		
Track - Asst. Varsity (two positions)		
Basketball - Varsity Assistant Boys		
Basketball - Varsity Assistant Girls		
TIER V:	3%	$1,231.98
Basketball Ticket Seller		
Drama Club Advisor – Junior High		
It's Academic Team Advisor – Junior High		
Mock Trial Advisor		
National Honor Society Advisor		
Spanish Club Advisor		
Student Council – High School		
Vocal Music		
Track - Junior High Assistant		
Other:		$510.00
Peer Assistance Leader		

Base Salary - Bachelor's Step 0 $41,066.00

In the event that a team does not exist in a particular season, the hired person may serve as an assistant and shall be paid on the Tier below said position for that season.

Supplemental Salary Schedule - 2026-2027

Position	% of Base (B,0)	Salary (2026-2027)
TIER I:	20%	$8,459.60
Basketball – Varsity Boys		
Basketball – Varsity Girls		
TIER II:	12%	$5,075.76
Baseball – Varsity		
Basketball – Reserve Boys		
Basketball – Reserve Girls		
Soccer – Varsity Boys		
Soccer – Varsity Girls		
Softball - Varsity		
Track- High School Boys and Girls		
Volleyball - Varsity		
TIER III:	9%	$3,806.82
Baseball - Junior Varsity		
Basketball – 7th Grade Boys		
Basketball – 8th Grade Boys		
Basketball – 7th Grade Girls		
Basketball – 8th Grade Girls		
Basketball - Freshmen Boys		
Basketball - Freshmen Girls		
Bowling – High School Boys and Girls		
Cheerleading – Varsity and Reserve		
Cross Country – High School Boys and Girls		
Golf – Varsity Boys and Girls		
Varsity Tennis		
Softball – Junior Varsity		
Volleyball – Junior Varsity		
Soccer - Junior Varsity Girls		
Soccer - Junior Varsity Boys		
Activities Director		
TIER IV:	5%	$2,114.90
Art Club Advisor – Jr/Sr High School		
Cheerleading – Junior High		
Cross Country – Junior High		
Pep Band		
Track – Junior High Boys and Girls		
Volleyball - 7th Grade Girls		
Volleyball - 8th Grade Girls		
Yearbook Advisor – High School		
Drama Club Advisor – High School		
It's Academic Team Advisor – High School		
Prom Advisor		
Baseball - Asst. Varsity (if no JV team)		
Softball - Asst. Varsity (if no JV team)		
Volleyball - Asst. Varsity (if no JV team)		
Soccer- Asst. Varsity Girls (if no JV team)		
Soccer - Asst. Varsity Boys (if no JV team)		
Track - Asst. Varsity (two positions)		
Basketball - Varsity Assistant Boys		
Basketball - Varsity Assistant Girls		
TIER V:	3%	$1,268.94
Basketball Ticket Seller		
Drama Club Advisor – Junior High		
It's Academic Team Advisor – Junior High		
Mock Trial Advisor		
National Honor Society Advisor		
Spanish Club Advisor		
Student Council – High School		
Vocal Music		
Track - Junior High Assistant		
Other:		$510.00
Peer Assistance Leader		

Base Salary - Bachelor's Step 0 $42,298.00

In the event that a team does not exist in a particular season, the hired person may serve as an assistant and shall be paid on the Tier below said position for that season.

Supplemental Salary Schedule - 2027-2028

Position	% of Base (B,0)	Salary (2027-2028)
TIER I:	20%	$8,713.40
Basketball – Varsity Boys		
Basketball – Varsity Girls		
TIER II:	12%	$5,228.04
Baseball – Varsity		
Basketball – Reserve Boys		
Basketball – Reserve Girls		
Soccer – Varsity Boys		
Soccer – Varsity Girls		
Softball - Varsity		
Track- High School Boys and Girls		
Volleyball - Varsity		
TIER III:	9%	$3,921.03
Baseball - Junior Varsity		
Basketball – 7th Grade Boys		
Basketball – 8th Grade Boys		
Basketball – 7th Grade Girls		
Basketball – 8th Grade Girls		
Basketball - Freshmen Boys		
Basketball - Freshmen Girls		
Bowling – High School Boys and Girls		
Cheerleading – Varsity and Reserve		
Cross Country – High School Boys and Girls		
Golf – Varsity Boys and Girls		
Varsity Tennis		
Softball – Junior Varsity		
Volleyball – Junior Varsity		
Soccer - Junior Varsity Girls		
Soccer - Junior Varsity Boys		
Activities Director		
TIER IV:	5%	$2,178.35
Art Club Advisor – Jr/Sr High School		
Cheerleading – Junior High		
Cross Country – Junior High		
Pep Band		
Track – Junior High Boys and Girls		
Volleyball - 7th Grade Girls		
Volleyball - 8th Grade Girls		
Yearbook Advisor – High School		
Drama Club Advisor – High School		
It's Academic Team Advisor – High School		
Prom Advisor		
Baseball - Asst. Varsity (if no JV team)		
Softball - Asst. Varsity (if no JV team)		
Volleyball - Asst. Varsity (if no JV team)		
Soccer- Asst. Varsity Girls (if no JV team)		
Soccer - Asst. Varsity Boys (if no JV team)		
Track - Asst. Varsity (two positions)		
Basketball - Varsity Assistant Boys		
Basketball - Varsity Assistant Girls		
TIER V:	3%	$1,307.01
Basketball Ticket Seller		
Drama Club Advisor – Junior High		
It's Academic Team Advisor – Junior High		
Mock Trial Advisor		
National Honor Society Advisor		
Spanish Club Advisor		
Student Council – High School		
Vocal Music		
Track - Junior High Assistant		
Other:		$510.00
Peer Assistance Leader		

Base Salary - Bachelor's Step 0 $43,567.00

In the event that a team does not exist in a particular season, the hired person may serve as an assistant and shall be paid on the Tier below said position for that season.