Tue, 04/28/2026 08:25:59 AM SERB

1934-01
25-CON-01-1934
46822

MASTER AGREEMENT

between the

AURORA EDUCATION ASSOCIATION

and the

AURORA BOARD OF EDUCATION

July 1, 2025 – June 30, 2028

TABLE OF CONTENTS

ARTICLE 1 RECOGNITION 5

A. TERMS OF RECOGNITION 5
B. CHANGE IN RECOGNITION 5

ARTICLE 2 THE NEGOTIATING PROCESS 6

A. BARGAINING COLLECTIVELY DEFINED 6
B. TIMETABLE FOR BARGAINING 6
C. BARGAINING MEETINGS 6
D. ASSISTANCE AND STUDY COMMITTEES 7
E. EXCHANGE OF INFORMATION 7
F. AGREEMENT 7
G. IMPASSE 8
H. NO REPRISAL 9
I. AMENDMENT PROCEDURE 9

ARTICLE 3 GRIEVANCE PROCEDURE 9

A. DEFINITION OF TERMS 9
B. RIGHTS OF THE GRIEVANT 9
C. RIGHTS OF THE ASSOCIATION 10
D. TIME LIMITS 10
E. HEARINGS 11
F. GRIEVANCE PROCEDURE 11
G. MISCELLANEOUS 12

ARTICLE 4 PROVISIONS CONTRARY TO LAW 12

ARTICLE 5 ASSOCIATION RIGHTS 13

A. FAIR SHARE FEE 13
B. RIGHT TO CONDUCT ASSOCIATION BUSINESS 13
C. RIGHT TO INFORMATION 14
D. RIGHT TO USE BOARD PROPERTY 14
E. PAYROLL DEDUCTION OF ASSOCIATION DUES 15

ARTICLE 6 TEACHER CONTRACTS 16

A. LIMITED CONTRACTS 16
B. CONTINUING CONTRACTS 16
C. SUPPLEMENTAL CONTRACTS 17
D. CONTRACT FORMS 18
E. EDUCATIONAL APPRAISAL 18
F. PERSONNEL FILE 25
G. PAYROLL DEDUCTIONS 27

ARTICLE 7 SCHOOL YEAR AND SCHOOL DAY 27

A. SCHOOL YEAR 27
B. SCHOOL DAY 28
C. STAFF DEVELOPMENT 30

ARTICLE 8 WORKING CONDITIONS 30

A. CLASS LOAD 30
B. SCHOOL ENVIRONMENT 33
C. TRAVELING TEACHER 33
D. SUPERVISING TEACHER/STUDENT-TEACHER 34
E. TECHNOLOGY SUPPORT 35

ARTICLE 9 CHANGES IN ASSIGNMENT OR TRANSFER OF PERSONNEL 35

A. DEFINITIONS 35
F. ALTERNATIVE WORK ASSIGNMENT (Medical Transfers) 36
G. TRANSITIONAL WORK ASSIGNMENT 36

Article 10 REDUCTION IN STAFF 37

A. CAUSE(S) 37
B. ATTRITION 37
C. SUSPENSION OF CONTRACTS 37
D. NOTIFICATION 38
E. ORDER OF REDUCTION 38
F. PROCEDURE 39
G. RECALL 39
H. DISPLACEMENT RIGHTS 40

ARTICLE 11 LEAVES 40

A. SICK LEAVE 40
B. PERSONAL LEAVE 41
C. ASSAULT LEAVE 42
D. SABBATICAL LEAVE 43
E. JURY DUTY/SUBPOENAED WITNESS LEAVE 44
F. PARENTAL LEAVE 44
G. RELIGIOUS HOLIDAY LEAVE 46
H. FAMILY AND MEDICAL LEAVE ACT 46
I. ATTENDANCE BONUS 46

ARTICLE 12 INSURANCES 46

A. EMPLOYEE INSURANCE PROGRAM 46
1.Eligibility. 46
2.Comprehensive Hospitalization and Major Medical Insurance Program 47
3.Dental Insurance 50
4.Term Life Insurance 50
5.Prescription Drug Insurance 50
6.Vision 51
7. Qualifying Event 54
8.Waiver of Coverage 51
B. SECTION 125 PLAN (“CAFETERIA PLAN”) 51
1.Cafeteria Plan Design 55
2.Cafeteria Plan Enrollment 55
3.Dependent Care FSA 52
4.Health Care FSA 52
5.Forfeiture of Unused Allocations 53

6.Administrative Fees 53

ARTICLE 13 SALARY AND REIMBURSEMENTS 53

A. REGULAR 53
B. SALARY SCHEDULE FOR COCURRICULAR/EXTRA-CURRICULAR ASSIGNMENTS 56
C. SUMMER SCHOOL 64
D. SUBSTITUTE ASSIGNMENTS 65
E. HOMEBOUND INSTRUCTION 65
F. CURRICULUM DEVELOPMENT 66
G. SEVERANCE PAY 66
H. WORKSHOPS 69
I. PROFESSIONAL DEVELOPMENT PROGRAM 71
J. STRS PICK-UP WITH REDUCTION 72

ARTICLE 14 SPECIALISTS 72

ARTICLE 15 TUITION FOR TEACHERS' DEPENDENTS 74

ARTICLE 16 LPDC 75

A. ORGANIZATION AND STRUCTURE 75

ARTICLE 17 RESIDENT EDUCATOR 75

ARTICLE 18 DISCIPLINE 76

ARTICLE 19 DRUG-FREE WORKPLACE 76

ARTICLE 20. REHIRE OF PREVIOUSLY RETIRED TEACHERS (PRTs) 79

ARTICLE 21 AGREEMENT 81

EXHIBIT A SALARY SCHEDULES 83

EXHIBIT B AEA SICK LEAVE TRANSFER FORM 106

EXHIBIT C LIMITED CONTRACT - REGULAR TEACHING DUTIES 107

EXHIBIT D TEACHER CONTRACT - CONTINUING 108

EXHIBIT E SUPPLEMENTAL LIMITED CONTRACT 109

EXHIBIT F ANNUAL SALARY NOTICE 110

EXHIBIT G GRIEVANCE PROCEDURE FORM 111

EXHIBIT H CONTINUING CONTRACT REQUEST 112

EXHIBIT I EXPERIENCE AND LICENSING REQUIREMENTS FOR A CONTINUING CONTRACT 113

EXHIBIT J EDUCATOR EVALUATION FORMS 114

EXHIBIT K DENTAL PLAN (Sealants) 115

EXHIBIT L MEMORANDUM OF AGREEMENT 116

EXHIBIT M MINIMAL ESSENTIAL MEDICAL COVERAGE PLAN 118

INDEX 119

ARTICLE 1 RECOGNITION

A. TERMS OF RECOGNITION

1. The Aurora City Board of Education (hereinafter referred to as the "Board") recognizes the Aurora Education Association (hereinafter collectively referred to as the "Association" or "AEA"), an affiliate of the Ohio Education Association and the National Education Association, as the exclusive representative of all bargaining unit members as defined in B, below.

   The purpose of such recognition shall be to bargain collectively as defined in Ohio Revised Code 4117, unless the parties agree otherwise as set forth in this Collective Bargaining Agreement.

2. The bargaining unit shall include all teachers and Specialists except Casual Employees, Substitute Teachers, and all Supervisors and Management Level Employees as defined in Ohio Revised Code 4117.01 (F) and (K), respectively. For the purpose of this Agreement, "Specialists" are defined as those individuals employed under at least a four-hour tutor contract and not assigned regular, ongoing, whole class instructional responsibilities (including, but not limited to, determination of course grades and credit). Specialists who are not regularly scheduled for four (4) hours per day or less than seven hundred twenty (720) hours per year shall be considered casual employees and shall not be entitled to the benefits of this Agreement.

   No teacher as defined in Ohio Revised Code 3319.09 shall be designated as a Supervisor or a Management Level Employee unless he/she is employed under a contract governed by Ohio Revised Code 3319.011 or 3319.22, and:

   a. Is assigned to a position for which a certificate is required by Ohio Revised Code 3319.22 (E), (F), (G), (H), (J), (L), and (M).

   b. Is a Supervisor certified under Ohio Revised Code 3319.22 (I).

B. CHANGE IN RECOGNITION

Recognition of the Association as the exclusive representative of members of the above defined bargaining unit shall be for the term of this written Contract without challenge as provided for in Ohio Revised Code 4117; and will continue, thereafter, until a challenging employee organization is legally successful in gaining exclusive representation rights as provided for and in strict compliance with provisions set forth in Ohio Revised Code 4117.

ARTICLE 2 THE NEGOTIATING PROCESS

A. BARGAINING COLLECTIVELY DEFINED

"To bargain collectively" means to perform the mutual obligation of the public employer, by its representatives, and the representatives of its employees to negotiate in good faith at reasonable times and places with respect to wages, hours, terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, with the intention of reaching an agreement or to resolve questions arising under the Agreement. This includes executing a written contract incorporating the terms of any agreement reached. The obligation to bargain collectively does not mean that either party is compelled to agree to a proposal, nor does it require the making of a concession.

B. TIMETABLE FOR BARGAINING

1. Negotiations shall be commenced no sooner than ninety (90) teacher working days prior to expiration of the current Agreement. The parties shall exert reasonable effort to complete negotiations for a Successor Agreement prior to expiration of the current Agreement, unless otherwise mutually agreed by the parties.

2. Request for the start of negotiations shall be in writing -- from the Association President to the Superintendent.

3. The first negotiations meeting must be held at a mutually convenient time and place within ten (10) days after the receipt of a request, unless both parties agree to an extension of time. The specific items in form and detail proposed for negotiations shall be exchanged at least forty-eight (48) hours prior to the first scheduled meeting.

C. BARGAINING MEETINGS

1. The Negotiations Team shall consist of six (6) members per team, including consultant/legal counsel, and a maximum of three (3) observers. Observers shall provide information on discreet topics following notice to the other team. Each Negotiations Team shall designate an official spokesperson.

2. Negotiations meetings shall be held in private sessions.

3. Each party shall be permitted to keep written minutes of each negotiations session. Items tentatively agreed upon will be provided to each Negotiations Team at the time of initialing.

4. Either Negotiations Team may call for a caucus at any time. If either team believes that this caucus would extend beyond a reasonable time, they

may request that the negotiations session shall be recessed until a later time.

5. Either Negotiations Team may declare a recess when it appears that meaningful progress cannot be attained. A recess can begin only after mutual agreement on the time, place, and date for the continuation of the negotiations sessions.

6. During the course of negotiations, items tentatively agreed to shall be reduced to writing and initialed by the spokesperson for each Negotiations Team and set aside.

D. ASSISTANCE AND STUDY COMMITTEES

1. By mutual consent, the parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Such consultants may be used during a negotiations meeting.

2. During the course of negotiations, joint study committees may be created by mutual consent of the Negotiations Teams. At the time the Study Committee is created, its purpose and assignment shall be stated and the time set for a report of its findings to be submitted only to the Negotiations Teams. The work or results of such committees shall be advisory only.

E. EXCHANGE OF INFORMATION

Prior to and during the period of the negotiations sessions, the Board and the Association agree to furnish each other, upon written request and in a reasonable time period, with information essential to the respective Negotiations Teams.

F. AGREEMENT

1. When total agreement is reached by the Negotiations Teams, all initialed tentative agreements shall be compiled in contract form. The final copy shall contain terms of the Contract and the effective date of the Master Contract.

2. The total Contract shall first be submitted to the Association for ratification. If the Association ratifies the Contract, its President and Negotiations Team shall affix their signatures.

3. The Board shall then receive written certification that the entire Contract has been accepted or rejected by a majority of the membership of the Association.

4. If the Association has ratified the Contract, the Board, at its next regular or a special meeting, shall accept or reject the total Contract. If the Board ratifies the Contract, its President, Superintendent, and Treasurer shall affix their signatures and, by resolution, the Contract shall become part of the official minutes of the Board.

5. Items in such a ratified Contract shall constitute revisions of any conflict in Board or administrative rules and regulations.

6. The Association shall be responsible for compiling, typing, and printing the final Contract. The parties shall jointly pay for the printing of the Contract in sufficient quantity as is needed should a printed, rather than an electronic copy of the contract be prepared.

7. In the event that either party rejects the Contract, the Impasse Procedure (Section G, below) shall be implemented.

G. IMPASSE

1. In the event of failure to reach agreement, the parties pledge to utilize such mediatory provisions as are provided herein.

2. In the event that impasse is declared by either party after full consideration and discussion of the proposals and counterproposals, the parties agree to submit the unresolved matter(s) to the Federal Mediation and Conciliation Service (FMCS), the State Employment Relations Board (SERB), or other mutually agreed alternative dispute resolution entity ("ADR Entity") for the purpose of mediating an agreement. The parties shall meet at the request of the mediator. The mediator shall only have the authority to assist the parties in reaching an agreement. In the event that the services of a mediator are called upon, the mediation process shall last for a minimum of ten (10) days or until the expiration date of the Contract, whichever is less.

   It is agreed that the procedures set forth in this Section constitute a mutually agreed Dispute Settlement Procedure which supersedes the procedures contained in Ohio Revised Code 4117.14, except that the Association does retain the right to strike by following the procedures required in Ohio Revised Code Chapter 4117.

   Mediator costs shall be shared equally by the Board and the Association. Any expert witness or consultant witness shall be paid for by the party requesting the services.

H. NO REPRISAL

The Board and the Association assure each other that no reprisal of any kind shall be taken against any participant in negotiations between the Association and the Board by reason of such activity.

I. AMENDMENT PROCEDURE

Any amendment to this Contract shall be binding on both parties. The process for amending the Master Agreement shall be that prescribed in Section F, above, of this Article.

ARTICLE 3 GRIEVANCE PROCEDURE

A. DEFINITION OF TERMS

1. A "grievance" is an alleged violation, misinterpretation, or misapplication of the written Agreement entered into between the Board and the Association, setting forth the understanding of the parties upon those matters negotiated and agreed to.

2. A "grievant" is a teacher, group of teachers, or the Association who allege to have a grievance.

3. "Days" shall mean actual teacher working days.

4. "Party in interest" is that person(s) who might be required to take action, or against whom action might be taken, in order to resolve the grievance.

5. The "purpose" of this Grievance Procedure is to secure, at the lowest possible level, equitable solutions to any grievances.

B. RIGHTS OF THE GRIEVANT

1. A grievant, at his/her sole choosing, may appear in his/her own behalf or may be represented at any and all steps of the Grievance Procedure by the Association (or its affiliates) or by counsel.

2. The fact that an employee files a grievance shall not be recorded in his/her personnel file, or in any file used in the transfer, assignment, or promotion process; nor shall such fact be used in any recommendation for reemployment or recommendation for other employment; nor shall the grievant, the Association or its officers, or any member of the Board, or employee of the District, be placed in jeopardy or be the subject of reprisal or discrimination for having followed or participated in this Grievance Procedure.

C. RIGHTS OF THE ASSOCIATION

1. Decisions rendered at each formal level will be made in writing on forms hereto attached, setting forth the decision and reasons therefore; and will be transmitted promptly to all parties of interest, the AEA President, the Administration, and the grievant.

2. A grievance that affects more than one (1) teacher may be filed on behalf of all affected teachers, provided that the grievance is signed by at least one (1) specific teacher and those known affected teachers are notified of the filing.

3. The Association has the option to withdraw its support at any time, provided the grievant is informed in writing prior to the filing at subsequent level. However, the grievant may continue the step and assume all costs of arbitration.

D. TIME LIMITS

1. The number of days indicated at each step is considered a maximum. Time limits specified, however, may be extended by written agreement of the parties in interest.

2. Informal Level (Level I): At the Informal Level the grievant shall meet with her/his administrator/supervisor to discuss the incident that gave rise to the alleged violation, misinterpretation or misapplication of the written grievance. If the Informal Level is not completed within fifteen (15) days (except continuing or on-going grievances) after the act or condition giving rise to the grievance is known, or should have been known, the grievance shall be considered waived.

3. If a formal grievance (Level II) is not filed within ten (10) days after the Level I meeting is concluded the grievance shall be considered waived.

4. If a decision on a grievance is not appealed within the time limit specified at any level of the Procedure, the grievance will be deemed settled on the basis of the disposition at that step and further appeal shall be barred.

5. Failure at any level of an Administrator to communicate a decision within the specified time limit shall permit the grievant to proceed to the next level of the Formal Procedure.

6. In the event a grievance is filed at such time that it cannot be resolved by the close of the calendar school term, or commencement of the Christmas or Spring Recess, further attempts at resolution shall be postponed until the beginning of the new school term, or return to school following the Recess, unless the parties in interest otherwise agree. The parties shall so

agree where irreparable injury would result from a postponement until the next term.

7. Temporary absence of a Building Principal, Immediate Supervisor, or the Superintendent shall continue, but may extend, the running of the days during absence of such Principal, Immediate Supervisor, or the Superintendent, but in no case for more than five (5) additional days.

8. All grievances shall be filed at the lowest possible level, which means that level of the Procedure at which the Administrator deciding the grievance has the authority to make a decision.

E. HEARINGS

1. Hearings held under this Procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend.

2. All Level I, II, III, and IV hearings held under this Grievance Procedure shall be structured so that due process, under the circumstances, is accorded to both sides. Each hearing shall have provision for: initial presentation of the grievant's case, presentation of the Administration's case, and final summaries; with either party having the right, at his/her own option, to waive any or all of the foregoing. Arbitration hearings shall be conducted under the rules and regulations of the American Arbitration Association (AAA).

F. GRIEVANCE PROCEDURE

1. Level I (Informal): If a teacher believes there is a basis for a grievance, he/she must first discuss the matter with his/her Principal or Immediate Supervisor in an effort to resolve the problem informally.

2. Level II (Formal): If the grievant is not satisfied with results of Level I, or is unable for cause beyond his/her control to discuss the matter with his/her Building Principal or Immediate Supervisor within the time prescribed in Section D, herein, he/she may begin the formal procedure by submitting a formal grievance on the form attached and made a part hereof, marked Exhibit G, to his/her Principal or Immediate Supervisor. Within five (5) days of the receipt of the form, the Principal or Immediate Supervisor shall make a written decision. The decision reached at this meeting will be recorded in Level II of the Grievance Report Form and signed by both parties

3. Level III (Formal): If the grievant is not satisfied with the results of Level II, he/she may continue the formal procedure by again submitting, within five (5) days, the formal grievance to the Superintendent or his/her designee. The grievance shall be heard by the Superintendent within ten

(10) days of its receipt by him/her. Five (5) days prior to the hearing, written notice of the time and place shall be given to the grievant and his/her representative, if any, and any Administrator who has previously been involved in the grievance. Within five (5) days of the hearing, the Superintendent or his/her designee shall make a written decision. The decision reached at this meeting will be recorded in Level III of the Grievance Report Form and signed by both parties.

4. Level IV (Formal): If the grievant is not satisfied with the results of Level III, or if no decision has been rendered within ten (10) days from the date of the hearing of the grievance at Level III, or no hearing is held within the time limits, the grievant may refer the grievance to the Board's Personnel Committee within twenty (20) days after the date of the Level III hearing.

   Within ten (10) days of the receipt of written referral by the Board, its Personnel Committee shall meet with the grievant for the purpose of arriving at a mutually satisfactory solution to the grievance. A decision shall be rendered in writing within five (5) days.

5. Level V (Formal): If the grievant is not satisfied with the results of Level IV, or if no decision is rendered within ten (10) days of the date of the hearing, or if no hearing is held, then, within fifteen (15) days, the grievant may request a hearing by an arbitrator. The arbitrator will be selected within ten (10) days from a list of seven (7) names provided by the AAA. Each side would strike a name until a person is chosen. The striking of the first name shall be determined by a coin toss. The arbitrator shall have no power to alter, add to, nor subtract from the terms of the Contract. The decision shall be rendered in writing, with copies to the Superintendent, the Association, and the grievant; and shall be binding on all parties. The cost shall be equally borne by the Board and the grievant.

G. MISCELLANEOUS

1. The parties shall use discretion in releasing proceedings and/or decisions when dealing with a grievance.

2. All grievance processing will normally be conducted during the regular workday and generally shall be scheduled so as not to interfere with regular classroom duties of the parties involved.

ARTICLE 4 PROVISIONS CONTRARY TO LAW

A. If either party believes any provision of this Document or any application of this Document is contrary to law, then either party may request and shall be granted, within twenty (20) days, a meeting to discuss said provisions.

B. Nothing written into this Contract shall restrict or deny to any teacher, or the Board, rights provided by law or in the rulings and regulations of the State. It is, however, recognized by the parties that provisions of this Agreement supersede State law within the guidelines established by Ohio Revised Code 4117.

ARTICLE 5 ASSOCIATION RIGHTS

A. FAIR SHARE FEE

Should the findings of *Janus v. AFSCME Council 31* be overturned in whole or in part, the parties agree to negotiate a Fair Share Fee provision that is compliant with the law.

B. RIGHT TO CONDUCT ASSOCIATION BUSINESS

1. The Superintendent shall authorize up to fifteen (15) Person Days with pay, per year, to teachers selected by the President of the Association to represent the AEA, or chosen to serve on programs or in any official capacity at Association meetings, conferences, or conventions the number of Association days shall be increased to twenty (20) in the year in which the negotiated agreement expires.

   The Association President or any teacher so designated shall, upon request, receive a leave of absence at no cost to the Board of Education to conduct Association business. The application and approval time line will be the same as for a Sabbatical Leave. During such leave, the individual so released will continue full status as a Board employee.

2. Duly authorized representatives of the AEA and its respective affiliates shall be permitted to transact official AEA business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school operations, and provided that any AEA business to be transacted with certificated/licensed employees during contracted times shall be with the prior notification of the Building Administrator.

3. The Association shall have the right to meet during school time for a maximum of two (2) meetings per year: one during Opening Day, and the other during another teacher InService Day. Each of these meetings shall be no longer than one (1) hour, and shall be first scheduled with the Superintendent at least thirty (30) calendar days in advance. All other general meetings shall be conducted after school hours at such times as not to interfere with job responsibilities, unless mutually agreed. However, the Association shall have the right to make announcements to members upon the conclusion of any district-wide or building staff meeting.

4. The District shall provide an annual new bargaining unit member orientation for all newly hired bargaining unit members. New bargaining

unit members shall be paid his/her hourly rate of pay for all time spent in an orientation that is held outside the member's contract day and/or year.

The AEA shall be guaranteed up to thirty (30) minutes of time to meet with new teachers as part of the New Teacher Orientation program. The Association President will notify the Superintendent if less time is needed. An Association representative requested by the Association to be present for this portion of the orientation shall be released from other duties to participate without loss of pay or other benefit, if the New Teacher Orientation occurs during a scheduled teacher workday.

C. RIGHT TO INFORMATION

1. The AEA President shall be provided, prior to each Board meeting, with one (1) copy of the Board meeting Agenda and other such material as provided to the Board at the same time as sent to the Board, excluding confidential material and privileged communications.

2. Prior to final adoption and/or general publication, the Board will provide appropriate information to the Association regarding any major change in fiscal or educational policy. The Board will provide a full text of adopted policies and procedures to the AEA President and update the same within two (2) weeks of adoption.

3. Appropriations information will be made available to teachers through the Superintendent.

4. In addition to other Association Leave described in this Agreement, the AEA shall be provided four (4) one-half (1/2) days of release time for one (1) AEA designee selected by the Association President to attend the Trustee Meetings of the Portage Area Schools Consortium.

D. RIGHT TO USE BOARD PROPERTY

1. The Association or any committee thereof shall have the right to use school buildings and facilities, without charge, for professional meetings at times when a custodian is normally on duty. Any request for use of special meeting facilities to conduct AEA business shall be directed to the Superintendent for prior approval. When special custodial services for such meetings are required, the Board may make a reasonable charge for such services.

2. The Association may have the right to use school-owned office equipment and audio-visual equipment provided that:

   a. Such use does not interfere with normal functions of the school.

b. The use is strictly to serve the legitimate business of the AEA, such as the production of records, notices, or correspondence.

c. The purpose is for internal business use of the AEA and not for public distribution.

d. Cost of expendable supplies and repairs for damages caused by misuse of equipment will be charged to the Association.

3. Teachers will be permitted to use buildings for professional duties as long as a custodian is on duty. Proper planning and arrangements with the Building Principals will be necessary for other situations should the need arise.

4. The Association shall have the right to use inter-school telephones for communications to teachers, providing such does not interfere with the scheduled activities of the teachers.

5. The Association shall have the right to use the District Mail Service, Public Address System, mailboxes, computers, e-mail system (in accordance with the authorized use policy), and bulletin boards, at least one of which shall be provided for AEA use in each building, for the purpose of notices, communications, and matters of Association concern. A copy of all communications sent to the general membership, via school mail, will be forwarded to the Superintendent.

E. PAYROLL DEDUCTION OF ASSOCIATION DUES

1. The District agrees to deduct from the wages of any employee-member of the Association the dues, initiations fees, and assessments of the Association, upon presentation of a written deduction authorization from any member of the Association. This deduction shall be without cost to the Association. If such written authorization has previously been received by the District, it shall be deemed to continue until such time as an individual revokes such authorization in writing to both the District Treasurer and the Association.

2. Deductions of the annual dues and assessments will be made in as nearly equal pay period installments as possible during the school year and in an amount determined by the Association. Deductions shall begin with the first pay period in October and continue through the last pay period in May. Any employee hired or becoming eligible for membership after October 1 shall be entitled to payroll deduction of dues on a scheduled determined by the Association Treasurer and the individual member, with notice of such being provided in writing to the District Treasurer.

3. All monies deducted for such purpose shall be transmitted to the Association via electronic transfer to an account designated by the Association not more than ten (10) days following the collection. A notification listing of the names of all members for whom deductions were made will be sent to the Association Treasurer at least twice annually.

ARTICLE 6 TEACHER CONTRACTS

A. LIMITED CONTRACTS

Upon employment, a full- or half-time teacher ineligible for a continuing contract shall be issued two (2) one-year limited contracts; and, upon the satisfactory completion of the second (2nd) one-year contract, shall be issued two-year limited contracts until the teacher is eligible for a continuing contract. A teacher who meets the eligibility requirements for a continuing contract while working on a multiyear limited contract, may be awarded the continuing contract prior to the final year of the multiyear limited contract. Such awarding of a continuing contract shall require the Superintendent's recommendation and Board action.

B. CONTINUING CONTRACTS

1. A continuing contract is a contract which shall remain in effect until the teacher resigns, elects to retire, or is retired pursuant to Ohio Revised Code 3319.08, or until it is terminated or suspended; and shall be granted only to teachers holding Professional, Permanent, or Life Certificates/licenses. The certificate/license must be in the field being taught.

2. Teachers eligible for continuing contract status shall be those teachers qualified as to certification/license, who, within the last five (5) years, have taught for at least four (4) school years in the Aurora City Schools and who have completed and turned in to his/her principal the District's continuing contract request form (Exhibit H) by September 15 of the school year in which eligible. Notwithstanding the foregoing, for teachers who received their initial teacher license on or after January 1, 2011, such teachers shall be eligible for continuing contract status who have held a teaching license for at least seven (7) years, and who have taught for at least four (4) of the last five (5) years in the Aurora City Schools, and who have completed and turned in to his/her principal the District's continuing contract request form (Exhibit H) by September 15 of the school year in which eligible**.** During the first week of each school year, the Administration shall forward the continuing contract request form to each teacher on limited contract who might be eligible for continuing contract consideration, i.e., has taught for at least four (4) school years in the Aurora Schools within the last five (5) years or is employed in the Aurora Schools and has completed two (2) years of Aurora service after holding a

continuing contract in another Ohio school district. Failure to complete and submit the form constitutes a full waiver by the teacher to receipt of a continuing contract starting with that or the following school year.

3. Further, the Superintendent may recommend reemployment of such teacher under an extended limited contract for not to exceed two (2) more years, provided that written notice of the intention to make such recommendation has been given to the teacher with reasons directed at professional improvement of the teacher, on or before the thirtieth (30th) day of April; and provided that written notice from the Board of its action on the Superintendent's recommendation has been given to the teacher on or before the thirtieth (30th) day of April; but, upon subsequent reemployment, only a continuing contract may be entered into.

4. A teacher eligible for continuing contract status, employed under an extended limited contract for not to exceed two (2) years, pursuant to written notice from the Superintendent of his/her intention to make such recommendation, is, at the expiration of such limited contract, deemed reemployed under a continuing contract at the same salary plus an increment granted by the Salary Schedule; unless the Board, acting on the Superintendent's recommendation as to whether or not the teacher should be reemployed, gives such teacher written notice of its intention not to reemploy him/her on or before the 30th day of April. (Ohio Revised Code 3319.08 and 3319.11)

5. When a teacher holding a continuing contract in another Ohio school district is employed, State law shall be followed in offering a continuing contract after two (2) years of successful teaching in the Aurora City Schools. (Ohio Revised Code 3319.11)

C. SUPPLEMENTAL CONTRACTS

1. Co-curricular/extracurricular salaries are listed in Article 13, Section B (Salary Schedule for Co-curricular/Extracurricular Assignments).

2. Supplemental contracts will be issued for assigned and paid supplementary duties. All supplemental assignments shall be limited contracts; shall be issued prior to the start of the assignment; and shall automatically expire at the end of the school year.

   a. When general fund revenues are paid to staff members for additional services rendered to the District, the payments shall be negotiable as supplemental contracts and shall be subject to all provisions contained herein.

   b. Payments to staff members for additional services rendered to the District whose source is from a Federal, State, County, Local, or

private grant are exempt from the requirement of negotiating prior to implementation.

c. When funds raised and administered through the student activity accounts are used to employ individuals for in-house programs, those positions will be appropriately posted in all buildings before being filled.

3. At the conclusion of their duties, all persons performing reimbursable supplementary duties shall submit a form to the appropriate Supervisor certifying that the assignment has been completed. The Administrator shall forward to the Superintendent, the pertinent information in order to make payment for services rendered.

4. All supplemental contracts shall automatically terminate at the end of their prescribed terms, without Board action and without notice to the affected employees.

5. If a supplemental contract position calls for an Assistant and the top position is filled, the Assistant position shall be posted and filled by one of the qualified applicants as long as student participation warrants an Assistant. Determination of whether there is/is not sufficient student participation shall be made by the Administration.

D. CONTRACT FORMS

1. The current Limited, Continuing, Supplemental Contracts, and Annual Salary Notice forms are attached hereto as Exhibits C, D, E, and F respectively.

2. The contract form will express the legal obligation of the Board to the teachers, as well as those of the teacher to the Board. Therefore, included on the contract will be the length of the school calendar, years of experience, and training credited. Contracts will be issued as soon as possible but not later than June 15.

E. EDUCATIONAL APPRAISAL

The parties agree that should the Ohio Legislature pass legislation changing the structure of the Ohio Evaluation System (OES), formerly known as the Ohio Teacher Evaluation System, such changes shall be negotiated between them, regardless of whether such changes occur prior to or after the completion of negotiations.

1. Purposes

a. To promote instruction which enhances student learning.

b. To help the educator to achieve greater effectiveness in education.

c. To improve communication between staff and Administration.

d. Provide definite written documentation of an educator's performance to be used:

(1) As evidence of educator performance.

(2) In advancement of the position and awarding of continued employment.

(3) As reference material (recommendations to other systems).

(4) As part of an ongoing plan for improvement of instruction.

(5) To assist in making personnel decisions.

2. Educator Appraisal Procedures for Educators

a. The formal program for the educator appraisal will be accomplished through classroom observations, walk-throughs, professional growth and improvement plans, and written appraisals. Appraisals and observations are not the same. Appraisals are inclusive and represent cumulative professional activity of the educator. Observations are a one-time classroom visit by the appraiser. Appraisals shall be based upon the Educator Evaluation Criteria as defined by the Ohio Evaluation System rubric.

(1) A minimum of two (2) observations will be conducted per appraisal for educators. Teachers in the last year of a limited contract shall receive at least three (3) formal observations unless the Superintendent, in consultation with the evaluator, waives the third observation.

(2) A minimum of thirty (30) consecutive minutes will be allotted for each classroom observation. The first formal observation will be a "holistic" observation, where the evaluator documents all observed areas on the performance rubric. The second and any subsequent formal observations will be "focused" observations, where the evaluator emphasizes the focus area(s) identified during the holistic observation.

Teachers with a final evaluation rating of Accomplished (from the previous year) will select their own focus area(s). A teacher with a final evaluation rating of Skilled (from the previous year) will select focus area(s) in collaboration with his/her evaluator. A teacher with a final evaluation rating of

Developing (from the previous year) will be guided by his/her evaluator in determining focus area(s). A teacher with a final evaluation rating of Ineffective (from the previous year) will have focus area(s) selected by the evaluator. A teacher new to the profession will select focus area(s) in collaboration with his/her evaluator.

(3) Observations and appraisals may be conducted by the educator's Principal, Assistant Principal, or by other appropriately certificated and credentialed Administrators employed full time by the Aurora City Schools. In the event of exigent circumstances that require use of outside evaluators and/or a change in an evaluator mid-year, the AEA President and the Superintendent will meet to discuss evaluator assignments in advance. Educators whose final Holistic Evaluation Rating is Accomplished shall be entitled to choose their own evaluator for the following year.

(4) Formal classroom observations may be announced or unannounced. Announced observations normally require pre- and post-conferences. A pre-conference may be scheduled by the appraiser and appraisee to determine the nature of the observation and for providing background information. Observations shall be followed by a post-conference where the appraiser reviews with the appraisee his/her observations. All written observations will be conducted with the knowledge and awareness of the educator involved. A copy of the observation shall be given to and discussed with the educator within ten (10) school days following each observation. The educator shall have the right, at this conference, to present evidence of standards met which may not have been observed by the evaluator. Such evidence shall be noted and shall be documented on the educator's formal evaluation.

(5) An educator and the appraiser may mutually agree to alternative observational methods such as a video submitted by the educator.

(6) Educators will be observed two (2) or more times each year, the first time by the end of the first semester, unless otherwise specified in this Article. No action leading to nonrenewal of contract will be taken against an educator unless at least three (3) observations have been conducted within the current year.

(7) The evaluation/appraisal procedure set forth in Exhibit J shall be implemented for all educators.

(8) Walk-Through: A formative assessment tool designed to inform evaluation, gather evidence of instruction, provide educators with the opportunity to showcase their skill and expertise, and to provide targeted evidence-based feedback to educators. It is generally made up of the walk-through itself and a means of providing timely feedback to the educator. A walk-through is less than twenty (20) minutes, but at least three (3) minutes in duration.

(9) All educator evaluations are completed by May 1. Educators evaluated under this policy are provided with a written copy of their evaluation results by May 10.

(10) Educators evaluated and receiving a Final Holistic Rating of Accomplished shall be evaluated every three (3) years. The educator will be required to submit a self-directed professional growth plan to the evaluator, and the evaluator will determine if the educator is making progress on the plan. The professional growth plan will focus on the most recent evaluation of the educator. The educator will be provided with at least one (1) formal or informal observation and post-conference in any year that such educator is not formally evaluated.

Educators evaluated and receiving a Final Holistic Rating of Skilled shall be evaluated every two (2) years. The educator and the evaluator will jointly develop a professional growth plan and the evaluator will determine if the educator is making progress on the plan. The professional growth plan will focus on the most recent evaluation and observations of the educator. Educators will be provided with at least one (1) formal or informal observation and post-conference in any year that such educator is not formally evaluated and the evaluator determines that the teacher is making progress on the plan.

(11) An educator's electronic signature on the Ohio ES report shall acknowledge that the appraisal has been reviewed and discussed with the appraiser. The educator's signature does not necessarily indicate agreement.

(12) An educator shall have the right and opportunity to submit a written statement for attachment to the written appraisal placed in his/her personnel file by the last teacher workday.

Additionally, an educator shall have the right to provide additional evidence towards the meeting of a standard that demonstrates a higher rating on that standard than the one initially assigned by the evaluator at any meeting regarding evaluation.

(13) Upon furnishing the Superintendent's Office with reasonable prior notice, an educator shall have the right to examine performance appraisals.

b. Educator Performance Calculation

Each evaluation will result in a Final Holistic Rating of "Accomplished," "Skilled," "Developing," or "Ineffective." Each educator will be evaluated using multiple evaluation factors based upon criteria developed by the Ohio Department of Education as formulated in the evaluation rubric found in Exhibit J.

Student Growth		Performance		Final Summative Rating	
• Most Effective (5)	600	• Accomplished (4)	600	• Accomplished (4)	500-600
• Above Average (4)	400	• Skilled (3)	400	• Skilled (3)	300-499
• Average (3)	300				
• Approaching Avg (2)	200	• Developing (2)	200	• Developing (2)	100-299
• Least Effective (1)	0	• Ineffective (1)	0	• Ineffective (1)	0-99

c. High Quality Student Data (HQSD)

At least two (2) measures of high-quality student data (i.e., locally-determined data that provides evidence of student learning attributable to the teacher who is being evaluated) will be used in an educator's evaluation. The Superintendent will develop a list of approved high-quality student data in consultation with experts in the field of education as well as members of the district's teaching staff through the PLC process and a district/building approval committee which includes both teachers and evaluators. For the purposes of this process, the district's teaching staff will be considered experts in the field. The educator will select high quality student data from among this list in collaboration with their PLC. Educators will be responsible for providing evidence to their evaluator demonstrating that they have used high-quality student data in the following ways:

1. Critically analyze and reflect upon results to support improvement and enhancement of student learning;

2. Assess student learning needs and styles, including the strengths and weaknesses of an entire class as well as individual students in each class;

3. Inform and adapt instruction to meet student needs; and,

4. Measure student learning achievement and growth, as well as progress toward achieving state and local standards.

The evaluator will use the data as evidence to help inform the final performance rating where appropriate High quality student data will not be utilized in evaluations during any school year where prohibited by law.

Each PLC must submit to the administration for approval, preliminary HQSD sources for their HQSD data for the following year by May 31st.

d. Non-OTES educators will be evaluated by the existing evaluation system.

3. Professional Growth Plans

a. Professional Growth Plans help educators focus on areas of professional development that will enable them to improve their practice. The Professional Growth Plan should be reflective of the data available and include:

- Identification of area(s) for future professional growth;
- Specific resources and opportunities to assist the educator in enhancing skills, knowledge and practice;
- Outcomes that will enable educators to increase student learning and achievement.

b. Educators with a Final Holistic Rating of Accomplished will develop a professional growth plan and may choose their credentialed evaluator for the evaluation cycle.

Educators with a Final Holistic Rating of Skilled will develop a professional growth plan collaboratively with the credentialed evaluator and will have input on their credentialed evaluator for the next evaluation cycle.

Educators with a Final Holistic Rating of Developing will develop a professional growth plan guided by the credentialed evaluator.

Educators with a Final Summative Rating of Ineffective will develop an improvement plan with their credentialed evaluator. The administration will assign the credentialed evaluator for the evaluation cycle and must approve the improvement plan

c. The first collaborative meeting will take place no later than October 1st. The educator's professional growth plan will be submitted to the Administrator by October 15th. Final approval of professional growth plan will be forwarded by the Administrator no later than November 1. An end-of-year conference, to discuss the status of the educator's professional growth plan, will take place no later than May 1. Counting the mid-year goal check-in there will be a total of three professional growth plan meetings in which the educator may provide documentation demonstrating status or completion of goal(s). These professional growth plan meetings may be combined with other established OES meetings.

4. Correction of Deficiencies/Improvement Plan

a. Improvement Plans are developed in response to a Final Holistic Rating of Ineffective. The Improvement Plan is intended to identify specific areas for improvement of performance and for identifying guidance and support needed to help the educator improve. A plan of improvement may be initiated at any time during the evaluation cycle by the evaluator based on deficiencies in performance as documented by evidence collected by the evaluator. When an improvement plan is initiated, the administrator and educator should collaborate to identify areas of concern but should include:

- Identify, in writing, the specific area(s) for improvement to be addressed in relationship to the Ohio Standards for the Teaching Professions;
- Specify, in writing, the desired level of performance that is expected to improve and a reasonable period of time to correct the deficiencies;
- Develop and implement a written plan for improvement that will be initiated immediately and includes resources and assistance available;
- Determine additional education or professional development needed to improve in the identified area(s);
- Gather evidence of progress or lack of progress.

b. If, as a result of the appraisal process, an educator is to be disciplined, reprimanded, suspended, transferred, non-renewed, terminated or otherwise deprived of any professional advantage, the action will not take place without the educator being given the opportunity to correct documented deficiencies. "Terminated" means to remove the educator under Ohio Revised Code 3319.16. "Nonrenewal" means the act of non-renewing the educator's limited contract under Ohio Revised Code 3319.11. "Just Cause" shall be defined as failure to correct documented deficiencies. A limited contract educator who is being non-renewed may not grieve the substance of either any evaluation or documented deficiencies.

5. All forms used for educator appraisal shall be attached hereto. (See Exhibit J)

6. All educator appraisals for which the procedures specified in this Article were not followed and/or the forms listed above were not used as required by this Article shall be deleted and removed from the educator's record.

7. It is specifically agreed that this Agreement supersedes all provisions of Ohio Revised Code 3319.11 and 3319.111, except as designated otherwise.

8. Knowledge of the evaluation procedure should be reviewed through an annual inservice meeting held at the beginning of each school year at each level conducted by Administrators and Association representatives.

9. The evaluation committee will convene at the request of the Board or AEA.

10. All evaluation documents in Exhibit J related to the Ohio Evaluation System for teachers subject thereto will reflect those offered by the Ohio Department of Education and shall be included therein. All evaluation documents for bargaining unit members not subject to the Ohio Evaluation System (OES) shall be included in this Agreement as Exhibit J-2 (Ohio School Counselors Evaluation System) and Exhibit J-3 (evaluation documents for all other bargaining unit members), respectively. The timelines for all non-OES evaluations will be the same as for OES evaluations as described in this Article.

F. PERSONNEL FILE

1. A personnel file for each certificated employee shall be maintained in the Superintendent's Office. Each employee shall be responsible for providing the following information to be included in each file:

   a. Completed Application Form

b. Copy of current Teaching Certificate

c. Complete current Official Transcript

d. Current withholding Federal and State Income Tax Forms

e. Current Tuberculosis X-ray Card or Negative Skin Test results

f. Official copy of discharge from military service, where applicable.

g. Credentials and other Letters of Recommendation

2. Each teacher and his/her designated representative has the right, upon twenty-four (24) hour notice, to view the materials in his/her personnel file with the Superintendent or his/her designee present, exclusive of confidential letters of recommendation or reference. If an unfavorable statement or notation is in the file, the staff member shall be given an opportunity to place a statement of rebuttal or explanation in his/her file.

   Said statement of rebuttal or explanation shall be dated and filed within ten (10) days of review.

3. All documents included in a teacher's personnel file shall be dated and identifiable as to source. A teacher shall be given a copy of anything placed in his/her file within ten (10) working days of it being placed in his/her file.

4. A teacher may request, and shall receive during the term of this Agreement, one (1) copy per year of any item in his/her personnel file, exclusive of confidential letters of recommendation or reference.

5. Any document in the personnel file that cannot be documented as to source, accuracy, relevance, completeness, or timeliness shall be deleted from the file by the Superintendent, acting for the Board, and no reference shall be made.

6. The personnel file is to be reviewed in the Administration Office.

7. In addition to the provisions of Item 5 above, a teacher who has received what she/he would characterize as a negative evaluation or written reprimand is entitled to submit a rebuttal to that document. The rebuttal will be permanently affixed to the document and included in any disclosure. The teacher may request that such item, including the rebuttal, be expunged from her/his file. The response of the Administration to such a request shall not be subject to the grievance procedure.

G. PAYROLL DEDUCTIONS

1. Credit Union: The Board will accommodate teachers requesting deductions for payments to a teacher's Credit Union, to be selected by a majority of teaching staff. The Board will provide Payroll Deduction Authorization Forms.

2. STRS: The twelve (12) month deductions shall continue in effect until legal requirements by the State legislate it otherwise.

3. Tax Sheltered Annuities: The Board shall continue to allow members to deduct for Tax Sheltered Annuities. The enrollment periods for said annuities shall be limited to September 1 - September 30 and January 1 - January 31.

4. The OEA Fund: The Board shall deduct, upon written authorization, contributions to the OEA Fund on a monthly basis.

ARTICLE 7 SCHOOL YEAR AND SCHOOL DAY

A. SCHOOL YEAR

1. The parties recognize the legal responsibility of the Board to set the School Calendar. The AEA shall serve in an advisory capacity to plan the School Calendar. Calendar planning shall include a recommendation on when calamity make-up days will be scheduled for that school year. Representatives from all levels, members of the Administration, and community members shall serve on the Advisory Committee.

2. The School Calendar shall consist of one hundred eighty-five (185) days as follows:

   a. One hundred seventy-eight (178) Instructional Days including one (1) New/Transfer Student Orientation Day.

   b. Two (2) Teacher Days (immediately preceding opening of school year).

   c. One (1) Teacher Day (immediately following the last Student Day of the First Semester).

   d. One (1) Teacher Day (immediately following the last Student Day of the school year).

   e. District InService Days to reflect the same number of days as in the 2024-2025 calendar.

f. NEOEA Day will not be scheduled as a school day.

g. Saturday shall not be a mandatory workday.

h. The equivalent of four (4) three-hour conference nights in lieu of two instructional days.

3. Each newly hired teacher shall be provided with two (2) days paid at the professional (staff) development rate and any teacher involuntarily transferred in accordance with the provisions of Article 9 (CHANGES IN ASSIGNMENT OR TRANSFER OF PERSONNEL) shall be provided with one (1) day paid at the professional (staff) development rate to allow for setting up of the teacher's classroom and to prepare for the curriculum and evaluation process attendant with the position prior to the start of the school year. If the newly hired teacher is hired after the start of the school year, he/she shall be provided with two (2) workdays for such purposes prior to the beginning of student supervisory and instructional duties.

B. SCHOOL DAY

1. The length of the working day shall be no more than seven and three-quarter (7 3/4) hours. Four (4) PLC meetings times per month, either before or after school as determined at the building level, the time prior to the arrival of students or after the dismissal of students shall be utilized for teachers to collaborate on assessments, lesson design, curriculum mapping or pacing, and improvement of student achievement and for faculty and administration meetings devoted to such efforts. One (1) faculty meeting per month may be called to discuss relevant issues. In the event of extenuating circumstances, additional faculty meetings may also be called. Such meetings will be restricted to emergencies. The working day will include at least a thirty (30) minute duty-free uninterrupted lunch, and passing time shall not be considered part of the thirty (30) minutes. Building staff meetings shall be held during the normal working day, whenever possible. Building administrators will attempt to limit the number of building meetings where attendance of all staff is mandatory.

2. Duties shall be equalized, but such equalization does not require that duties be equal on any given day, week, or month. Duties shall be of a professional nature and not custodial or secretarial. In addition, duties do not involve the preparation of lesson plans, entering of grades for nor formal assessment of student academic work and will not be required of a teacher beyond the Article VII(B)(1) contractual work day of 7 and 3/4 hours.

3. Every effort will be made to equalize planning time within each building. Such calculations shall not include passing time between classes, increments of less than ten (10) minutes, time after the start of the teacher

workday but prior to student arrival, and time required for travel from one building to another. It is understood that time after the start of the teacher workday but prior to student arrival is teacher-directed time. Planning time is individual time directed by the teacher in pursuit of excellence in her/his personal classroom/subject area(s) during a student day. The Administration will not schedule faculty or PLC meetings during such time. Planning time shall be at least as follows:

Grades PK-5 – a daily average of forty-five (45) minutes per day, with a guaranteed minimum thirty (30) minutes of that period scheduled in an uninterrupted interval; for PreK a daily average of forty-five (45) minutes, with a guaranteed minimum of fifteen (15) minutes of said planning time scheduled in an uninterrupted fashion and for half-day Kindergarten, a daily average of forty-five (45) minutes, with a guaranteed minimum of twenty (20) minutes of said planning time scheduled in an uninterrupted fashion. The a.m./p.m. planning time may occur between the morning and afternoon session of Kindergarten or PreSchool.

Harmon – The equivalent of one uninterrupted period per day.

High School – The equivalent of one uninterrupted period per day on non-block days.

4. Traveling teachers shall be given a minimum of 15 minutes to travel from one building to another. Travel time shall not be considered part of their planning time or lunch.

5. During the modified block schedule, when traveling teachers' contractual obligations regarding lunch and travel time cannot be met due to building-scheduling conflicts on one of the Block Days, traveling teachers will have a combined thirty-five (35) minutes for travel time and lunch. Because of this impingement on the requirement under the contract and Ohio Revised Code for a thirty (30) minute duty-free lunch, on one such Block Day, traveling teachers will not be assigned a duty on the opposing Block Day. This adjustment will provide additional planning time beyond the contractual minimum. There shall be no more than five (5) traveling teachers impacted in this way in any single school year.

6. During the modified block schedule, all high school teachers will have one (1) uninterrupted block planning period on one (1) of the block days (i.e., on a Green or White Day) or the equivalent of one uninterrupted period per day in another building.

7. During the first four (4) consecutive years a teacher is assigned or reassigned an advanced placement course or if there is a substantial course update by the College Board they will be assigned no more than five and one-half (5 1/2) class duty assignments and a homeroom or

equivalent responsibility. No teacher shall be assigned to teach more than five (5) advanced placement classes.

8. For classes where the semester final exam is given for a high school level class, middle school teachers who are responsible for grading semester final exams will be provided with one (1) period of release time for each section taught that requires grading of a semester final exam.

C. STAFF DEVELOPMENT

1. The parties recognize the importance of staff development to the effectiveness of the educational program and to the professional growth of each teacher. It is further recognized that, where practical, staff development activities that do not require the teacher to be absent from the classroom are desirable.

   a. Where possible, some staff development activities may be scheduled for nonschool time, i.e. evenings, Saturdays, and summer recess.

   b. The District-Wide InService Committee will be involved in the planning of these designated staff development activities, with input from the Aurora Education Association and the Administration.

   c. Teachers participating in these designated programs shall have the option of receiving a stipend equivalent to the appropriate prorata portion of the current substitute teacher daily rate or the equivalent prorata day added to their Sick Leave accumulation. [For purposes of determining the prorata distribution, a day shall be considered to be seven (7) hours in length.] The committee shall determine the prorata amount of Sick Leave or compensation, which shall be determined and communicated to staff members in advance of each program.

   d. It is specifically agreed that the implementation of this incentive system for the designated staff development activities is not intended to alter in any way existing and current practices regarding faculty meetings, curriculum development, and staff development activities.

ARTICLE 8 WORKING CONDITIONS

A. CLASS LOAD

1. Minimum classroom teacher staffing within the School District will be forty (40) teachers per 1,000 students. In computing the student-teacher ratio, the following certificated personnel shall be excluded: Principal, Assistant

Principal, School Counselor, Librarian, Nurse, School Psychologist, Speech Therapist, Specialists, Reading Specialists, and Teachers of Gifted Programs, and all Elementary Special Teachers such as Music, Computer Education, Art, Physical Education, and Learning Disabilities teachers. For purposes of this calculation, students and teachers in units for multiple disabilities and autism will be excluded. Reasonable efforts will be made to create equitably balanced classes where this balance also includes consideration given to student needs (e.g., inclusion classes).

2. Teachers whose primary building assignment is at the high school and/or who exclusively teach eighth grade at the middle school, are limited to 5 and ½ classes, plus a duty per year. Such teachers who are assigned to 6 classes for the full year shall receive 1/10 of the base. For the purposes of this section, What I Need Time (WIN Time) at the middle school is considered a duty and not a class period. If there is a schedule change at the middle school that results in sixth or seventh grade teaching six classes, this paragraph shall apply to such teachers.

3. Although administration has the final authority in developing schedules, it will do its best so as not to assign more than for (4) preps (academic courses, not specials courses) at the middle school.

4. Reasonable effort by administration will be made in attempting to balance elementary special's teacher's schedules so that contact time is equitable.

5. A teacher who may be assisting with the implementation of an IEP or Accommodation Plan shall be provided the opportunity to propose goals and objectives to the IEP and/or 504 Team prior to or at the team meeting. Appropriate inservice will be made available to such teachers. Disputes regarding the amount and type(s) of inservice required shall first be discussed with the teacher's Principal and, if not resolved, submitted to the Superintendent. The Superintendent's decision in such disputes shall be final and binding.

6. Students identified as L.D., D.H., Orthopedic, and B.D., when mainstreamed, and those students on Reading Improvement Plans, shall be distributed based on equity and the educational needs of the students. For students on Reading Improvement Plans, such distribution shall be equally among those with appropriate credentials. Reasonable efforts shall be taken to assign such students on a rotational basis. Prior to the start of each school year when student schedules are developed, the special education teachers shall meet with the building principal or assistant to review the assignments of special education students in the building. Any agreed upon changes in classroom composition shall be implemented.

7. Full-time and part-time Intervention Specialists have unique working conditions and schedules. Such teachers as well as Specialists required to write IEPs, shall be eligible for the IEP preparation stipend and a 30-minute duty free lunch. Part-time special education teachers and Specialists holding an appropriate license who are required to write IEPs shall receive the IEP preparation stipend in a proportion equal to their weekly schedule. For example, a one-half-time Special Education Teacher shall receive 50% of the IEP preparation stipend. Further, such teachers will not be assigned a duty on days students are scheduled for instruction with such teachers. Those teachers and Specialists required to write IEPs will schedule with their building administrator preparation time in accordance with the time provisions of Article 7(B)(3). The administration and those responsible for scheduling IEP, ETR or similar meetings will make a good faith attempt not to schedule such meetings during periods, e.g. summer break, winter break, when school is not in session. All teachers, including special education teachers, required to attend IEP, ETR or similar meetings with respect to special education services during periods when school is not in session shall be reimbursed for such attendance at the IEP Rate**.**

   A teacher or Bargaining Unit Member who is required to be part of any special education services, including an IEP, MFE or 504 meeting that occurs or continues after school hours as defined on the Curriculum Development Timesheet, which includes standardized times, will be paid a pro-rata curriculum development rate. Extra time seven (7) or fewer minutes beyond the 7 3/4 hour day will not be compensated, and those above seven (7) minutes will be compensated, rounding off to the nearest quarter hour.

   Teachers who participate in any special education services meetings beyond their 7¾ hour day will be compensated at the Curriculum Development Rate. "Time In" for payment purposes shall be any time more than thirty (30) minutes before or after the student day. Forms can be submitted and will be paid at the conclusion of each semester.

8. All teachers shall attend one Open House. Traveling teachers and cross–grade level teachers attending more than one (1) Open House will be paid at the staff development rate, for an additional Open House. Cross Grade Level & Traveling Teachers will receive a minimum of one (1) hour per night for each Open House. In the event of extenuating circumstances, which will affect the ability of the teacher to attend, arrangements should be made between the teacher and the building administrator to properly inform parents of course content.

B. SCHOOL ENVIRONMENT

1. The Administration will make reasonable efforts to properly clean, maintain, heat, light, and ventilate workrooms, classrooms, offices, and staff rooms. The Board shall furnish employment which is safe for the members of the bargaining unit; shall furnish and use safety devices and safeguards; shall adopt and use methods and processes; follow and obey orders; and shall do every other thing reasonably necessary to protect the life, health, safety, and welfare of such employees. The Parties agree to discuss school environment issues at their monthly labor-management meetings.

   No member of the bargaining unit shall remove, displace, damage, destroy, or carry off any safety device or safeguard furnished or provided for use in any employment or place of employment or interfere in any way with the use thereof by any other person.

   No employee shall interfere with the use of any method or process adopted for the protection of any employee in such employment or place of employment, or frequenter of such place of employment, or fail to follow and obey orders, and to do every other thing reasonably necessary to protect the life, health, safety, and welfare of such employees and frequenters.

2. All teachers so requesting will be given a secure space within their classroom or office that can be locked. Further, it is the intent of the District that, by the start of the 2025-2026 school year, all teachers will be provided with a classroom and/or office, as applicable, that can be locked and teachers will be provided with the key for their room's lock.

3. Adequate staff parking at each building shall be provided.

C. TRAVELING TEACHER

1. A "traveling teacher" shall be defined as a teacher who is assigned instructional responsibilities in two (2) or more buildings. However, travel time will be provided only to teachers assigned instructional duties in two (2) or more buildings on any single workday. A traveling teacher assigned to teach in two or more buildings shall receive a stipend, at the end of the school year, of $600. The stipend shall not apply to occupational therapists, physical therapists, psychologists and guidance counselors.

2. Each traveling teacher shall be notified by September 15 to which building he/she shall have primary responsibility.

3. The traveling teacher will be appraised by the Principal at the building of his/her primary responsibility. The appraisal will include the teacher's performance of responsibilities in all assignments irrespective of building.

4 A traveling teacher who attends more than two conference nights per semester shall be paid hourly rate for attendance at the additional conference night(s) at the substitute rate set forth in Article XIII(D)(2). The traveling teacher may elect not to attend extra conference nights, provided the traveling teacher makes provision so parents are properly informed of information they would have received had the teacher been in attendance.

5. Traveling teachers shall be given a minimum of fifteen (15) minutes to travel from one building to another. Travel time shall not be considered part of their planning time or lunch time.

6. Traveling teachers will meet at the beginning of each year with other affected staff to identify needs including, but not limited to, room setups, parking, inclement weather, and time management. A plan will be developed to accommodate these needs.

7. Teachers required to travel on school business shall be reimbursed at the IRS-approved rate.

D. SUPERVISING TEACHER/STUDENT-TEACHER

1. The Association offers its full support of the Student-Teachers' Program and will attempt, upon request, to aid in implementation or in finding solutions to any unanticipated problems connected with this program.

2. Policies established by the cooperating university, unless they are in conflict with this Agreement, shall be followed in implementation of Student-Teachers' Program.

3. Teachers will be consulted, where practical, during the process of selecting Student-Teachers. No Student-Teacher shall be assigned without the consent of any Supervising Teacher.

4. If there should be a conflict of personalities, or for other reasons as determined by the Supervising Teacher, between the Supervising Teacher and the Student-Teacher, the Supervising Teacher (through Superintendent) may recommend to the cooperating university that the Student-Teacher be transferred. Such a recommendation shall in no way be used in the adverse evaluation of the Supervising Teacher.

5. The Student-Teacher shall not be used as a Substitute Teacher except as an emergency substitute for his/her Supervising Teacher in a situation not to exceed thirty (30) minutes in any single day, nor shall the Student Teacher assume the contractual responsibilities of a regular teacher, unless they have been officially board approved as a district sub.

6. Since the services rendered by the Supervising Teacher are above and beyond the duties/responsibilities of a regular teacher, the Supervising

Teacher shall be paid an honorarium or stipend as provided by the college/university, at the rate established by the college/university, for those services rendered outside the regular school day and beyond the duties/responsibilities specified in the teaching contract minus normal payroll deductions.

E. Technology Support

The District will make reasonable efforts to provide technological support and trainings on district-mandated new hardware and software resources. The parties agree to discuss technology issues at their monthly labor-management meetings.

ARTICLE 9 CHANGES IN ASSIGNMENT OR TRANSFER OF PERSONNEL

A. DEFINITIONS

1. Transfer: A transfer shall be defined as a change in assignment by an employee from one bargaining unit position to another.

2. Voluntary Transfer: A voluntary transfer shall be defined as an employee-initiated reassignment in accordance with paragraph D below.

3. Involuntary Transfer: An involuntary transfer shall be defined as an Employer-initiated reassignment of an employee in accordance with paragraphs B and C below.

B. The Superintendent notify any teacher and the Association President, at least fifteen (15) calendar days in advance, of any intended involuntary transfer and the reason(s) therefore. If the teacher does not wish to accept the new position, the position shall be opened to other staff based solely upon certification/licensure and seniority. If no other teacher currently on staff wishes to volunteer for the position, then the teacher notified to be transferred shall have the right to a meeting with the Superintendent and shall have the right to transfer out of the position to any other open position for which he/she is certified/licensed. The affected teacher shall be provided with one (1) day paid at the professional development rate to allow for the moving and placement of the teacher's materials and to prepare for curriculum and evaluation process attendant with the new position and will be provided with the necessary packing materials and the necessary custodial services to move said materials.

C. A good faith attempt will be made to avoid the involuntarily transfer and/or reassignment of a teacher more than one time in a three year period. If an involuntary transfer or reassignment is to be made more than once in that period, the principal will meet with the affected teacher and Association president or designee to explain the reasons for the transfer or reassignment.

D. Personnel openings shall be posted internally and current staff will be the first considered for said position(s), which shall mean granted a standard interview, prior to hiring new personnel.

E. If a teacher is transferred from one building to another, or in the Elementary building from one room to another, after the school year has begun, the teacher shall be provided a substitute for up to two (2) days to pack and unpack teaching materials. The teacher shall also be provided with necessary packing materials and the necessary custodial services to move the materials.

F. **ALTERNATIVE WORK ASSIGNMENT (Medical Transfers)**

If an educator claims that she/he needs a reasonable accommodation of her/his disability as defined under the American with Disabilities Act, the Superintendent or designee and the Association President or designee shall meet to review the request and determine what steps, if any, should be taken to respond to the question.

G. **TRANSITIONAL WORK ASSIGNMENT**

The District provides transitional work assignments to members who are temporarily disabled due to a work related injury or illness to facilitate the member's return to their regular job assignment. Such assignments will be made under the following conditions:

1. Upon the member's medical release to return to work with physical restrictions and limitations, a determination will be made by the member's building principal in consultation with the Superintendent to provide a suitable job assignment which accommodates the member's temporary/partial disability. The Association President will be consulted regarding any transitional work assignment.

2. A written recommendation for a transitional work assignment will be made by either the appropriate department/building personnel or through the District's third party administrator to the Superintendent, with a copy to the Association President to determine if an accommodation can be made based on the employee's temporary medical restrictions. Transitional work duty assignments may include as many of those job duties and tasks that are part of the employee's existing job or assignments that accommodate the employee's temporary medical restrictions.

3. The decision to provide transitional work duty assignments will be based on the employee's medical restrictions and limitations and the ability of the department and/or building to provide such assignments. Transitional work assignments will not exceed 120 calendar days during a twelve (12) month period and there shall be no guarantee to provide such assignments.

4. The employee shall be compensated at his/her regular earnings rate for all work performed during the course of the transitional work duty assignment. Sick time will continue to accrue at the employee's regular rate of pay during the transitional work duty assignment.

5. During the course of a transitional work duty assignment, the employee will be expected to follow prescribed treatment as defined by their attending physician, as well as any requests by the District for additional medical information or clarification through a medical examination by a board approved physician.

6. If after 120 calendar days, an employee is unable to resume his/her regular job assignment or its essential functions, the employee will be placed on sick leave, if any accrued and unused sick time is available, or workers compensation as appropriate.

7. Upon a full medical release by the employee's attending physician and approval of the Superintendent, the employee will resume the full duties and responsibilities of their regularly assigned position. If there is a disagreement concerning whether the employee can resume full duties, a doctor approved by both the employee's doctor and the doctor assigned by the Board will be controlling.

ARTICLE 10 REDUCTION IN STAFF

A. CAUSE(S)

When, for the reasons set forth in the Ohio Revised Code, the Board decides that it will be necessary to reduce the number of teachers, it may make a reasonable reduction.

B. ATTRITION

The number of persons affected by a Reduction In Staff (RIS) will be kept to a minimum by not employing replacements for employees who die, retire, resign, or are terminated or non-renewed. The employment of replacements for some positions may be necessary in the event that employees in the system do not possess necessary certification/licensure.

C. SUSPENSION OF CONTRACTS

Reductions under this RIS Procedure, when unavoidable, will be effectuated at the beginning of the following school year and shall be accomplished through the suspension of a teacher's contract, unless the teacher has been employed for the express purpose (communicated in writing to the teacher at the time of employment) of replacing an existing staff member for an approved leave of one (1) year or less, in which case the contract will be non-renewed. In such cases,

notice of nonrenewal will be given on or before April 30. Notice of contract suspensions will be given on or before May 7.

D. NOTIFICATION

At least thirty (30) days prior to a nonrenewal for RIS or suspension for RIS, the Board shall give written notice to the Association, through its President, of its intent to effect a RIS. Such notice shall contain the reason(s) for the RIS and the positions affected.

E. ORDER OF REDUCTION

1. The Board shall proceed to suspend contracts in accordance with the recommendation of the superintendent who shall, within each teaching field 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.

2. Except for educators hired as leave replacements under the provisions of Section C, above, reductions shall be accomplished through the order listed below:

    a. Limited contract teachers shall be reduced first, by using the following order:

        (1) Comparable evaluations as defined herein

        (2) Seniority in District, when evaluations are comparable as defined herein.

    b. Continuing contract educators may be reduced only after all limited contract teachers of the same certification/licensure. Such reduction in the continuing contract staff shall be according to Ohio Revised Code 3319.17 solely, considering:

        (1) Comparable evaluations as defined herein

        (2) Seniority in District, when evaluations are comparable as defined herein.

3. During the term of this contract, there will be three 3 tiers of comparable classification ratings for classroom teachers. Classroom educators with summative evaluations ratings of Accomplished shall be considered to have “comparable” evaluation results. Classroom educators with summative evaluations of “skilled” or “developing” shall be considered to have comparable evaluations results. Classroom educators with an Ineffective summative evaluation rating shall be considered to have

comparable evaluation results. Such determination for the purposes of RIS shall be made based on the combined average summative evaluation ratings from the current and the two (2) previous school years.

F. PROCEDURE

1. On or before November 1 of each school year, the Superintendent shall provide the bargaining agent with a Seniority List of all teachers in the school system in their areas of certification/licensure. Teachers shall be placed on all Seniority Lists for which they are certified. As additional certification is obtained, the Seniority List shall automatically be updated until July 10.

2. A modified seniority list identifying educators in the three comparable categories will be shared with the AEA President by November 1.

3. Seniority shall be determined by the length of continuous service in the District. If two (2) or more teachers have the same length of continuous service, then seniority will be determined by:

   a. The date of the Board meeting at which the teacher was hired; and then by

   b. The date on which the teacher submitted a completed job application. Length of continuous service will not be interrupted or affected by authorized leaves of absence.

   Unpaid leaves of absence shall not be included in the calculation of years of service in the determination of seniority, but shall not interrupt continuous service.

4. Teachers selected for RIS shall immediately be placed upon a RIS List compiled from Seniority Lists provided for above. Teachers released shall not appear on this list.

5. The Board shall notify every affected teacher and the Association of those teachers being suspended and the recall order. As each person is reemployed, the Board shall notify the Association.

6. A teacher whose contract was suspended because of staff reduction shall, if he/she desires, be placed on the Substitute List.

G. RECALL

1. Seniority shall not be the basis for rehiring a teacher, except when making a decision between teachers who have comparable evaluations as defined in Article 10 E. In the event of a recall when evaluations are comparable,

educators will be recalled in reverse order of being suspended, provided the teacher is certified/licensed.

2. While there are previous teachers of the District who are suspended as a result of a RIS, and who possess proper certification/licensure to fill any vacancy which may arise, no new teacher(s) shall be hired.

3. The Board shall give written notice of recall, by registered or certified letter, to the teacher at the last known address. It shall be the responsibility of each teacher to notify the Board Treasurer of any change of address.

4. Within ten (10) workdays of the returned certificate of receipt of offer to return to employment, the teacher shall accept the position by replying in writing or by phone, or it shall be determined that he/she has declined the position. No new staff member shall be hired until all staff on leave who are certified/licensed have been offered an opportunity in writing to return to active employment in accordance with this Article. It is the teacher's responsibility to keep his/her address current with the Board Treasurer's Office.

5. Teachers returning to employment after a RIS shall resume their previous contract status, seniority, salary, and fringe benefits.

6. If a teacher declines an offer to return, or does not answer a request to return, said teacher shall be removed from the Recall List and the Board shall have no further obligation to that teacher.

7. Any limited contract teacher suspended as a result of staff reduction shall be placed on a Recall List for a period not to exceed twenty-seven (27) months from July 1 of the calendar year in which they were reduced.

H. DISPLACEMENT RIGHTS

Each educator affected by a RIS may elect to displace a less senior teacher who has a comparable or lesser summative evaluation rating as defined herein who holds a position for which the affected teacher is licensed/certified.

ARTICLE 11 LEAVES

A. SICK LEAVE

1. Teachers will be granted fifteen (15) days Sick Leave per year accumulated at the rate of one and one-fourth (1 1/4) days per month, unlimited accumulation. Each teacher will be advanced five (5) days Sick Leave, if current accumulation is exhausted, to be paid back through normal accumulation. In cases of extreme hardship and/or extenuating

circumstances, the Superintendent, with the approval of the Board, may consider extending Sick Leave on a Personal Leave basis when Sick Leave has been exhausted.

2. Sick Leave may be used for absence due to personal illness, injury, pregnancy, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, or death in the employee's immediate family.

3. "Immediate family" is interpreted to include parent, parent-in-law, grandparent, brother, sister, child, spouse, brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, step-children or a member of the immediate household.

4. Ten (10) days are allowed in any one (1) year to be given to another AEA member. If a member elects to give a sick day to another member, the member will have that day deducted from their total amount of sick leave. A member can only receive a maximum of twenty (20) days for a single request. Members will contact the AEA President to request additional days. Should additional time be necessary, as noted through medical documentation of an involuntary medical procedure or serious illness/injury, a further request may be made for additional days beyond the initial limitation of twenty (20) days. Once the approval process is completed through the AEA, the AEA President will then submit the form to the Treasurer. Such donated leave shall not be used to extend Maternity Leave except in cases of medical necessity. (Exhibit B)

B. PERSONAL LEAVE

1. Each member of the bargaining unit shall be granted two (2) nonconsecutive Personal Leave days per school year, upon request, under the following guidelines. Up to one (1) unused day of Personal Leave may be accumulated for use in a subsequent year for a total of a maximum of three (3) days Personal Leave in any school year.

    a. Personal days approved shall not be deducted from Sick Leave days.

    b. A request for a Personal Leave day must be made to the Superintendent via the Building Principal.

    c. A request for a Personal Leave day must be submitted to the Principal at least three (3) days in advance; however, exceptions to this rule may be made in emergency situations.

    d. Personal Leave days shall not be granted for the day before or the day after a legal holiday; however, exceptions may be made for emergency situations.

e. Personal Leave days shall not be granted for the day before or the day after a vacation period; however, exceptions may be made in emergency situations.

f. Personal Leave days shall not be granted on Teacher Days nor InService Days; however, exceptions to this rule may be made for emergency situations.

g. The parties agree that the purpose of Personal Leave is to attend to personal concerns which cannot be scheduled outside the school day, and not primarily for recreational purposes or in any way for the pursuit of other gainful employment.

h. Requests for Personal Leave which are occasioned by religious holidays, court appearances under subpoena which are personal in nature, and graduation or wedding of members of the immediate family, as defined in Section A.3, above, will be granted as exemptions to Sections B, 1.d, B.1.e, and B.1.f, above. The maximum of two (2) days [or three (3) days of Personal Leave for staff members who have accumulated an additional day as provided in Section B, 1, above, shall apply in those cases as well.

i. Personal Leave for teachers entering the school system during the school year will be prorated to the nearest half day.

j. At the end of the school year, unused Personal Leave days may be carried over to the next school year as follows: if an employee has two (2) days, one is carried over to the next school year as a personal day and one shall be converted to sick day. If an employee has three (3) unused personal leave days at the end of the school year, one is carried over to the next school year as a personal day and two shall be converted to sick days.

2. The Superintendent may grant any additional Personal Leave days for any reason he/she deems appropriate and shall determine the validity of this request for leave granted under this paragraph.

C. ASSAULT LEAVE

1. Any teacher who is assaulted while performing assigned duties shall be granted a paid leave of absence for the period designated by the teacher's physician, up to twenty-five (25) workdays, and said days shall not be deducted from Sick Leave.

2. For receipt of Assault Leave, the teacher must file a police report and cooperate with the legal authorities in any prosecution. A teacher may either receive Workers' Compensation temporary total disability payments or Assault Leave for the days of absence. In cases where the assault is

from a child in pre-K through 5th grade and the leave is expected to be five (5) days or less, the affected teacher(s) may substitute an incident report to the principal and provide medical documentation of the injury in lieu of a police report.

3. If the teacher receives any payment for lost wages from a court suit, the Board shall be reimbursed for any Assault Leave payments that are specifically granted in the court suit.

D. SABBATICAL LEAVE

1. "Sabbatical Leave" is defined as a leave of absence granted by the Board of Education to any member of the certificated/licensed staff, for a period not to exceed one (1) year, for the purpose of permitting the teacher to engage in professional activities which will be mutually beneficial to the employee and the school system. At the discretion of the Board, Sabbatical Leave will be granted for the express purpose of strengthening or improving a department or specific area of the instructional program.

2. Eligibility -- To Be Eligible For Sabbatical Leave

   a. Applicant must have five (5) years service in the Aurora School District; and

   b. Applicant must have displayed a high degree of instructional competence and a strong curriculum orientation as reflected in evaluations; and

   c. Applicant must present a plan for professional growth; and at the conclusion of the leave, the staff member must present evidence to the Superintendent that the plan was followed.

   d. A staff member may be considered for a Sabbatical Leave after each seven (7) years of service in the Aurora City Schools. The number of teachers on leave in any one (1) year will be limited to three (3) teachers.

   e. Sabbatical Leave for less than a full school year will be considered by the Board only if a satisfactory replacement can be obtained.

3. Selection

   a. All applications shall be filed with the Superintendent by March 1.

   b. A committee will screen the applicants and send its recommendations to the Superintendent and Board for final action no later than April 1. The committee shall consist of six (6) certificated staff members. The Association shall appoint three (3)

members: one (1) Elementary, one (1) Middle, and one (1) High School teacher; and the Superintendent shall appoint the other three (3) members.

c. The Board shall act on the committee's recommendations at its regular April meeting.

4. During such Sabbatical Leave, the staff member shall be deemed to be in the employ of the Aurora School District. The staff member shall be entitled to all fringe benefits in effect during leave and will be paid a salary consistent with the payment schedule of other certificated employees, equivalent to the difference of the salary he/she would have earned and the salary of the replacement teacher. The Board shall provide all necessary forms to those on Sabbatical Leave.

5. Any staff member receiving Sabbatical Leave must sign a formal agreement to return to service for a minimum period of one (1) year following the return from Sabbatical Leave, unless causes beyond the control of the individual prevent such return to service. If service is terminated by the individual before the end of the one (1) year minimum, a salary refund to the Board will be due proportional to the amount of service not actually rendered. Such refund is to include amounts paid for retirement, insurance, and other fringe benefits.

6. The staff member on leave will accrue experience credit. He/she will assume his/her proper position on the current Salary Schedule (plus any additional hours earned) and will assume his/her previous position or one comparable to it at the same level, if at all possible, upon his/her return from Sabbatical Leave.

E. JURY DUTY/SUBPOENAED WITNESS LEAVE

Each member of the bargaining unit who is requested and accepts assignment to jury duty, or must be present as a subpoenaed witness, (not covered under B-1-h) shall be paid his/her regular full salary while on such leave. However, within thirty (30) days of receipt by the employee of any fees or payment, said fees and/or payments shall be remitted to the Aurora City Schools, minus mileage and meal expenses.

F. PARENTAL LEAVE

1. Guidelines: Any female teacher may use Sick Leave or advancements thereof for absence due to disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom (hereinafter collectively referred to as "pregnancy"). Parental Leave may be used in lieu of Sick Leave when any female teacher who is still disabled has exhausted Sick Leave. A female teacher who is pregnant or adopting a child less than one (1) year of age may request and shall be

entitled to a leave of absence without pay for maternity or child care reasons to begin any time during pregnancy; or, in the case of adoption, the receipt of custody; or up to one (1) year for child care after the child is born or adopted. Such leave shall be for up to the remainder of the current semester and two (2) additional semesters, or three (3) semesters if leave commences during the first semester. A male teacher shall be eligible for Parental Leave following the birth or adoption of a child consistent with the terms of this Section.

2. Application For Leave: Application for Parental Leave shall be filed on the Leave of Absence Form, and shall contain a statement on the expected date of birth -- or, in the case of adoption, the date of obtaining custody; the date on which the leave is to commence, and the term of the leave. The maximum term of leave shall be the remainder of the current semester and three (3) additional semesters if the leave commences in the first semester, or the remainder of the current semester and two (2) additional semesters if the leave commences in the second semester. Once approved, the leave request can be modified only with the approval of the Board and the Superintendent. In the case of miscarriage or abortion, the teacher shall been entitled to reinstatement at the beginning of the next grading period. In this event, if necessary, the Board may suspend the contract of a staff member replacing the teacher on Parental Leave without complying with the Reduction In Staff notice requirements specified in Article 10 (Reduction In Staff), Section D.

3. Rights While On Leave: Any teacher on Parental Leave shall be entitled to request in writing to the Superintendent, and receive the right, to continue to be covered by any/all insurances as selected by the employee, provided that the teacher pays to the Board Treasurer, ten (10) days in advance of each month, the full amount of the monthly group plan premium of such coverages. Any overpayment of premium shall be refunded to the staff member upon termination of Parental Leave.

4. Staff member shall submit in writing to Superintendent, notification of his/her intent to return to teaching by December 1 if the teacher desires to return for the second semester, and March 1 if the teacher desires to return at the beginning of the next school year. Failure to submit a request to return by December 1 will be treated as a request for a leave extension for the second semester; failure to submit a request by March 1 will be treated as a resignation. One (1) month prior to the date specified above, the Board will serve notice of this provision by certified mail to the affected teacher. Staff member shall be entitled to reinstatement at the expiration of leave to the general level training assignment held immediately prior to the leave unless shifts in pupil enrollment dictates or the job is combined or eliminated.

G. RELIGIOUS HOLIDAY LEAVE

A maximum of one (1) unpaid day shall be granted during any one (1) year for religious holidays which are not recognized in the school calendar and which prohibit the teacher from working on those days.

H. FAMILY AND MEDICAL LEAVE ACT

The parties incorporate by reference the mandatory provisions of the Family and Medical Leave Act (FMLA). It is agreed that FMLA entitlements shall be used concurrently with existing leave entitlements. Seniority shall accumulate during FMLA leave and existing life insurance shall be maintained.

I. ATTENDANCE BONUS

1. ATTENDANCE BONUS 1 – Any employee not using any sick or personal time between the start of school and November 30 shall be paid, prior to winter break, a bonus of five hundred dollars ($500).

2. ATTENDANCE BONUS 2 – Any employee not using any sick or personal time between December 1 and the last day of school shall be paid, prior to June 30, a bonus of five hundred dollars ($500).

3. PERFECT ATTENDANCE BONUS – Any employee not using any sick or personal time for the entire school year shall be paid, prior to June 30, a bonus of five hundred dollars ($500).

4. The following shall not prevent the earning of the foregoing attendance incentive: personal leave for observance of a religious holiday of a recognized religion, religious holiday leave, or the donation of sick leave as described in this Article.

5. This Attendance Incentive is a pilot program and shall expire and sunset at the end of this contract in 2027-2028.

ARTICLE 12 INSURANCES

A. The Employee Insurance Program shall be as follows:

1. Eligibility**:** All teachers employed by regular contract may elect to participate in the insurance plan described herein. The board contribution will consist of the percentage of the teacher's contracted assignment multiplied by the coverages identified below.

2. Comprehensive Hospitalization and Major Medical Insurance Program

a. The Board of Education shall provide a Comprehensive Hospitalization and Major Medical Insurance Program for members of the bargaining unit with no less than the specifications in Exhibit K. The Board of Education shall pay 86% (2025-2026), 85% (2026-2027), 85% (2027-2028), of the Single premium or eighty-five (85%) of the Family premium cost provided that the annual fringe benefit cost increase is 14% or less. Fringe benefit increases above the 14% cap shall be paid entirely by the participating employees.

(1) As part of this Program, the employee is responsible for out-of-pocket expenses as per the Insurance Plan.

b. The parties recognize the necessity to contain the cost of the Insurance Program. Therefore, the parties agree that the following Cost Containment provisions shall be implemented in the Hospitalization Insurance Plan:

(1) Voluntary second opinion.

(2) Pre-certification and pre-admission testing for outpatient surgery as well as inpatient surgery.

(3) No weekend hospital entrance except in cases of emergency.

(4) Expansion of rules for spouse coverage, along with Board option to pay the spouse's share of any contributory plan.

(5) Requirement that spouses take Workers' Compensation benefits, where applicable.

(6) Limitation of penalty for failure to pre-certify to a maximum penalty of Five Hundred Dollars ($500.00).

For the 2025-2026 and 2026-2027 School Years	In Network	Out of Network
Benefits		
Deductible-Single/Family	$250/$500	$500/$1000
Coinsurance	90%	70%
Coinsurance Max (Excl.Ded.)	$750/$1500	$1500/$3000
Total Out of Pocket Maximum	$1000/$2000	$2000/$4000

Physician/Office Services		
Office Visit PCP/Specialist	$10/$20	30% after deductible
Surgical Services	$10/$20	30% after deductible
Urgent Care	$35	30% after deductible
Allergy Testing	$10/$20	30% after deductible
Preventative Services		
Routine Physical Exam (18+)	100%	100%
Well Child Care	100%	100%
Immunizations	100%	100%
Routine Mammogram	100%	100%
Routine Pap Test	100%	100%
Out Patient Services		
Surgical Services	10% after deductible	30% after deductible
Diagnostic Services	10% after deductible	30% after deductible
Emergency Room-Emergency	$75 Co-pay	$75 Co-pay
Speech Therapy	$20 per visit	30% after deductible
Physical/chiro/occupational (see summary)	$20 per visit	30% after deductible
Inpatient Facility		
Semi-Private Room & Board	10% after deductible	30% after deductible
Maternity	10% after deductible	30% after deductible
Skilled Nursing Facility (see summary)	10% after deductible	30% after deductible
Additional Services		
Durable Medical Equipment	10% after deductible	30% after deductible

For the 2027-2028 School Year	In Network	Out of Network
Benefits		
Deductible-Single/Family	$500/$1000	$1000/$2000
Coinsurance	80%	60%
Coinsurance Max (Excl.Ded.)	$1000/$2000	$2000/$4000
Total Out of Pocket Maximum	$1500/$3000	$3000/$6000
Physician/Office Services		
Office Visit PCP/Specialist	$15/$25	40% after deductible
Surgical Services	$15/$25	40% after deductible
Urgent Care	$35	40% after deductible
Allergy Testing	$15/$25	40% after deductible
Preventative Services		
Routine Physical Exam (18+)	100%	100%
Well Child Care	100%	100%
Immunizations	100%	100%
Routine Mammogram	100%	100%
Routine Pap Test	100%	100%
Out Patient Services		
Surgical Services	20% after deductible	40% after deductible
Diagnostic Services	20% after deductible	40% after deductible
Emergency Room-Emergency	$100 Co-pay	$100 Co-pay
Speech Therapy	$25 per visit	40% after deductible
Physical/chiro/occupational (see summary)	$25 per visit	40% after deductible
Inpatient Facility		
Semi-Private Room & Board	20% after deductible	40% after deductible
Maternity	20% after deductible	40% after deductible

Skilled Nursing Facility (see summary)	20% after deductible	40% after deductible
Additional Services Durable Medical Equipment	20% after deductible	40% after deductible

(7) Minimal Essential Coverage Plan - The Board will provide a Minimal Essential Coverage plan to its employees. This plan is an option for any bargaining unit member. (see Exhibit M)

3. Dental Insurance

a. The Board shall provide Single or Family Dental Insurance coverage for each teacher. Specifications shall be no less than the specifications in Exhibit K.

b. The Board of Education shall pay 86% (2025-26), 85% (2026-2027), 85% (2027-2028) of the Single premium or eighty-five (85%) of the Family premium cost.

4. Term Life Insurance: The Board of Education will provide and pay the premium for Term Life Insurance coverage for each teacher in the amount of Sixty Thousand ($60,000) Dollars. Teachers will be able to purchase voluntary supplemental life insurance at their cost. Teachers will be given notification in September, with coverage beginning October 1st. After the initial hire year, teachers will be given Open Enrollment notification in September with coverage beginning January 1st for additional voluntary supplemental life insurance coverage.

5. Prescription Drug Insurance

a. The copays for prescription drugs dispensed by a retail agency are fifteen dollars ($15.00) for generic, thirty dollars ($30.00) for formulary drugs and forty-five dollars ($45.00) for non-formulary drugs for the PASC Rx E plan.

The copays for prescription drugs dispensed by the mail order pharmacy are thirty dollars ($30.00) for generic drugs, sixty dollars ($60.00) for formulary brand name drugs and ninety dollars ($90.00) for non-formulary brand name drugs. Up to a 90-day supply may be dispensed by the mail order pharmacy for mail order prescription drugs for the PASC Rx E plan.

The Board of Education shall pay 86% (2025-2026), 85% (2026-2027), 85% (2027-2028) of the Single premium or eighty-five (85%) of the Family premium cost.

6. Vision

a. The Board of Education shall provide vision insurance (VSP Option 2) and pay 86% (2025-26), 85% (2026-2027), 85% (2027-2028) of the Single premium or eighty-five (85%) of the Family premium cost. Refer to plan certificate for details.

VSP Option 2

	Network Out of Network
Frequency Exam Lens Frame	 Every 12 months Every 12 months Every 12 months
Exam Co-Pay	$20 up to $60
Lenses Co-Pay	Varies by lens (Standard Progressive Covered in Full)
Frames Allowance	Retail - $200, Featured - $250
Contact Lenses	Elective - $200
Network	VSP Choice
Rate Guarantee	4 year

7. Transfer from part-time to full-time status shall be deemed a "qualifying event" for purposes of insurance coverage under this Article.

8. Waiver of Coverage

A full-time employee who declines all coverage, single and family, for a full year (September 1 — August 31), and supplies written verification of coverage elsewhere shall receive a one-time payment of $2,500 and an added $2,500 for each year thereafter she/he declines all coverage, single and family, with the Aurora Schools.

B. SECTION 125 PLAN ("CAFETERIA PLAN")

1. The Board has established a "Cafeteria Plan" that is designed to (a) allow teachers who must make employee contributions for health care coverage to elect to do so on a pre-tax basis, (b) allow teachers to elect to receive additional cash in lieu of Board paid health care coverage (as agreed to by the Board and the AEA), and (c) allow teachers to elect to participate in

the dependent care and medical care flexible spending accounts ("FSAs") described in paragraph 5 below. In accordance with the foregoing, the Payment in Lieu of insurance Coverage provisions of this Agreement shall be made through the Cafeteria Plan,

2. The Cafeteria Plan will be designed to meet the requirements of Internal Revenue Code ("IRC") Section 125 and applicable regulations. Accordingly, each teacher will have an opportunity on an annual basis to enroll In the Cafeteria Plan. The election to participate must be submitted during the enrollment period of each school year and may not be revoked during the current plan year (January 1 through December 31st) unless there Is a change In the teacher's circumstances that, In accordance with IRC Section 125, permits the teacher to change his/her election under the plan (e.g., divorce, death of spouse, change in employment status including employment status affecting a spouse or dependent, birth or adoption of a child, a child losing eligibility for coverage, a court order requiring coverage, or other enrollment rights consistent with federal law). If revoked, any account balance will be governed by paragraph 3.c. Details of the Cafeteria Plan will be provided on an annual basis at the time of enrollment and will also be available through the Board Treasurer's office.

3. <u>Dependent Care FSA</u>

   a. Under the Cafeteria Plan, each teacher will be allowed to make a pre-tax "salary reduction" election up to the maximum amount allowable under IRC Section 129 (currently $5000 per year, but is annually determined by the IRS), and receive a corresponding credit under a dependent care FSA. Under the dependent care FSA, reimbursement may be received for dependent care expenses described In IRC Section 129.

   b. The salary reduction and corresponding credits will be made and issued in each pay period.

   c. No teacher may be entitled to reimbursement from the dependent care account in excess of the amount credited to the account.

4. <u>Health Care FSA</u>

   a. Under the Cafeteria Plan, each teacher will be allowed to make a separate pre-tax "salary reduction" election up to a maximum amount of $2,500 (exclusive of teacher contributions for health coverage) per year, and receive a corresponding credit under a health care FSA. Under the health care FSA, reimbursement may be received for medical expenses (under IRC Section 213) that are

not otherwise reimbursable by the health care plans of the Board or of another employer.

b. The salary reduction shall be made in eighteen (18) equal installments beginning with the first pay in January.

5. Forfeiture of Unused Allocations

To comply with the requirement of IRC Section 125, amounts remaining in either the dependent care or health care FSA at the end of each plan year will be forfeited except as otherwise provided by IRC regulations. In the event a teacher separates from employment during a plan year with a remaining balance in the FSA account(s), the teacher may continue to receive reimbursements from the account(s) through the end of that plan year.

6. Administrative Fees

The Board shall delegate, administration to a third party administrator. All administrative fees and any other costs associated with the Plan will be offset by a service fee charged to each participating teacher.

7. The "Cafeteria plan" shall proceed only if there is sufficient voluntary enrollment by teachers to support the program.

8. The Board shall adopt a Section 125 Plan, in addition to that set forth above, which provides that premium contributions made by teachers shall be made in pre-tax dollars.

ARTICLE 13 SALARY AND REIMBURSEMENTS

A. REGULAR

For purposes of calculating the salary and benefit levels for teachers who enter into part-time teaching contracts with the Board, part-time status shall be a fractional portion of six (6) class duty assignments at the secondary level (Grades 6-12) and 1450 student contact minutes/shared duties per week at the elementary level.

Members of the bargaining unit shall be compensated according to the salary schedules contained in Exhibit A. The base salary on the schedules shall be as follows: for 2025-2026 - $48,291 (2.5%); for 2026-2027 - $49,498 (2.5%) %) and a supplemental salary payment equal to 0.5%; for 2027-2028- $50,859 (2.75%) and a supplemental salary payment equal to 0.5%.

Salary notices shall be provided in writing or by district email to all employees not later than July 1 of each year in accordance with O.R.C. 3319.12.

Members of the bargaining unit hired after September 1, 2025, shall be compensated according to the salary schedules contained in Exhibit B. The base salary on such salary schedule shall be as follows:

2025-2026: $50,000

2026-2027: $51,250 (2.5%) & a supplemental salary payment equal to 0.5%

2027-2028: $52,659 (2.75%) & a supplemental salary payment equal to 0.5%.

1. Half-Year Experience: Teachers employed prior to September 1, 1992, receiving one-half (1/2) year service increments shall continue to receive these increments for the duration of this Agreement. Teachers employed after September 1, 1992, shall be placed on the Salary Schedule based upon their nearest full year of service up to the maximum years of service defined in Section A.5, below. A "full year of service" shall be defined as one hundred twenty (120) or more days of service in any school year.

2. Additional Training

   a. Each teacher who has completed training which would qualify him/her for a higher salary bracket pursuant to this Section shall file, by September 15 or by February 1 with the Board Treasurer, satisfactory evidence of the completion of such additional training.

      The Treasurer shall then immediately place the teacher, pursuant to this Section and Ohio Revised Code 3317.13, in the proper salary bracket in accordance with training and years of service. Forms for filing such claims for salary adjustments are available in the Superintendent's or the Treasurer's Office. In accordance with Ohio Revised Code 3317.14, teacher contracts will be amended, provided:

      (1) Academic work is completed satisfactorily.

      (2) Academic work provides sufficient semester hours to qualify for the next column on the Salary Schedule.

      (3) Academic work is not in a program considered extraneous to educational responsibilities.

      (4) Satisfactory evidence of application for official transcript has been received at the Board of Education.

      (5) Above criteria is based on eventual receipt of the official transcript. The intent is not to penalize teacher because of normal delays by the university.

b. New employees holding a Bachelor's Degree with strong undergraduate preparation, may, at the Superintendent's discretion, be placed up to the BA +20 Column.

c. Effective September 1, 2007, employees are eligible for placement on the MA/MA column upon satisfaction of the following requirements:

(1) Completion of at least thirty (30) graduate level semester hours of academic work in a resident program after receipt of her/his first Master's degree

(2) These graduate semester hours must result in receipt of a recognized specialty degree issued be an accredited university; and

(3) The specialty degree is clearly pertinent to the teacher's assigned bargaining unit position.

3. Payroll Distribution

a. The Board will continue to distribute payroll checks biweekly for the duration of this Agreement. Should all remaining bargaining units agree in successor negotiations, the Board will distribute payroll checks on the 10th and 24th of each month for the duration of this Agreement.

If payday falls on a legal holiday or on a day when school is not in session, paychecks will be distributed one (1) day prior to the scheduled payday. If a scheduled pay falls within one (1) day of the last school day prior to the Winter or Spring Break, that paycheck shall be distributed on the last school day prior to the break. All checks issued prior to the scheduled payday under this provision will be dated for the regularly scheduled payday.

b. All members of the Bargaining unit shall be paid by direct deposit.

4. Prorated Docking: Deductions from salary for days docked will be prorated over the remaining pay periods at the option of the teacher. However, this Section shall not be effective if the total amount of deduction exceeds the total amount earned as of the deduction date.

5. Experience Credit: Teachers may be granted up to ten (10) years experience credits, but not less than five (5) years of eligible experience credits, which may include up to five (5) years for military duty, and may, at the discretion of the Superintendent, be granted up to fifteen (15) years of previous experience.

College hours taken to qualify for an initial teaching certificate after having received a Bachelor's Degree or a Master's Degree in a non-education area will not be counted for salary schedule placement for newly hired teachers.

Teachers with nonpublic experience will get up to five (5) years experience with the Superintendent having discretion to give up to ten (10) years.

B. SALARY SCHEDULE FOR COCURRICULAR/EXTRA-CURRICULAR ASSIGNMENTS

For all non-athletic supplemental positions, except as otherwise modified below, representative committees of Association members in each building, chosen by the Association, shall meet jointly with the administration in their respective buildings to develop recommendations for the job descriptions and salary amounts.

1. Filling Positions: The parties agree that the Board has the right to fill or not fill co-curricular or extracurricular positions; however, when these positions are filled, payment for services will be paid at the agreed-upon rates. All co-curricular or extracurricular positions shall be posted, and bargaining unit members will be considered before such positions are offered to bargaining unit nonmembers. The Board agrees to abide by the Ohio Revised Code when filling positions.

2. Supplemental job qualifications shall not unfairly exclude members of the bargaining unit.

3. Computation Basis: Salaries are listed as percentages of the B.A. Base +10, step 1 in effect for each school year.

4. All supplemental payments are to be payable as a single sum for the pay period next following completion of the assignment, or may be paid in a separate check if over $300 once per quarter, at the option of the teacher.

5. a. NonAthletic CoCurriculars and Extracurriculars

Band Director	17%
Asst. Marching Band Director	10%
Assistant Concert Band	3%
Middle School Band Director	2%
Flag Corp Advisor	6%
Highlights Advisor	6%
Play Director, High School	8%
Play Asst. Director, High School	3%

NOTE: Total % for play may be distributed to a

"Directing Team" as per negotiated agreement.

Musical Director, High School/Harmon	10%
Musical Asst. Director, High School/Harmon	6%
NOTE: Total % for musical may be distributed to a "Directing Team" as per negotiated agreement.	
Musical Choreographer	3%
Auditorium Manager	10%
Yearbook, High School	6%
Class Advisor, Senior	8%
Class Advisor, Junior	4%
Class Advisor, Sophomore	2%
Class Advisor, Freshman	2%
Newspaper Advisor, Elementary	4%
Student Council, High School	8%
Student Council, Harmon	6%
Student Council, Elementary	6%
Cheerleader Advisor, High School (per season)	4%
JV Cheerleader Advisor, High School (per season)	3%
Cheerleader Advisor, Harmon (per season)	3.5%
Quiz Bowl Advisor, High School	5%
Quiz Bowl Advisor, Harmon	3%
Choral	7%
Middle School Choral	2%
Orchestra	7%
Orchestra Middle	2%
Leighton Orchestra	1%
Leighton Band	1%
Leighton Choral	1%
Leighton General Music Performance	0.5%
Craddock General Music Performance	0.5%
Unless noted:	
Clubs, High School (as approved by administration)	2%**
Clubs, Harmon (as approved by administration)	2%**
Clubs, Leighton (as approved by administration)	2%**

LES Book Club	3%
LES Robotics Club	4%
HMS Math Club	3%

**pilot clubs paid at 1%

Special Education Teachers (full time, part-time prorated including Speech Pathologists & Occupational Therapists)	4%
Best Buddies Advisor (ABC)	2%
BETA Club Advisor	4%
Mentor Program Advisor Freshman	4%
National Honor Society Advisor	5%
Science Olympiad Advisor	4%
Local Professional Dev. Committee Secretary	5%
Local Professional Dev. Committee Member	3%
Talent Show Team	2%
Art Exhibit Coordinator	5%
Sixth Grade Camp Coordinator	6%
Sixth Grade Camp Coordinator	One (1) Day Released Time
Washington DC Coordinator	6%
Washington D.C. Trip Director	One (1) Day Released Time
7th Grade Trip Coordinator	3%
Harmon Gaming Club	3%
Harmon Speech/Debate Club	3%
AHS Interact Club	3%

Activities can be established with administrative approval at an agreed upon number of hours compensated at the current intramural rate which will not exceed the equivalent of 1%. If after one (1) year the administrator and activity advisor agree that the activity should become a pilot club, then this shall take place.

*Pilot clubs can be established on a trial basis for one (1) school year only with administrative approval and shall be paid at one percent (1%). Any such club that continues beyond the first year shall be considered to have been added to the contract and shall be paid at two percent (2%) unless a different rate is negotiated between the parties.

Department Chairs		
High School		
English		5%
Mathematics		5%
Science		5%
Social Studies		5%
Other (2)		5%
Harmon		
English/Reading		5%
Mathematics		5%
Science		5%
Social Studies		5%
Other		5%
Elementary (1 per grade level)		
Pre K +K		5%
1		5%
2		5%
3		5%
4		5%
5		5%
Other Pre K-2 and 3-5		5%
Pre School Coordinator		5%
Pre K-12 Art		5%
Pre K-12 Music		5%
Pre K-12 School Counseling		5%
Pre K-12 Physical education		5%
Pre K-12 Special Ed		5%
Saturday School Supervisor	$24.96	2025-2026
(minimum two hours on each scheduled day)	$25.58	2026-2027
Note: *Increase rate by Base Salary % increase*	$26.29	2027-2028
Overnight Supervision of Students	$150 /Night	
(where activities not performed under Supplemental; effective for the entire contract overnight supervision stipend issued for bargaining unit members holding supplementals who are approved for and required to supervise students on overnight trips including overnight stipend for faculty supervisors on high school class trips		
Resident Educator per teacher		$850.00

Intramurals	$19.38/Hour	2025-2026
Increase each year by the percentage of the base)	$19.87/Hour	2026-2027
	$20.41/Hour	2027-2028

Sixth Grade Camp Coordinator	One (1) Day Released Time
Washington Trip Director	One (1) Day Released Time
High School Counselors	10 days extra
Harmon School Counselors	9 days extra
Elementary School Counselors	4 days extra
District Nurse	5 days extra
District Behavior Coach	5 days extra
	5 days extra
District Math Specialist	5 days extra
District Literacy Specialist	2 days extra
Vocational Connection for Success	2 days extra
Vocational - Media Arts	5 days extra
Gifted Coordinator	15 days extra
AHS & Harmon Psychologists	10 days extra
Elementary Psychologists	

b. In response to the posting of a position as Director of a play or musical, members of the bargaining unit may apply for the hiring of a Directing Team. The Directing Team for a musical will have available for payment, an amount equal to sixteen percent (16%) of the Base Salary; the Directing Team for a play will have available for payment, an amount equal to eleven percent (11%) of the Base Salary. The application for hiring a Directing Team must contain the names of the people to be given supplemental contracts, the amount to be paid to each, and a brief description of the duties to be performed by each. The Board maintains the discretion not to accept any or all members of the Directing Team. The teacher who files the application will serve as the Directing Team's primary contact person with the School Administration. Members of the bargaining unit may similarly request the hiring of an advising team for High School Cheerleading.

6. Athletic Program Positions

Baseball	Head Coach	Varsity	12%
	Assistant Varsity	Two (2)	9%
	Assistant JV	One (1)	9%
	Assistant (Freshmen)	One (1)	8%
	Assistant (8th)	One (1)	7%

Basketball (Boys)	Head Coach	Varsity	15%
	Assistants **	Varsity (2)	10%
	Assistant **	Freshman (1)	9%
	Assistant **	8th Grade (1)	8%
	Assistant **	7th Grade (1)	8%

**Two (2) Assistants will be paid 10%; one (1) Assistant will be paid 9%; two (2) Assistants will be paid 8%.

Basketball (Girls)	Head Coach	Varsity	15%
	Assistants (Varsity)	One (1)	10%
	Assistant (JV)	One (1)	10%
	Assistant (Freshmen)	One (1)	9%
	Assistant (8th)	One (1)	8%
	Assistant (7th)	One (1)	8%

Cross Country	Head Coach	Varsity	12%
	Assistant High School	Two (2)	6%
	Assistant 7th & 8th Grade	Two (2)	6%

[Will hire one person at intramural rate to accompany 7th and 8th grade teams on away trips.]

Football	Head Coach	Varsity	18%
	Assistants **	Varsity (6)	13%
	Assistants **	Freshman (2)	9%
	Assistants **	8th Grade (2)	8%
	Assistants **	7th Grade (2)	8%

**Six (6) Assistants will be paid 13%; two (2) Assistants will be paid 9%; four (4) Assistants will be paid 8%.

Golf (Boys)	Head Coach	Varsity	8%
	Assistant		6%

Golf (Girls)	Head Coach	Varsity	8%
	Assistant		6%

Hockey	Head Coach		12%
	Assistant (Varsity)		8%
Lacrosse (Boys)	Head Coach	Varsity	12%
	Assistant	One (1)	8%
Lacrosse (Girls)	Head Coach	Varsity	12%
	Assistant	One (1)	8%
MS AD/Athletic Assistant			16%
Soccer (Boys)	Head Coach	Varsity	12%
	Assistant (High School)	One (1)	9%
	Assistant JV	One (1)	9%
	Assistant (8th)	One (1)	6%
Soccer (Girls)	Head Coach	Varsity	12%
	Assistant (High School)	One (1)	9%
	Assistant JV	One (1)	9%
	Assistant (8th)	One (1)	6%
Softball (Girls)	Head Coach	Varsity	12%
	Assistant Varsity)	One (1)	9%
	Assistant (JV)	One (1)	9%
	Assistant (Freshmen)	One (1)	8%
	Assistant (8th)	One (1)	7%
Swim	Head Coach		12%
	Assistant (Varsity)		8%
	Diving Assistant		8%
Tennis (Boys)	Head Coach	Varsity	8%
	Assistant (High School)	One (1)	6%
	Assistant (8th)	One (1)	4%
	Assistant (7th)	One (1)	4%
Tennis (Girls)	Head Coach	Varsity	8%
	Assistant (High School)	One (1)	6%
	Assistant (8th)	One (1)	4%

	Assistant (7th)	One (1)	4%
Track (AHS)	Head Boys Coach	Varsity	12%
	Head Girls Coach	Varsity	12%
	Assistant Varsity	Six (6)	9%
Track (Harmon)	Head Coach	7th & 8th	9%
	Assistant 7th & 8th	Four (4)	7%
Volleyball	Head Coach	Varsity	12%
	Assistant (Varsity)	One(1)	8%
	Assistant JV	One (1)	8%

Off Season Workout: Intramural Rate up to 50 hours per coach per sport. The head coaches for each season and the administration will collaborate to determine the number of coaches from each sport who will be present in advance of the off-season workout.

For non-athletic supplemental activities, a new column at one percent (1%) above base column for each position paid as a percentage of a salary schedule amount shall be added for those with five (5) or more years of Aurora experience in the supplemental position.

The following will be available for AEA members who have coached for consecutive years without a break in service: For each four (4) consecutive years of Aurora experience in an athletic supplemental as defined herein, the coach shall receive a longevity step of one percent (1%). If an AEA member communicates in writing to the athletic director prior to a break in services that they intend to take a leave of absence from coaching for not more than one (1) year with the intent to return, it would not be considered an interruption in the consecutive years of coaching. For the purpose of longevity steps for all supplementals, the longevity step applies to AEA bargaining unit members only for previous experience in a specific sport or activity in Aurora regardless of level or gender. All positions paid as a percentage of the BA+10 Step 1 teaching salary.

During the term of the 2022-2025 contract and until such time that the individual qualifies for the percentages in the paragraph above, the following will be available for AEA members who:

1. were carrying an athletic supplemental during the 2021-2022 school year,
2. who have had a prior break in service, and,
3. have been receiving the additional 1%,

will continue to receive that percentage if they continue with that athletic supplemental.

If new positions are created by the Board or if the duties connected with existing positions are substantially altered, the pay for the newly created or altered position shall be negotiated by representatives of the Board and the AEA. The pay that is determined by the Committee shall be considered an addendum to the existing supplemental professional schedule. An activity may be commenced during negotiation of the compensation, but the pay that results shall be effective with the first day the activity began. Coaches who attend classes mandated by the Ohio High School Athletic Association shall be reimbursed for the full cost for completion of all such mandatory training.

Where a varsity athletic team in the state top eight (8) in team sports and/or is in the state top sixteen (16) in individual sports, the head varsity coaches and assistant coaches holding a supplemental contract, shall be paid an additional $200 per student participant, to a maximum total of $400.00 per coach as determined by the head coach and administration.

C. SUMMER SCHOOL

1. Selection of Teachers

    a. In making the selection of teachers for Summer School classes, the primary consideration shall be the best possible instruction for Summer School students.

    b. Currently employed teachers shall be the first hired to teach in areas for which they are certified.

    c. If currently employed teachers are not available, the position may then be filled with other personnel who are certified in the appropriate area.

    d. Teachers applying for Summer School positions shall be evaluated by the Building Principals in consultation with consultants, Supervisors, or Building Department Heads, whichever are applicable.

    e. The final selection shall be made by the Superintendent.

    f. Assignments are made according to the applicant's preferences, whenever possible.

    g. Preference will be given to those candidates otherwise qualified who have had previous successful and dependable Summer School teaching experience.

2. Application Forms: Forms shall be provided for the purpose of application.

3. Summer School Compensation:

$48.50/Hour 2025-2026
$49.00/Hour 2026-2027
$49.50/Hour 2027-2028

4. Evaluation: Evaluation shall include the Teacher Evaluation under established policy, Program Evaluation, and Financial Evaluation.

5. Consolidation of Courses: Course structure of the Summer School Program will be clarified in those instances where enrollments require that combination programs be utilized.

D. SUBSTITUTE ASSIGNMENTS

1. Teachers who are asked to cover or split a class during their contractually stipulated planning period shall have the option of accepting or rejecting such a request, except in cases of an emergency. Rejection of a request to substitute during a planning period shall not be held against that teacher.

2. The rate for all grade level teachers who cover or split a class during a contractually stipulated planning period shall be: 0.0008 of the B.A. Base Step 1 experience per hour and prorated for shorter periods to the nearest quarter hour.

$38.62/Hour 2025-2026
$39.59/Hour 2026-2027
$40.68/Hour 2027-2028

E. HOMEBOUND INSTRUCTION

In recognition of the Board's legal obligation to provide instruction for Homebound students, the following procedures will be adhered to:

1. Upon notification of the need for Homebound Instruction, the Board shall post all Homebound Instruction positions, and bargaining unit members will be considered before such positions are offered outside the bargaining unit.

2. Individuals providing Homebound Instruction shall be employed on an hourly basis. The hourly rate for individuals providing Homebound Instruction shall be the same as the Summer School Instruction rate above.

F. CURRICULUM DEVELOPMENT

Teachers who participate in the development of new courses or who participate in revising existing courses shall perform such work during the regular day except when the Board may elect to schedule curriculum work outside thirty (30) minutes beyond the regular workday in which case teachers shall be compensated as set forth in Article 13.D.2.

G. SEVERANCE PAY

1. A severance payment shall be made to employees of record upon retirement. Eligibility for said payment shall be related to the accrued, unused Sick Leave at the time of retirement as follows:

    a. Shall be based on the employee's daily rate of pay at the time of retirement. Daily rate is the annual salary for regular teaching assignments divided by the number of contractual days.

    b. Shall be twenty-six percent (26%) of the accumulated Sick Leave at time of retirement. The percentage shall be thirty percent (30%) for any teacher with fifteen (15) or more years of experience in the Aurora City Schools. The maximum number of days of Sick Leave in the computation of severance shall be two hundred ninety (290). Regardless of STRS plan the employee chooses, when an employee retires when first eligible for a full, unreduced pension under STRS Defined Benefit (DB) Guidelines, the severance calculation, as defined above, shall be based upon all sick days accumulated regardless of the two hundred ninety (290) day limitation above.

    c. Shall be a one-time lump sum payment per employee made after the employee has presented evidence of having received a retirement payment.

    d. Shall eliminate all Sick Leave credit when paid.

    e. Shall be paid subsequent to the retiring employee's effective date of retirement from the District and either: 1. the confirmation of the commencement of normal monthly disbursements from STRS or 2. documentation of eligibility for normal STRS Retirement and documentation of a lump sum withdrawal from STRS.

    f. If a bargaining unit member who has officially retired dies prior to the actual receipt of severance pay, then the payment shall be made to his/her beneficiary as designated on his/her Life Insurance Policy (Reference: Article 12, Section E), unless otherwise specified in writing to the Treasurer. If a bargaining unit member becomes eligible for retirement while still employed and that

bargaining unit member passes away, the severance pay shall be paid to his/her estate.

2. Teachers who notify the Board (by March 1) of their intent to retire at the end of the school year and who do in fact retire at the end of the school year shall receive a $500 bonus.

3. If by April 1 a teacher notifies the Superintendent's office of her/his intention to retire after the last day of school of that particular year and begin STRS health care coverage effective July 1, the Aurora Schools agree to reimburse the teacher for her/his costs of health insurance, whether through STRS, the purchase of COBRA, or through the obtainment of insurance through any other means except obtaining other gainful employment for the months of June, July, and August of the calendar year in which they retire. Such reimbursement shall be up to Five Hundred Dollars ($500) per month for Single coverage or One Thousand Five Hundred Dollars ($1,500) per month for Family Coverage or the actual amount of such coverage, whichever is less.

4. PAYMENT AND DEFERRAL OF SEVERANCE

The parties agree to pay Severance upon an employee's retirement in accordance with the following:

a. Notwithstanding anything in this Agreement or Board policy to the contrary, in accordance with the terms of this Agreement and any related provisions of a plan document adopted by the Board to comply with the requirements of Section 403(b) of the Internal Revenue Code (the "IRC"), retiring employees who are members of the bargaining unit that is represented by the Aurora Education Association (the "AEA") and who are covered by this collective bargaining agreement (the "CBA") between the Board and the AEA and who are eligible for the Severance Pay Deferral Program as defined below, shall have the total amount that otherwise would be payable to them as Severance Pay (as defined below) paid by the Employer into an annuity contract or custodial account that is designated to meet the tax-qualification requirements of IRC Section 403(b)(a "TSA"). Payment of such amounts under this Section and the applicable section of the Aurora City School District Section 403(b) Plan shall be in lieu of payment of such amounts directly to the retiring Employee; and no retiring Employee shall have the option of receiving payment of such amounts directly in cash.

b. The provisions of this Section are hereinafter referred to as the AEA Severance Pay Deferral Program. The terms of the AEA Severance Pay Deferral Program shall include the following:

1) Participation in the AEA Severance Pay Deferral Program shall be mandatory for all "Covered Employees." A Covered Employee shall be any Employee who meets the following requirements:

   i. The Employee retires on or after June 1, 2022, and thereby becomes entitled to "Severance Pay."

   ii. The Employee's last day of employment is in or after the calendar year Employee attains (or will attain) age 55.

   iii. The Employee has a Severance Payment to be paid by the Board of at least five thousand dollars ($5,000).

2.) For purposes of the AEA Severance Pay Deferral Program, the term "Severance Pay" shall be as defined in Sections A and C of this Article.

3.) The Employer Contribution made on the behalf of the Covered Employee under the AEA Severance Pay Deferral Program in each calendar year shall be in an amount equal to the lesser of:

   i. The total amount of the Covered Employee's Severance Pay.

   ii. The maximum contribution amount allowable under the terms of this article of the Master Agreement.

4.) The required Employer Contribution under the AEA Severance Pay Deferral Program shall be made at the request of the employee but not later than January 31 of the year following retirement.

5.) To the extent that the Employer Contribution under the AEA Severance Pay Deferral Program exceeds the maximum amount allowable under this Plan in the calendar year of payment, the excess amount shall be payable to the 403(b) Plan in January in subsequent calendar year(s), up to the maximum amount allowable under this Plan, for up to a maximum of two (2) calendar years after the calendar year of the Covered Employee's retirement; and if there is any remaining amount of Severance Pay, the excess amount shall be paid to the Covered Employee in cash.

6.) A district approved TSA vendor shall be used for the AEA Severance Pay Deferral Program. At least thirty (30) days prior to retirement, the employee shall indicate their chosen vendor to the District Treasurer in writing. If no such designation is made, the ~~A~~ Participant in the AEA Severance Pay Deferral Program shall complete the AIG VALIC enrollment forms, and unless and until an employee does so, no contribution of severance pay shall be made to the AEA Severance Pay Deferral Program on behalf of the teacher. A successor company or companies for such default selections may be selected at any time by mutual agreement of the Board and the AEA. After adoption of the AEA Severance Pay Deferral Program, any administrative fees shall be borne by the AEA Severance Deferral Program participants.

7.) If a Covered Employee is entitled to have an Employer Contribution paid under the AEA Severance Pay Deferral Program and dies prior to such contribution being paid to the Designated Contract, an amount equal to the unpaid contribution shall nevertheless be paid in cash directly to the designated beneficiary of the Covered Employee; and if there is no designated beneficiary, it shall be paid to the estate of the deceased Covered Employee.

8.) Any employee who is entitled to severance pay who is not a Covered Employee as defined in this Article will continue to be eligible for any and all severance payments in accordance with this Article. The employee may elect to defer such payments through a Designated Contract as otherwise described herein.

9.) Neither the Board nor the AEA guarantee any tax or investment results associated with the AEA Severance Pay Deferral Program.

H. WORKSHOPS

1. In recognition of its responsibility for providing employees with an opportunity for professional growth, the Board of Education has established the following regulations governing employees' attendance and/or participation in programs designed to further the professional growth of its participants.

   a. Where an employee has been invited to serve in an official capacity at a workshop, State, or National professional meeting; or where an employee requests or has been directed by the Superintendent to attend a professional meeting.

b. The Board's obligation is to:

(1) Provide and pay for a substitute (not to be drawn against amount established in Section G.3, below).

(2) Pay expenses at the IRS-approved rate for automobile travel, not to exceed six hundred (600) miles.

(3) Pay for bus, train, or plane fare, whichever is judged as the most satisfactory means of transportation.

(4) Pay for lodging at preapproved rate and food at the following rates: $20 Breakfast, $22 Lunch, and $33 Dinner.

(5) Pay for registration fees.

c. The Board will continue its present practice of releasing teachers for professional meetings, visitations, and resource trips. Requests must be made to the Superintendent.

2. Requests

a. All requests for attending meetings, conferences, workshops, etc., are subject to the following requirements:

(1) The form required and provided by the Board must be completed by the employee requesting leave from regular duty.

(2) The Principal will forward the request with his/her recommendation to the Superintendent for final decision.

(3) Evidence of the meeting to be attended must be presented with the request form.

(4) Receipts covering costs incurred while attending meetings must be presented to the Superintendent's Office before the employee may be reimbursed for his/her expenses.

(5) All requests are subject to the final approval of the Superintendent.

3. Appropriation: The Board shall appropriate no less than Four Thousand Dollars ($4,000.00) per calendar year for the implementation of this program. The parties agree that if there are professional development opportunities that are otherwise approved, the District may fund attendance at those conferences through other funds.

I. PROFESSIONAL DEVELOPMENT PROGRAM

1. The Board shall appropriate a sum sufficient to provide $34,500 in each fiscal year covered by this contract to provide reimbursement to teachers and tutors for earned college credit, subject to the following conditions:

    a. The teacher shall have taught in the Aurora City Schools for a minimum of one (1) year.

    b. College courses must be taken in or related to education, teaching, an area of certification or administration, and must be demonstrated to the Superintendent.

    c. Available monies shall be provided to pay reimbursement to all bargaining unit members, on a first-come/first-served basis, within the following priority:

        (1) Those teachers who have demonstrated need as shown on the Evaluation Form.

        (2) All other teachers.

    d. Teacher desiring such reimbursement must meet with the Building Principal, and receive approval of Building Principal and the Superintendent on the appropriate form provided for this purpose, prior to enrolling in the college course. Studies granting college credit which lead to the direct improvement of knowledge and teaching ability in the teacher's certified field, or used for expanding/maintaining the teacher's certification/licensure aligned to the teacher's Individual Professional Development Plans.

    e. Teachers shall submit written proof in the form of an official transcript of completed credit at an accredited university, with a passing grade, to the Superintendent, at the conclusion of the quarter in which the previously approved course was taken.

    f. The reimbursement shall be the cost of courses approved in accordance with procedures established herein at the rate of up to Two Hundred Dollars ($200.00) for traditional (brick & mortar) coursework and One Hundred Fifty Dollars ($150.00) for online coursework per semester hour successfully completed [not to exceed nine (9) quarter hours, six (6) semester hours] annually per teacher, provided the preceding provisions of this Section have been met. Classes taken in quarter hours will have the amounts and credit limitations in the Article on a pro rata basis.

    g. The reimbursement is to be payable as a single sum, in a separate check, for the pay period next following presentation of the official

transcript that the course work has been successfully completed and verification of the actual tuition cost.

h. Each teacher receiving reimbursement 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 the receipt of such reimbursement. If such teacher fails to teach in the District for the required period, the amount of such reimbursement received during the prior school year shall be deducted from said teacher's final pay.

i. No teacher shall be reimbursed for more than six (6) quarter hours [or four (4) semester hours] until all other requests have been honored during each fiscal year.

J. STRS PICK-UP WITH REDUCTION

1. The Board of Education of the Aurora City School District, herewith, agrees with the Aurora Education Association to pick-up (assume and pay) contributions to the State Teachers Retirement System (STRS), upon behalf of the employees in the bargaining unit, on the following terms and conditions:

   a. The amount to be picked-up and paid on behalf of each employee account. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.

   b. The pick-up percentage shall apply uniformly to all members of the bargaining unit.

   c. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.

   d. The pick-up shall apply to all compensation, including supplemental earnings.

ARTICLE 14 SPECIALISTS

A. Specialists covered under this Collective Bargaining Agreement shall be entitled to the following benefits.

1. All rights and benefits under the following Articles:

   a. Article 1 Recognition

   b. Article 2 The Negotiation Process

c. Article 3 Grievance Procedure

d. Article 4 Provisions Contrary To Law

e. Article 5 Association Rights

f. Article 11 Leaves

g. Article 12 Insurances (Section I.6)

h. Article 13 Professional Development Program

i. Article 15 Tuition for Teacher Dependents

j. Article 20 Agreement

2. The following rights in these three (3) Articles:

a. Article 6. Teacher Contracts

A. Limited Contracts

Specialists shall be hired under a specialist's contract.

E. Teacher Appraisal

11. Specialists shall be entitled to appraisals consistent with Section E of this Article.

F. Personnel File

G. Payroll Deductions

b. Article 10. Reduction In Staff

Both Reduction In Staff and recall for specialists shall be by seniority. Specialists shall be included only on a Seniority List for specialists. Specialists shall not have a right to be included on other Seniority Classification Lists, and other members of the bargaining unit shall have no seniority rights to be placed on the Specialist List, except for previous specialist experience. Seniority rights are extended for the purpose of Reduction In staff only. Other specialist rights shall be consistent with the teacher provisions of this Article.

c. Article 13. Salary and Reimbursements

Specialists shall be employed on an hourly basis. The hourly rates for all Specialists under the terms of this Agreement shall be based on the following index.

2025-2026	$33.26
2026-2027	$34.09
2027-2028	$35.03

Experience Steps (See Base Above)
1-2 years (1.0)
3-5 years (1.03)
6-8 years (1.06)
9-11 (1.09)

3. Specialists whose daily work schedule includes four or more student contact hours shall be entitled to and shall receive a thirty (30) minute paid lunch.

ARTICLE 15 TUITION FOR TEACHERS' DEPENDENTS

The following benefit is available to all members of the bargaining unit.

Children of members of the bargaining unit who reside outside the school district may apply to enroll their children in the Aurora City Schools at the beginning of the school year at no cost, provided there is space available as determined by the Superintendent, and the children do not require any academic program that is an additional cost to the district (including, but not limited to, career tech, special education or disability related services, ELL services, gifted services, vocational educational services or College Credit Plus) that is not available in the District schools and which are not ordinarily provided to regular education students as part of the general education program.

Employees participating in this program shall provide transportation for their children to and from school. The children shall arrive and leave their school(s) on the same time schedules as other pupils, thereby assuring that the parent/employee's duties or the duties of other employees shall not be interrupted as a result of this benefit.

Specifically, the parent/employee will make arrangements for the off-site care of their children before and after school which will not interfere with their regular and/or supplemental duties and responsibilities. This plan must be approved by the Building

Principal. Child care by any employee during regular or supplemental working hours is inappropriate and will be considered a violation of this Article. If a child is identified during the course of the school year as requiring special education services, the child will be returned within a reasonable period of time to their school district of residence.

ARTICLE 16 LPDC

The purpose of the Local Professional Development committee (LPDC) is to oversee and review professional development plans for licensure renewal. The LPDC will work closely with the Aurora City School District's staff development committee to ensure alignment of goals and expectations.

A. ORGANIZATION AND STRUCTURE

1. The LPDC will be made up of five (5) members:

    a. Three (3) teacher representatives, one from each level (Elementary, Middle and High School) appointed by the association president.

    b. An administrator

    c. A representative selected by the superintendent

2. All certificated/licensed staff shall have the right to appeal a decision of the LPDC pursuant to the committee's bylaws.

3. The decision of the LPDC to approve a staff member's Individual Professional Development plan is not grievable.

4. The LPDC will follow all Ohio Department of Education regulations and state statutes.

5. The files and records of the LPDC will be maintained in an equitable manner.

6. Compensation for LPDC members is outlined in Article 13.

B. The link for updating and/or submitting LPDC information shall be provided to teachers on the District's internal website.

ARTICLE 17 RESIDENT EDUCATOR

The Aurora City Schools shall follow the guidelines and requirements for the Resident Educator Program as described by the Ohio Department of Education for each teacher hired under a Resident Educator license for the duration required by the program.

Teachers who serve as mentors shall be compensated at a rate of $850.00 for each year, per mentee, in the program, which duties shall be offered to interested bargaining unit members who have received the mentoring training. If there is no cost for the training, participation in the mentoring training shall be open to all bargaining unit members. Where such cost would be incurred for the program itself, the Board shall cover the cost of providing such training to any interested bargaining unit member selected by the administration. Efforts will be made to match grade level/subject areas in assigning mentors.

Such guidelines shall include a prohibition against the Mentor Teacher participating in evaluation of any Resident Educator in any way, including being requested or directed to make any recommendation regarding the continuing employment of the Resident Educator or to divulge any information or documentation resulting from the Mentor/Mentee discussions.

ARTICLE 18 DISCIPLINE

No bargaining unit member shall be disciplined or terminated without just cause. This just cause standard shall not apply to decisions to non-renew.

ARTICLE 19 DRUG-FREE WORKPLACE

The Association and Board oppose the illegal use of drugs by any employee and oppose the use of illegal drugs or alcohol which presents a significant risk to safe and effective performance of job responsibilities. The parties agree that it is in the best interest of the Board, Association and all students that the District be a drug and alcohol-free work place. The Association and Board wholeheartedly support reasonable efforts by the other to obtain and maintain this result.

1. The term “drug” includes cannabis as well as other controlled substances including alcohol as defined in the Ohio Revised Code. The term “illegal drug usage” or “illegal drug abuse” includes the use of cannabis or any controlled substance which has not been legally prescribed and/or dispensed, or the abusive use of alcohol or a legally prescribed drug.

2. Before any reasonable suspicion testing program commences, at least three (3) administrators appointed by the Superintendent shall attend training offered by the Ohio Bureau of Workers’ Compensation in the detection and prevention of abuse of drugs or alcohol paid by the Board. Four (4) members appointed by the Association President shall be offered the opportunity to attend such training.

3. Employees may be tested for abusive illegal drug or alcohol where there are reasonable grounds to believe that the employee to be tested is abusing illegal drugs. Before an employee may be directed to reasonable

grounds testing, a committee composed of at least two (2) appropriately trained administrative personnel will consider the specific, objective facts which raise reasonable concerns regarding illegal drug abuse. The administrators will offer to meet with an appropriately trained AEA member appointed by the AEA President to review and discuss those facts and inferences. Such facts and inferences may be based upon, but are not limited to, any of the following:

a. Observable phenomena, such as direct observation of drug or alcohol use, possession or distribution, or the physical symptoms of being under the influence of drugs or alcohol, such as but not limited to slurred speech, dilated pupils, odor of alcohol or marijuana, changes in affect, dynamic mood swings, etc.

b. A pattern of abnormal conduct, erratic or aberrant behavior, or deteriorating work performance (e.g. frequent absenteeism, excessive tardiness, recurrent accidents) which appears to be related to substance or alcohol abuse and does not appear to be attributable to other factors.

c. The identification of an employee as a focus of a criminal investigation into unauthorized drug possession, use or trafficking.

d. Repeated or flagrant violations of the Board's safety or work rules, which are determined by a supervisor to pose a substantial risk of physical injury or property damage and which appear to be related to substance use or substance use that may violate the Board's drug free workplace policy and do not appear attributable to other factors.

4. Any member who may have caused or contributed to an on-the-job accident, as defined below, shall submit to a drug and/or alcohol test. "Accident" means an unplanned, unexpected or unintended event which occurs on Board property, during the conduct of the Board's business, or during working hours, or which involves Board-supplied motor vehicles or motor vehicles used in conducting the Board's business, or within the scope of employment, and which results in any of the following:

a. A fatality of anyone involved in the accident.

b. Bodily injury requiring off-site medical attention away from the employer's place of employment.

c. Vehicular damage in apparent excess of $2500, or

d. Non-vehicular damage in apparent excess of $2500.

5. Provided the Board had reasonable cause to believe that the employee to be tested is abusing illegal drugs or alcohol, an employee refusing to submit to testing shall be disciplined up to and including discharge.

6. Testing shall be conducted at a laboratory that meets "Mandatory Guidelines for Federal Workplace Drug Testing Programs and is listed on the Federal Register."

   a. Guidelines and Additional Requirements -- Except as otherwise provided, all drug testing will, as a minimum, be conducted in accordance with the U.S. Department of Health and Human Services' "Mandatory Guidelines for Federal Workplace Drug Testing Programs," as set forth in the Federal Register and at Board expense. In addition to the "Guidelines," urine samples will be separated into two containers at the time of sample donation. One portion of the original urine sample will be kept secure and chemically stable and made available for verification of laboratory testing results as provided in Section E., 2. All alcohol testing will, as a minimum, include the use of: evidential-grade breath alcohol analysis devices." Moreover, where a confirmatory test is performed directly on blood, one portion of the sample will be kept secure and chemically stable and made available for verification of laboratory testing results as provided in Section E., 2.

   b. Testing Positive

      (1) In the case of a "positive" test result, the employee will be so advised by the appropriate representative of the laboratory conducting the test, on a confidential basis, prior to the reporting of the results to the Employer, and the employee will have the right to discuss and explain the results, including the right to advise the laboratory representative of any medication prescribed by his/her own physician, which may have affected the results of the test.

      (2) An employee testing "positive" will have the right to have the secured portion of his/her urine or blood sample independently retested by a HHS-certified laboratory of his/her choice and at his/her expense. If the independent retest is "negative" the employee will be permitted to resume work immediately and be reimbursed for the cost of such independent test.

7. The Board shall encourage and refer the employee to participate in drug and/or alcohol counseling, employee assistance, rehabilitation, and other drug and alcohol abuse treatment programs. Employees who have tested

"positive" under these procedures will be encouraged to accept a referral to such a Program.

8. Discipline

   a. Confirmation – No adverse action or discipline will be taken against any employee on the basis an unconfirmed "positive" result of a drug or alcohol test. Confirmation of positive drug test results will be conducted using the GCMS method or other method which may subsequently be recognized by the U.S. Department of Health and Human Services as the state-of-the-art for validity and accuracy of drug testing results. Confirmation of positive alcohol test results will be conducted using a second breath sample and a second analytic device. In addition, at the option of the employee, a further confirmatory test will be performed on a blood specimen using the Gas Chromatography method or other method which may subsequently be recognized by the U.S. Government as the state-of-the-art for validity and accuracy of alcohol testing results.

   b. Grievance Procedure – Any discipline or adverse action imposed by the Employer as a result of this drug and alcohol program, including the results of chemical testing, will be subject to the grievance and arbitration procedures as provided in the collective bargaining agreement. Such discipline must meet the just cause standard.

9. The Board shall pay for the first two (2) tests. Additional tests of the original specimen desired by the employee shall be at his or her own expense, and done at the lab of his/her choice other than the one used by the Board.

10. Subject to the provisions of this policy, employee confidentiality shall be maintained.

11. This Section shall be construed and applied so as to be consistent with the Americans With Disabilities Act.

ARTICLE 20. REHIRE OF PREVIOUSLY RETIRED TEACHERS (PRTS)

A. Teachers who have declared retirement from the District when first eligible for unreduced benefits shall be eligible after sixty (60) days to be reemployed by the Board under a one (1) year limited Contract and shall be guaranteed such re-employment for up to a maximum of two (2) such one (1) year contracts. For teachers who, as a result of the changes made by STRS in April of 2025, are already past their initial year of eligibility for full unreduced retirement, such teachers shall be eligible to participate in the PRT program if they retire at the

end of the 2025-2026 school year and are in compliance with the notification provisions contained herein. All other conditions afforded to teachers under a limited contract shall remain, except as specifically modified herein. It is the intent of the parties to specifically supersede ORC 3317.13. Issues regarding termination of teacher contracts provided for in this Article 21 shall be enforced in accordance with procedures established under ORC 3319.16 and not enforced by means of the grievance and arbitration procedures contained elsewhere in this Master Agreement.

B. A teacher retired from Aurora City Schools and who is retired under the State Teachers Retirement System ("Previously Retired Teacher" or "PRT") shall be employed/reemployed under the following conditions:

1. A PRT who provides notice of retirement to the District not later than April 1 shall be rehired under the terms of this Article. PRTs do not need to be interviewed by the Board for any vacant positions for which they apply, with preference given to the PRT returning to the position from which s/he retired. PRTs who apply for a position other than the position from which they retired are not guaranteed a particular assignment upon reemployment. Such PRTs will be assigned to positions that are within their certification/licensure area(s).

2. After the first two (2) year contract(s) expire, the position vacated by a PRT will be posted as provided under Article 9. If no current bargaining unit member applies and is transferred to the vacated position, the retired teacher may be re-employed in his/her prior position. Any re-employment after the initial two (2) contracts is subject to the discretion of the Superintendent. The PRT shall provide notice annually by January 15 of the intent to return for the second or any subsequent re-employment.

3. PRTs will have no rights under the transfer and vacancy provisions of this Contract except as described in this Article.

4. All PRT contracts shall only be paid at Step 5 of the Bachelors column and the PRT shall not be eligible to advance on the salary schedule in any subsequent re-employment. It is the intent of the parties to specifically supersede ORC 3317.13 and 3317.14 for the purposes of salary placement.

5. The PRT may participate in the District's health and dental insurance program and the Board shall pay the employer share for a single health, dental, and vision insurance benefit plan. The PRT may also purchase the family plan by paying the difference between the single and family premiums. The PRT may also participate in the District's life insurance programs at his/her own expense. All payments will be made through payroll deduction.

6. After the initial two (2) year contracts expires, upon rehire by the Board consistent with the terms of this Article, PRTs may be awarded a single one (1) year contract that will automatically expire at the end of the school year without notice of nonrenewal and without compliance with ORC 3319.11 and 3319.111. For the purposes of PRTs, the parties expressly agree that this provision supersedes and replaces ORC 3319.11 and 3319.111.

7. PRTs are not eligible for severance pay for accumulated Sick Leave and may not participate in any future retirement incentive programs.

8. PRTs will be eligible to accumulate Sick Leave. Sick Leave shall commence at zero (0) days for PRTs. PRTs shall earn one and one-quarter (1-1/4) days of Sick Leave per month for the duration of their reemployment. PRTS may request an advance of up to five (5) days of Sick Leave, if necessary. PRTs must reimburse the Board for any advanced Sick Leave which is not earned at the time the PRT severs his/her employment with the District. The parties expressly agree that this provision supersedes and replaces ORC 3319.141.

9. Subject to these provisions, PRTs are part of the bargaining unit.

10. 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, the Ohio Administrative Code, Federal laws and regulations, and any other provisions of the Negotiated Agreement.

ARTICLE 21 AGREEMENT

A. This Master Contract represents the entire Negotiated Contract between the Aurora City Board of Education and the Aurora Education Association. The Association recognizes that the Board is not required to bargain during the life of this Master Contract on subjects reserved to the management and direction of the School District except as affect wages, hours, terms, and other conditions of employment, and the continuation, modification, or deletion of an existing provision of a Collective Bargaining Agreement.

B. The parties acknowledge that during the negotiations which resulted in this Master Contract, each had the unlimited right and opportunity to submit proposals on any subject within the scope of negotiations. The understandings and agreements arrived at by the parties, after the exercise of the above right and opportunity, constitute the entire Master Contract between said parties, and settles all issues on all matters within the scope of negotiations.

C. The parties agree that this Master Contract and the appendices hereto shall be effective July 1, 2025, and shall remain in full force until June 30, 2028.

C. The parties agree that this Master Contract and the appendices hereto shall be effective July 1, 2025, and shall remain in full force until June 30, 2028.

D. During the term of this Agreement, negotiations shall be reopened if the State Employment Relations Board or any court of competent jurisdiction determines, after all appeals or time for appeal have been exhausted, that any provision is unlawful, or if the Board is required to change a provision of this Agreement or a material term or condition of employment not addressed in this Agreement due to a change in state or federal law or a circumstance not anticipated during the negotiation of this Agreement. In either event, the parties will meet to negotiate regarding the necessary change(s) within ten (10) calendar days of written request by either the Board or Association and will continue such bargaining for a period of fifteen (15) calendar days following the initial meeting. If agreement is not reached at that point, then the parties shall request the appointment of a commissioner from the Federal Mediation and Conciliation Service, SERB, or a mutually agreed alternative dispute resolution entity. Concurrently, the parties shall petition the American Arbitration Association for a list of seven (7) names of potential arbitrators. The arbitrator shall be chosen in accordance with the provisions of Article 4(F)(5), provided that the arbitrator, following appointment, shall be required to issue a decision within thirty (30) days following her/his appointment, unless an extension of that time limitation is agreed to in writing by both parties. The arbitrator's decision on the matter shall be final and binding upon both the Board and Association.

SIGNATURES

AURORA CITY BOARD OF EDUCATION		AURORA EDUCATION ASSOCIATION	
Pamela K. Mehallis	7/28/25	Michelle L Dirda	
President	Date	President/Negotiations Chair	
	7/21/25		
Superintendent	Date	Member	
	7.21.25	Dana E. McNally	
Representative	Date	Member	
	7-21-25		
Representative	Date	Member	
	7-21-25		
Representative	Date	Member	
	7-21-25		
Treasurer	Date	Labor Relations Consultant	

EXHIBIT A-1

AURORA EDUCATION ASSOCIATION
BASE SALARY $48,291
EFFECTIVE SEPTEMBER OF 2025-26 SCHOOL YEAR
MEMBERS EMPLOYED PRIOR TO 9-1-92

	BACHELOR	BA+10	BA+20	BA+30	MASTERS	MA+10	MA+20	MA+30	MA + MA
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5	6	7	8	9
1	48,291	49,740	51,188	52,637	55,535	56,983	58,432	59,881	62,778
2	50,223	51,729	53,236	54,743	57,756	59,263	60,769	62,276	65,289
3	52,232	53,796	55,366	56,930	60,064	61,634	63,198	64,768	67,902
4	54,323	55,950	57,582	59,210	62,469	64,101	65,724	67,356	70,616
5	56,496	58,186	59,886	61,576	64,966	66,666	68,351	70,051	73,441
6	58,756	60,513	62,281	64,039	67,564	69,331	71,084	72,852	76,377
7	61,107	62,933	64,773	66,598	70,268	72,103	73,929	75,764	79,434
8	63,551	65,449	67,366	69,264	73,079	74,986	76,884	78,796	82,611
9	66,091	68,066	70,061	72,036	76,000	77,985	79,960	81,950	85,915
10	68,733	70,790	72,861	74,919	79,043	81,105	83,157	85,229	89,353
11	71,480	73,620	75,778	77,918	82,206	84,350	86,484	88,638	92,926
12	74,339	76,565	78,811	81,032	85,494	87,725	89,942	92,183	96,645
13	77,314	79,627	81,964	84,273	88,913	91,236	93,540	95,872	100,513
14	77,314	79,627	81,964	84,273	88,913	91,236	93,540	95,872	100,513
15	80,405	82,814	85,243	87,643	92,468	94,887	97,282	99,706	104,536
16	80,405	82,814	85,243	87,643	92,468	94,887	97,282	99,706	104,536
17	83,621	86,127	88,653	91,149	96,167	98,683	101,174	103,695	108,718
18	83,621	86,127	88,653	91,149	96,167	98,683	101,174	103,695	108,718
19	86,967	89,570	92,197	94,795	100,015	102,628	105,221	107,843	113,069
20	86,967	89,570	92,197	94,795	100,015	102,628	105,221	107,843	113,069
21	86,967	89,570	92,197	94,795	100,015	102,628	105,221	107,843	113,069
22	90,444	93,153	95,887	98,586	104,014	106,733	109,432	112,156	117,593
23	90,444	93,153	95,887	98,586	104,014	106,733	109,432	112,156	117,593
24	90,444	93,153	95,887	98,586	104,014	106,733	109,432	112,156	117,593
25	94,061	96,881	99,721	102,531	108,177	111,002	113,807	116,642	122,297
26	94,061	96,881	99,721	102,531	108,177	111,002	113,807	116,642	122,297
27	94,061	96,881	99,721	102,531	108,177	111,002	113,807	116,642	122,297
28	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
29	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
30	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
31	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
32	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
33	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189

34	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
35	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
36	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
37	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
38	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
39	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189
40	97,823	100,754	103,710	106,631	112,504	115,440	118,361	121,307	127,189

Exhibit A-2

AURORA EDUCATION ASSOCIATION
BASE SALARY - $49,498
EFFECTIVE SEPTEMBER OF 2026-27 SCHOOL YEAR
MEMBERS EMPLOYED PRIOR TO 9-1-92

	BACHELOR	BA+10	BA+20	BA+30	MASTERS	MA+10	MA+20	MA+30	MA + MA
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5	6	7	8	9
1	49,498	50,983	52,468	53,953	56,923	58,408	59,893	61,378	64,347
2	51,478	53,022	54,567	56,111	59,200	60,744	62,288	63,833	66,921
3	53,537	55,141	56,749	58,353	61,566	63,174	64,778	66,387	69,599
4	55,680	57,348	59,021	60,689	64,031	65,704	67,367	69,040	72,381
5	57,908	59,640	61,382	63,115	66,590	68,332	70,059	71,802	75,277
6	60,224	62,026	63,838	65,639	69,253	71,064	72,861	74,673	78,286
7	62,635	64,506	66,392	68,263	72,025	73,905	75,776	77,657	81,419
8	65,139	67,085	69,050	70,995	74,905	76,860	78,806	80,766	84,676
9	67,743	69,767	71,812	73,836	77,900	79,934	81,959	83,998	88,062
10	70,451	72,559	74,683	76,791	81,018	83,132	85,236	87,359	91,586
11	73,267	75,460	77,672	79,865	84,260	86,458	88,646	90,854	95,249
12	76,197	78,479	80,781	83,058	87,631	89,918	92,190	94,487	99,060
13	79,246	81,617	84,013	86,379	91,136	93,517	95,878	98,268	103,025
14	79,246	81,617	84,013	86,379	91,136	93,517	95,878	98,268	103,025
15	82,414	84,884	87,374	89,834	94,779	97,259	99,714	102,199	107,148
16	82,414	84,884	87,374	89,834	94,779	97,259	99,714	102,199	107,148
17	85,711	88,280	90,868	93,427	98,570	101,149	103,703	106,287	111,435
18	85,711	88,280	90,868	93,427	98,570	101,149	103,703	106,287	111,435
19	89,141	91,809	94,502	97,165	102,515	105,193	107,851	110,539	115,895
20	89,141	91,809	94,502	97,165	102,515	105,193	107,851	110,539	115,895
21	89,141	91,809	94,502	97,165	102,515	105,193	107,851	110,539	115,895
22	92,705	95,482	98,283	101,050	106,614	109,400	112,167	114,959	120,533
23	92,705	95,482	98,283	101,050	106,614	109,400	112,167	114,959	120,533
24	92,705	95,482	98,283	101,050	106,614	109,400	112,167	114,959	120,533
25	96,412	99,303	102,213	105,094	110,880	113,776	116,652	119,557	125,354
26	96,412	99,303	102,213	105,094	110,880	113,776	116,652	119,557	125,354
27	96,412	99,303	102,213	105,094	110,880	113,776	116,652	119,557	125,354
28	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
29	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
30	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
31	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
32	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
33	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368

34	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
35	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
36	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
37	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
38	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
39	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368
40	100,268	103,273	106,302	109,297	115,315	118,325	121,320	124,339	130,368

EXHIBIT A-3

AURORA EDUCATION ASSOCIATION
BASE SALARY - $50,859
EFFECTIVE SEPTEMBER OF 2027-28 SCHOOL YEAR
MEMBERS EMPLOYED PRIOR TO 9-1-92

	BACHELOR	BA+10	BA+20	BA+30	MASTERS	MA+10	MA+20	MA+30	MA + MA
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5	6	7	8	9
1	50,859	52,385	53,911	55,436	58,488	60,014	61,539	63,065	66,117
2	52,893	54,480	56,067	57,654	60,827	62,414	64,001	65,588	68,761
3	55,009	56,657	58,310	59,958	63,258	64,911	66,559	68,212	71,513
4	57,211	58,925	60,644	62,358	65,791	67,510	69,219	70,938	74,371
5	59,500	61,280	63,070	64,850	68,421	70,211	71,986	73,776	77,346
6	61,880	63,731	65,593	67,444	71,157	73,018	74,864	76,726	80,439
7	64,357	66,279	68,217	70,140	74,005	75,938	77,860	79,793	83,658
8	66,930	68,929	70,948	72,947	76,965	78,974	80,973	82,987	87,004
9	69,606	71,686	73,786	75,866	80,042	82,132	84,212	86,308	90,483
10	72,388	74,554	76,736	78,903	83,246	85,418	87,579	89,761	94,104
11	75,281	77,535	79,808	82,061	86,577	88,835	91,083	93,352	97,868
12	78,292	80,637	83,002	85,341	90,041	92,390	94,725	97,085	101,784
13	81,425	83,861	86,323	88,754	93,642	96,088	98,514	100,970	105,858
14	81,425	83,861	86,323	88,754	93,642	96,088	98,514	100,970	105,858
15	84,680	87,218	89,776	92,304	97,385	99,933	102,455	105,009	110,094
16	84,680	87,218	89,776	92,304	97,385	99,933	102,455	105,009	110,094
17	88,067	90,707	93,367	95,996	101,281	103,930	106,555	109,210	114,499
18	88,067	90,707	93,367	95,996	101,281	103,930	106,555	109,210	114,499
19	91,592	94,333	97,100	99,836	105,334	108,086	110,817	113,578	119,081
20	91,592	94,333	97,100	99,836	105,334	108,086	110,817	113,578	119,081
21	91,592	94,333	97,100	99,836	105,334	108,086	110,817	113,578	119,081
22	95,254	98,107	100,986	103,829	109,545	112,409	115,252	118,120	123,847
23	95,254	98,107	100,986	103,829	109,545	112,409	115,252	118,120	123,847
24	95,254	98,107	100,986	103,829	109,545	112,409	115,252	118,120	123,847
25	99,063	102,033	105,024	107,984	113,929	116,904	119,859	122,845	128,800
26	99,063	102,033	105,024	107,984	113,929	116,904	119,859	122,845	128,800
27	99,063	102,033	105,024	107,984	113,929	116,904	119,859	122,845	128,800
28	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
29	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
30	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
31	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
32	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
33	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952

34	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
35	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
36	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
37	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
38	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
39	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952
40	103,025	106,112	109,225	112,302	118,486	121,578	124,655	127,758	133,952

EXHIBIT A-4

AURORA EDUCATION ASSOCIATION
BASE SALARY - $48,291
EFFECTIVE SEPTEMBER OF 2025-26 SCHOOL YEAR
MEMBERS HIRED AFTER 9-1-92

	BACHELOR	BA + 10	BA+10	BA+20	BA+30	MASTERS	MA+10	MA+20	MA+MA	PHD
STEP	SALARY	INDEX	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
	1		2	3	4	5	6	7	8	9
1	48,291	1.0300	49,740	51,188	52,637	55,535	56,983	58,432	60,605	62,778
2	50,223	1.0712	51,729	53,236	54,743	57,756	59,263	60,769	63,029	65,289
3	52,232	1.1140	53,796	55,366	56,930	60,064	61,634	63,198	65,550	67,902
4	54,323	1.1586	55,950	57,582	59,210	62,469	64,101	65,724	68,172	70,616
5	56,496	1.2049	58,186	59,886	61,576	64,966	66,666	68,351	70,901	73,441
6	58,756	1.2531	60,513	62,281	64,039	67,564	69,331	71,084	73,736	76,377
7	61,107	1.3032	62,933	64,773	66,598	70,268	72,103	73,929	76,686	79,434
8	63,551	1.3553	65,449	67,366	69,264	73,079	74,986	76,884	79,753	82,611
9	66,091	1.4095	68,066	70,061	72,036	76,000	77,985	79,960	82,945	85,915
10	68,733	1.4659	70,790	72,861	74,919	79,043	81,105	83,157	86,262	89,353
11	71,480	1.5245	73,620	75,778	77,918	82,206	84,350	86,484	89,710	92,926
12	74,339	1.5855	76,565	78,811	81,032	85,494	87,725	89,942	93,298	96,645
13	77,314	1.6489	79,627	81,964	84,273	88,913	91,236	93,540	97,031	100,513
14	77,314	1.6489	79,627	81,964	84,273	88,913	91,236	93,540	97,031	100,513
15	80,405	1.7149	82,814	85,243	87,643	92,468	94,887	97,282	100,914	104,536
16	80,405	1.7149	82,814	85,243	87,643	92,468	94,887	97,282	100,914	104,536
17				88,653	91,149	96,167	98,683	101,174	104,951	108,718
18				88,653	91,149	96,167	98,683	101,174	104,951	108,718
19						100,015	102,628	105,221	109,147	113,069
20						100,015	102,628	105,221	109,147	113,069
21						100,015	102,628	105,221	109,147	113,069
22						104,014	106,733	109,432	113,513	117,593
23						104,014	106,733	109,432	113,513	117,593
24						104,014	106,733	109,432	113,513	117,593
25						108,177	111,002	113,807	118,052	122,297
26						108,177	111,002	113,807	118,052	122,297
27						108,177	111,002	113,807	118,052	122,297
28						112,504	115,440	118,361	122,775	127,189
29						112,504	115,440	118,361	122,775	127,189
30						112,504	115,440	118,361	122,775	127,189
31						112,504	115,440	118,361	122,775	127,189
32						112,504	115,440	118,361	122,775	127,189
33						112,504	115,440	118,361	122,775	127,189

34						112,504	115,440	118,361	122,775	127,189
35						112,504	115,440	118,361	122,775	127,189
36						112,504	115,440	118,361	122,775	127,189
37						112,504	115,440	118,361	122,775	127,189
38						112,504	115,440	118,361	122,775	127,189
39						112,504	115,440	118,361	122,775	127,189
40						112,504	115,440	118,361	122,775	127,189

EXHIBIT A-5

AURORA EDUCATION ASSOCIATION
BASE SALARY - $49,498
EFFECTIVE SEPTEMBER OF 2026-27 SCHOOL YEAR
MEMBERS HIRED AFTER 9-1-92

	BACHELOR	BA+10	BA+20	BA+30	MASTERS	MA+10	MA+20	MA+MA	PHD
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5	6	7	8	9
1	49,498	50,983	52,468	53,953	56,923	58,408	59,893	62,120	64,347
2	51,478	53,022	54,567	56,111	59,200	60,744	62,288	64,605	66,921
3	53,537	55,141	56,749	58,353	61,566	63,174	64,778	67,189	69,599
4	55,680	57,348	59,021	60,689	64,031	65,704	67,367	69,876	72,381
5	57,908	59,640	61,382	63,115	66,590	68,332	70,059	72,673	75,277
6	60,224	62,026	63,838	65,639	69,253	71,064	72,861	75,578	78,286
7	62,635	64,506	66,392	68,263	72,025	73,905	75,776	78,603	81,419
8	65,139	67,085	69,050	70,995	74,905	76,860	78,806	81,746	84,676
9	67,743	69,767	71,812	73,836	77,900	79,934	81,959	85,018	88,062
10	70,451	72,559	74,683	76,791	81,018	83,132	85,236	88,418	91,586
11	73,267	75,460	77,672	79,865	84,260	86,458	88,646	91,952	95,249
12	76,197	78,479	80,781	83,058	87,631	89,918	92,190	95,630	99,060
13	79,246	81,617	84,013	86,379	91,136	93,517	95,878	99,456	103,025
14	79,246	81,617	84,013	86,379	91,136	93,517	95,878	99,456	103,025
15	82,414	84,884	87,374	89,834	94,779	97,259	99,714	103,436	107,148
16	82,414	84,884	87,374	89,834	94,779	97,259	99,714	103,436	107,148
17			90,868	93,427	98,570	101,149	103,703	107,574	111,435
18			90,868	93,427	98,570	101,149	103,703	107,574	111,435
19					102,515	105,193	107,851	111,875	115,895
20					102,515	105,193	107,851	111,875	115,895
21					102,515	105,193	107,851	111,875	115,895
22					106,614	109,400	112,167	116,350	120,533
23					106,614	109,400	112,167	116,350	120,533
24					106,614	109,400	112,167	116,350	120,533
25					110,880	113,776	116,652	121,003	125,354
26					110,880	113,776	116,652	121,003	125,354
27					110,880	113,776	116,652	121,003	125,354
28					115,315	118,325	121,320	125,844	130,368
29					115,315	118,325	121,320	125,844	130,368
30					115,315	118,325	121,320	125,844	130,368
31					115,315	118,325	121,320	125,844	130,368
32					115,315	118,325	121,320	125,844	130,368
33					115,315	118,325	121,320	125,844	130,368

34					115,315	118,325	121,320	125,844	130,368
35					115,315	118,325	121,320	125,844	130,368
36					115,315	118,325	121,320	125,844	130,368
37					115,315	118,325	121,320	125,844	130,368
38					115,315	118,325	121,320	125,844	130,368
39					115,315	118,325	121,320	125,844	130,368
40					115,315	118,325	121,320	125,844	130,368

EXHIBIT A-6

AURORA EDUCATION ASSOCIATION
BASE SALARY - $50,859
EFFECTIVE SEPTEMBER OF 2027-28 SCHOOL YEAR
MEMBERS HIRED AFTER 9-1-92

	BACHELOR	BA+10	BA+20	BA+30	MASTERS	MA+10	MA+20	MA+MA	PHD
STEP	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5	6	7	8	9
1	50,859	52,385	53,911	55,436	58,488	60,014	61,539	63,828	66,117
2	52,893	54,480	56,067	57,654	60,827	62,414	64,001	66,381	68,761
3	55,009	56,657	58,310	59,958	63,258	64,911	66,559	69,036	71,513
4	57,211	58,925	60,644	62,358	65,791	67,510	69,219	71,798	74,371
5	59,500	61,280	63,070	64,850	68,421	70,211	71,986	74,671	77,346
6	61,880	63,731	65,593	67,444	71,157	73,018	74,864	77,657	80,439
7	64,357	66,279	68,217	70,140	74,005	75,938	77,860	80,764	83,658
8	66,930	68,929	70,948	72,947	76,965	78,974	80,973	83,994	87,004
9	69,606	71,686	73,786	75,866	80,042	82,132	84,212	87,355	90,483
10	72,388	74,554	76,736	78,903	83,246	85,418	87,579	90,849	94,104
11	75,281	77,535	79,808	82,061	86,577	88,835	91,083	94,481	97,868
12	78,292	80,637	83,002	85,341	90,041	92,390	94,725	98,260	101,784
13	81,425	83,861	86,323	88,754	93,642	96,088	98,514	102,191	105,858
14	81,425	83,861	86,323	88,754	93,642	96,088	98,514	102,191	105,858
15	84,680	87,218	89,776	92,304	97,385	99,933	102,455	106,280	110,094
16	84,680	87,218	89,776	92,304	97,385	99,933	102,455	106,280	110,094
17			93,367	95,996	101,281	103,930	106,555	110,532	114,499
18			93,367	95,996	101,281	103,930	106,555	110,532	114,499
19					105,334	108,086	110,817	114,952	119,081
20					105,334	108,086	110,817	114,952	119,081
21					105,334	108,086	110,817	114,952	119,081
22					109,545	112,409	115,252	119,549	123,847
23					109,545	112,409	115,252	119,549	123,847
24					109,545	112,409	115,252	119,549	123,847
25					113,929	116,904	119,859	124,330	128,800
26					113,929	116,904	119,859	124,330	128,800
27					113,929	116,904	119,859	124,330	128,800
28					118,486	121,578	124,655	129,304	133,952
29					118,486	121,578	124,655	129,304	133,952
30					118,486	121,578	124,655	129,304	133,952
31					118,486	121,578	124,655	129,304	133,952
32					118,486	121,578	124,655	129,304	133,952
33					118,486	121,578	124,655	129,304	133,952

34					118,486	121,578	124,655	129,304	133,952
35					118,486	121,578	124,655	129,304	133,952
36					118,486	121,578	124,655	129,304	133,952
37					118,486	121,578	124,655	129,304	133,952
38					118,486	121,578	124,655	129,304	133,952
39					118,486	121,578	124,655	129,304	133,952
40					118,486	121,578	124,655	129,304	133,952

EXHIBIT A-7

AURORA EDUCATION ASSOCIATION
BASE SALARY - $50,000
EFFECTIVE SEPTEMBER OF 2025-26 SCHOOL YEAR
MEMBERS HIRED AFTER 9-1-25

	BACHELOR	BA + 15	MASTERS	MA + 15	MA+MA/PHD
STEP	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5
1	50,000	53,750	57,500	61,250	64,000
2	51,625	55,495	59,370	63,240	66,080
3	53,305	57,300	61,300	65,295	68,230
4	55,035	59,160	63,290	67,415	70,445
5	56,825	61,085	65,345	69,605	72,735
6	58,670	63,070	67,470	71,865	75,100
7	60,575	65,120	69,665	74,200	77,540
8	62,545	67,235	71,930	76,610	80,060
9	64,580	69,420	74,270	79,100	82,660
10	66,680	71,675	76,685	81,670	85,345
11	68,845	74,005	79,175	84,325	88,120
12	71,080	76,410	81,750	87,065	90,985
13	73,390	78,895	84,405	89,895	93,940
14	73,390	78,895	84,405	89,895	93,940
15	75,775	81,460	87,150	92,815	96,995
16	75,775	81,460	87,150	92,815	96,995
17	75,775	81,460	89,980	95,830	100,145
18	75,775	81,460	89,980	95,830	100,145
19	75,775	81,460	92,905	98,945	103,400
20	75,775	81,460	92,905	98,945	103,400
21	75,775	81,460	92,905	98,945	103,400
22	75,775	81,460	95,925	102,160	106,760
23	75,775	81,460	95,925	102,160	106,760
24	75,775	81,460	95,925	102,160	106,760
25	75,775	81,460	99,045	105,480	110,230
26	75,775	81,460	99,045	105,480	110,230
27	75,775	81,460	99,045	105,480	110,230
28	75,775	81,460	102,265	108,910	113,810
29	75,775	81,460	102,265	108,910	113,810
30	75,775	81,460	102,265	108,910	113,810
31	75,775	81,460	102,265	108,910	113,810
32	75,775	81,460	102,265	108,910	113,810
33	75,775	81,460	102,265	108,910	113,810

34	75,775	81,460	102,265	108,910	113,810
35	75,775	81,460	102,265	108,910	113,810
36	75,775	81,460	102,265	108,910	113,810
37	75,775	81,460	102,265	108,910	113,810
38	75,775	81,460	102,265	108,910	113,810
39	75,775	81,460	102,265	108,910	113,810
40	75,775	81,460	102,265	108,910	113,810

EXHIBIT A-8

AURORA EDUCATION ASSOCIATION
BASE SALARY - $51,250
EFFECTIVE SEPTEMBER OF 2026-27 SCHOOL YEAR
MEMBERS HIRED AFTER 9-1-25

	BACHELOR	BA + 15	MASTERS	MA + 15	MA+MA/PHD
STEP	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5
1	51,250	55,094	58,938	62,781	65,600
2	52,916	56,882	60,854	64,821	67,732
3	54,638	58,733	62,833	66,927	69,936
4	56,411	60,639	64,872	69,100	72,206
5	58,246	62,612	66,979	71,345	74,553
6	60,137	64,647	69,157	73,662	76,978
7	62,089	66,748	71,407	76,055	79,479
8	64,109	68,916	73,728	78,525	82,062
9	66,195	71,156	76,127	81,078	84,727
10	68,347	73,467	78,602	83,712	87,479
11	70,566	75,855	81,154	86,433	90,323
12	72,857	78,320	83,794	89,242	93,260
13	75,225	80,867	86,515	92,142	96,289
14	75,225	80,867	86,515	92,142	96,289
15	77,669	83,497	89,329	95,135	99,420
16	77,669	83,497	89,329	95,135	99,420
17	77,669	83,497	92,230	98,226	102,649
18	77,669	83,497	92,230	98,226	102,649
19	77,669	83,497	95,228	101,419	105,985
20	77,669	83,497	95,228	101,419	105,985
21	77,669	83,497	95,228	101,419	105,985
22	77,669	83,497	98,323	104,714	109,429
23	77,669	83,497	98,323	104,714	109,429
24	77,669	83,497	98,323	104,714	109,429
25	77,669	83,497	101,521	108,117	112,986
26	77,669	83,497	101,521	108,117	112,986
27	77,669	83,497	101,521	108,117	112,986
28	77,669	83,497	104,822	111,633	116,655
29	77,669	83,497	104,822	111,633	116,655
30	77,669	83,497	104,822	111,633	116,655
31	77,669	83,497	104,822	111,633	116,655
32	77,669	83,497	104,822	111,633	116,655
33	77,669	83,497	104,822	111,633	116,655

EXHIBIT A-9

AURORA EDUCATION ASSOCIATION
BASE SALARY - $52,659
MEMBERS HIRED AFTER 9-1-25

EFFECTIVE SEPTEMBER OF 2027-28 SCHOOL YEAR					
	BACHELOR	BA + 15	MASTERS	MA + 15	MA+MA/PHD
STEP	SALARY	SALARY	SALARY	SALARY	SALARY
	1	2	3	4	5
1	52,659	56,608	60,558	64,507	67,404
2	54,370	58,446	62,527	66,603	69,594
3	56,140	60,347	64,560	68,767	71,858
4	57,962	62,306	66,656	71,000	74,191
5	59,847	64,334	68,820	73,307	76,603
6	61,790	66,424	71,058	75,687	79,094
7	63,796	68,583	73,370	78,146	81,664
8	65,871	70,811	75,755	80,684	84,318
9	68,014	73,112	78,220	83,307	87,056
10	70,226	75,487	80,763	86,013	89,884
11	72,506	77,941	83,386	88,809	92,806
12	74,860	80,473	86,097	91,695	95,824
13	77,293	83,091	88,894	94,676	98,936
14	77,293	83,091	88,894	94,676	98,936
15	79,805	85,792	91,785	97,751	102,153
16	79,805	85,792	91,785	97,751	102,153
17	79,805	85,792	94,765	100,926	105,471
18	79,805	85,792	94,765	100,926	105,471
19	79,805	85,792	97,846	104,207	108,899
20	79,805	85,792	97,846	104,207	108,899
21	79,805	85,792	97,846	104,207	108,899
22	79,805	85,792	101,026	107,593	112,437
23	79,805	85,792	101,026	107,593	112,437
24	79,805	85,792	101,026	107,593	112,437
25	79,805	85,792	104,312	111,089	116,092
26	79,805	85,792	104,312	111,089	116,092
27	79,805	85,792	104,312	111,089	116,092
28	79,805	85,792	107,703	114,702	119,862
29	79,805	85,792	107,703	114,702	119,862
30	79,805	85,792	107,703	114,702	119,862
31	79,805	85,792	107,703	114,702	119,862

32	79,805	85,792	107,703	114,702	119,862
33	79,805	85,792	107,703	114,702	119,862
34	79,805	85,792	107,703	114,702	119,862
35	79,805	85,792	107,703	114,702	119,862
36	79,805	85,792	107,703	114,702	119,862
37	79,805	85,792	107,703	114,702	119,862
38	79,805	85,792	107,703	114,702	119,862
39	79,805	85,792	107,703	114,702	119,862
40	79,805	85,792	107,703	114,702	119,862

EXHIBIT A-10

MEMBERS EMPLOYED PRIOR TO 9-1-92

	BACHELORS	BA + 10	BA + 20	BA + 30	MASTERS	MA + 10	MA + 20	MA + 30	MA + MA
STEP	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
1	1.0000	1.0300	1.0600	1.0900	1.1500	1.1800	1.2100	1.2400	1.3000
2	1.0400	1.0712	1.1024	1.1336	1.1960	1.2272	1.2584	1.2896	1.3520
3	1.0816	1.1140	1.1465	1.1789	1.2438	1.2763	1.3087	1.3412	1.4061
4	1.1249	1.1586	1.1924	1.2261	1.2936	1.3274	1.3610	1.3948	1.4623
5	1.1699	1.2049	1.2401	1.2751	1.3453	1.3805	1.4154	1.4506	1.5208
6	1.2167	1.2531	1.2897	1.3261	1.3991	1.4357	1.4720	1.5086	1.5816
7	1.2654	1.3032	1.3413	1.3791	1.4551	1.4931	1.5309	1.5689	1.6449
8	1.3160	1.3553	1.3950	1.4343	1.5133	1.5528	1.5921	1.6317	1.7107
9	1.3686	1.4095	1.4508	1.4917	1.5738	1.6149	1.6558	1.6970	1.7791
10	1.4233	1.4659	1.5088	1.5514	1.6368	1.6795	1.7220	1.7649	1.8503
11	1.4802	1.5245	1.5692	1.6135	1.7023	1.7467	1.7909	1.8355	1.9243
12	1.5394	1.5855	1.6320	1.6780	1.7704	1.8166	1.8625	1.9089	2.0013
13	1.6010	1.6489	1.6973	1.7451	1.8412	1.8893	1.9370	1.9853	2.0814
14	1.6010	1.6489	1.6973	1.7451	1.8412	1.8893	1.9370	1.9853	2.0814
15	1.6650	1.7149	1.7652	1.8149	1.9148	1.9649	2.0145	2.0647	2.1647
16	1.6650	1.7149	1.7652	1.8149	1.9148	1.9649	2.0145	2.0647	2.1647
17	1.7316	1.7835	1.8358	1.8875	1.9914	2.0435	2.0951	2.1473	2.2513
18	1.7316	1.7835	1.8358	1.8875	1.9914	2.0435	2.0951	2.1473	2.2513
19	1.8009	1.8548	1.9092	1.9630	2.0711	2.1252	2.1789	2.2332	2.3414
20	1.8009	1.8548	1.9092	1.9630	2.0711	2.1252	2.1789	2.2332	2.3414
21	1.8009	1.8548	1.9092	1.9630	2.0711	2.1252	2.1789	2.2332	2.3414
22	1.8729	1.9290	1.9856	2.0415	2.1539	2.2102	2.2661	2.3225	2.4351
23	1.8729	1.9290	1.9856	2.0415	2.1539	2.2102	2.2661	2.3225	2.4351
24	1.8729	1.9290	1.9856	2.0415	2.1539	2.2102	2.2661	2.3225	2.4351
25	1.9478	2.0062	2.0650	2.1232	2.2401	2.2986	2.3567	2.4154	2.5325
26	1.9478	2.0062	2.0650	2.1232	2.2401	2.2986	2.3567	2.4154	2.5325
27	1.9478	2.0062	2.0650	2.1232	2.2401	2.2986	2.3567	2.4154	2.5325
28	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
29	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
30	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
31	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
32	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338

34	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
35	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
36	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
37	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
38	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
39	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338
40	2.0257	2.0864	2.1476	2.2081	2.3297	2.3905	2.4510	2.5120	2.6338

EXHIBIT A-11

MEMBERS HIRED AFTER 9-1-92

	BACHELORS	BA + 10	BA + 20	BA + 30	MASTERS	MA + 10	MA + 20	MA+MA	PHD
STEP	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
1	1.0000	1.0300	1.0600	1.0900	1.1500	1.1800	1.2100	1.2550	1.3000
2	1.0400	1.0712	1.1024	1.1336	1.1960	1.2272	1.2584	1.3052	1.3520
3	1.0816	1.1140	1.1465	1.1789	1.2438	1.2763	1.3087	1.3574	1.4061
4	1.1249	1.1586	1.1924	1.2261	1.2936	1.3274	1.3610	1.4117	1.4623
5	1.1699	1.2049	1.2401	1.2751	1.3453	1.3805	1.4154	1.4682	1.5208
6	1.2167	1.2531	1.2897	1.3261	1.3991	1.4357	1.4720	1.5269	1.5816
7	1.2654	1.3032	1.3413	1.3791	1.4551	1.4931	1.5309	1.5880	1.6449
8	1.3160	1.3553	1.3950	1.4343	1.5133	1.5528	1.5921	1.6515	1.7107
9	1.3686	1.4095	1.4508	1.4917	1.5738	1.6149	1.6558	1.7176	1.7791
10	1.4233	1.4659	1.5088	1.5514	1.6368	1.6795	1.7220	1.7863	1.8503
11	1.4802	1.5245	1.5692	1.6135	1.7023	1.7467	1.7909	1.8577	1.9243
12	1.5394	1.5855	1.6320	1.6780	1.7704	1.8166	1.8625	1.9320	2.0013
13	1.6010	1.6489	1.6973	1.7451	1.8412	1.8893	1.9370	2.0093	2.0814
14	1.6010	1.6489	1.6973	1.7451	1.8412	1.8893	1.9370	2.0093	2.0814
15	1.6650	1.7149	1.7652	1.8149	1.9148	1.9649	2.0145	2.0897	2.1647
16	1.6650	1.7149	1.7652	1.8149	1.9148	1.9649	2.0145	2.0897	2.1647
17			1.8358	1.8875	1.9914	2.0435	2.0951	2.1733	2.2513
18			1.8358	1.8875	1.9914	2.0435	2.0951	2.1733	2.2513
19					2.0711	2.1252	2.1789	2.2602	2.3414
20					2.0711	2.1252	2.1789	2.2602	2.3414
21					2.0711	2.1252	2.1789	2.2602	2.3414
22					2.1539	2.2102	2.2661	2.3506	2.4351
23					2.1539	2.2102	2.2661	2.3506	2.4351
24					2.1539	2.2102	2.2661	2.3506	2.4351
25					2.2401	2.2986	2.3567	2.4446	2.5325
26					2.2401	2.2986	2.3567	2.4446	2.5325
27					2.2401	2.2986	2.3567	2.4446	2.5325
28					2.3297	2.3905	2.4510	2.5424	2.6338
29					2.3297	2.3905	2.4510	2.5424	2.6338
30					2.3297	2.3905	2.4510	2.5424	2.6338
31					2.3297	2.3905	2.4510	2.5424	2.6338
32					2.3297	2.3905	2.4510	2.5424	2.6338

33					2.3297	2.3905	2.4510	2.5424	2.6338
34					2.3297	2.3905	2.4510	2.5424	2.6338
35					2.3297	2.3905	2.4510	2.5424	2.6338
36					2.3297	2.3905	2.4510	2.5424	2.6338
37					2.3297	2.3905	2.4510	2.5424	2.6338
38					2.3297	2.3905	2.4510	2.5424	2.6338
39					2.3297	2.3905	2.4510	2.5424	2.6338
40					2.3297	2.3905	2.4510	2.5424	2.6338

EXHIBIT A-12

INDEXING 2025-26 thru 2027-28

MEMBERS HIRED AFTER 9-1-25

	BACHELORS	BA + 15	MASTERS	MA + 15	MA+MA/PHD
STEP	INDEX	INDEX	INDEX	INDEX	INDEX
1	1.0000	1.0750	1.1500	1.2250	1.2800
2	1.0325	1.1099	1.1874	1.2648	1.3216
3	1.0661	1.1460	1.2260	1.3059	1.3646
4	1.1007	1.1832	1.2658	1.3483	1.4089
5	1.1365	1.2217	1.3069	1.3921	1.4547
6	1.1734	1.2614	1.3494	1.4373	1.5020
7	1.2115	1.3024	1.3933	1.4840	1.5508
8	1.2509	1.3447	1.4386	1.5322	1.6012
9	1.2916	1.3884	1.4854	1.5820	1.6532
10	1.3336	1.4335	1.5337	1.6334	1.7069
11	1.3769	1.4801	1.5835	1.6865	1.7624
12	1.4216	1.5282	1.6350	1.7413	1.8197
13	1.4678	1.5779	1.6881	1.7979	1.8788
14	1.4678	1.5779	1.6881	1.7979	1.8788
15	1.5155	1.6292	1.7430	1.8563	1.9399
16	1.5155	1.6292	1.7430	1.8563	1.9399
17	1.5155	1.6292	1.7996	1.9166	2.0029
18	1.5155	1.6292	1.7996	1.9166	2.0029
19	1.5155	1.6292	1.8581	1.9789	2.0680
20	1.5155	1.6292	1.8581	1.9789	2.0680
21	1.5155	1.6292	1.8581	1.9789	2.0680
22	1.5155	1.6292	1.9185	2.0432	2.1352
23	1.5155	1.6292	1.9185	2.0432	2.1352
24	1.5155	1.6292	1.9185	2.0432	2.1352
25	1.5155	1.6292	1.9809	2.1096	2.2046
26	1.5155	1.6292	1.9809	2.1096	2.2046
27	1.5155	1.6292	1.9809	2.1096	2.2046
28	1.5155	1.6292	2.0453	2.1782	2.2762
29	1.5155	1.6292	2.0453	2.1782	2.2762
30	1.5155	1.6292	2.0453	2.1782	2.2762
31	1.5155	1.6292	2.0453	2.1782	2.2762
32	1.5155	1.6292	2.0453	2.1782	2.2762
33	1.5155	1.6292	2.0453	2.1782	2.2762
34	1.5155	1.6292	2.0453	2.1782	2.2762

35	1.5155	1.6292	2.0453	2.1782	2.2762
36	1.5155	1.6292	2.0453	2.1782	2.2762
37	1.5155	1.6292	2.0453	2.1782	2.2762
38	1.5155	1.6292	2.0453	2.1782	2.2762
39	1.5155	1.6292	2.0453	2.1782	2.2762
40	1.5155	1.6292	2.0453	2.1782	2.2762

EXHIBIT B

Aurora City School District

AEA Sick Leave Transfer Form

Print Name of Employee Donating Days: _____

Number of Days Donated: _____ (Minimum 1 Day; Maximum 10 Days)

Print Name of Employee Receiving Days: _____

I understand, by my signature below, that I am donating _____ sick days to the employee named above and that my balance of sick days will be reduced by the same number. Donations of sick days to an employee are non-refundable.

This request is per the Master Agreement between the AEA and the Aurora Board of Education effective July 1, 2013 through June 30, 2016 which states:

> *Ten (10) days are allowed in any one (1) year to be given to another AEA member. If a member elects to give a sick day to another member, the member will have that day deducted from their total amount of sick leave. A member can only receive a maximum of twenty (20) days in any single request. Members will contact the AEA President to request additional days. Once the approval process is completed through the AEA, the AEA President will then submit the form to the Treasurer. Such donated leave shall not be used to extended maternity leave except in cases of medical necessity.*

_____ _____
Donor's Signature Date

_____ _____
AEA President's Signature Date

_____ _____
ACS Treasurer's Signature Date

For Payroll Use Only

Number of Days Transferred: _____ Date of Transfer: _____

EXHIBIT C

LIMITED CONTRACT - REGULAR TEACHING DUTIES

AN AGREEMENT ENTERED INTO between _____, of _____, and the Board of Education of the Aurora City School District in Portage County, Ohio; WITNESSETH:

THE SAID _____HEREBY AGREES to teach in the public schools of said District for a term of _____ year(s), beginning _____ and ending _____. SAID TEACHER FURTHER AGREES to abide by and maintain the rules and regulations now or hereafter adopted by the said Board of Education for the government of the Aurora City Schools.

SAID BOARD OF EDUCATION HEREBY AGREES to employ said teacher for the above noted term, said employment being subject to all provisions of law; and further agrees, in consideration of the services rendered by the teacher, to pay an annual amount of $_____ (_____ dollars), payable in twenty six (26) biweekly installments. Basis for salary is shown below.

IN ADDITION, said teacher may be requested to perform emergency substitute teaching duties which shall be considered additional and remuneration will be in accordance with the adopted salary schedule.

THIS AGREEMENT ENTERED INTO at Aurora, Ohio, this _____day of _____, 20___.

_____ _____

Teacher Board President

_____

Board Treasurer

****

SALARY BASED ON: _____ DEGREE
_____ YEARS TEACHING EXPERIENCE
_____ SALARY SCHEDULE AND STEP PLACEMENT
_____ DAYS $_____ DAILY RATE = $_____ TOTAL CONTRACT
_____ BIWEEKLY PAYMENTS (Annual)

EXHIBIT D

TEACHER CONTRACT - CONTINUING

AN AGREEMENT ENTERED INTO between _____of _____, Ohio, and the Board of Education of the Aurora City School District, in Portage County, Ohio; and the said _____, holding a Professional, Permanent, or Life Certificate, hereby agrees to teach in the public schools of said District from the date of this Contract until he/she resigns, elects to retire, is retired pursuant to Revised Code 3307.37, or until this Contract is terminated or suspended as provided by law; and also agrees to abide by the rules and regulations adopted by said Board for the government of the schools of said District.

IN ADDITION, said teacher may be requested to perform emergency substitute teaching duties which shall be considered additional and remuneration will be in accordance with the adopted salary schedule.

AND IN CONSIDERATION of such services, the said Board of Education agrees to pay the said _____, in consideration of services rendered, an annual amount of $_____ (_____ dollars), payable in twenty six (26) biweekly installments. Basis for salary is shown below.

THIS AGREEMENT ENTERED INTO at Aurora, Ohio, this _____day of _____, 20___.

_____ Teacher

_____ Board President

_____ Board Treasurer

****

SALARY BASED ON: _____ DEGREE
_____ YEARS TEACHING EXPERIENCE
_____ SALARY SCHEDULE STEP PLACEMENT
_____ DAYS $_____ DAILY RATE = $_____ TOTAL CONTRACT
_____ BIWEEKLY PAYMENTS (Annual)

EXHIBIT E

SUPPLEMENTAL LIMITED CONTRACT

THIS LIMITED CONTRACT ENTERED INTO between _____, of _____, _____, Ohio, hereinafter referred to as "Teacher", and the Aurora Board of Education of Portage County, Ohio, hereinafter referred to as the "Board," WITNESSETH:

IN ADDITION to Teacher's regular teaching duties, said Teacher does hereby promise and agree to perform the following duties for and in behalf of said Board:_____ _____; and further agrees to abide by and maintain the rules and regulations adopted by such Board. Such additional duties shall be performed by the Teacher during the school year period beginning _____, 20__, and ending _____, 20__.

IN CONSIDERATION of the duties to be performed by said Teacher, the Board promises and agrees to pay said Teacher the sum of $_____ (_____ dollars) annually, payable upon satisfactory completion of assignment.

THIS LIMITED CONTRACT entered into at Aurora, Ohio, this _____day of _____, 20___; and expires at the conclusion of the event, athletic season and/or assignment, but not later than the current school year or the current Extended Time Assignment.

_____ _____

Teacher Board President

_____

Board Treasurer

EXHIBIT F

AURORA BOARD OF EDUCATION
AURORA, OHIO

ANNUAL SALARY NOTICE

DATE _____

TO: _____

_____

_____

This is to notify you that your salary in the public schools of the Aurora City School District, for the school year 20__-20__, will be _____ dollars ($).

Said salary will be payable in biweekly installments beginning _____.

New Daily Rate Will Be: _____

New BiWeekly Will Be: _____

Board of Education

_____
President

_____
Treasurer

(Step and Salary freezes occurred during school years 2011-2012 and 2012-2013. Placement on salary schedule and teaching experience may not match. For questions, please contact the payroll department.)

EXHIBIT G

GRIEVANCE PROCEDURE FORM

LEVEL _____

Name_____

Building_____

Alleged violations, misinterpretations, or misapplications of the Master Contract:

_____

Statement of Grievance: (Include the pertinent provisions of Contract)

_____

_____

_____

_____

Remedy Requested: _____

_____

_____

_____

_____

_____ _____

Signature of Grievant Date

Disposition Rendered: _____

_____

_____

_____

_____ _____

Signature of Person Rendering Disposition Date

(Attach additional pages, if needed, for completion of any Section.)

EXHIBIT H

AURORA CITY SCHOOLS

CONTINUING CONTRACT REQUEST

Print Name _____ Date:_____

Each fall the administration needs to compile a list of all teachers that wish to be considered for continuing contract. All teachers on limited contract who, within the last five years, have taught for at least four (4) school years in the Aurora city Schools or held a continuing contract in another Ohio school district and have been employed in the Aurora Schools for at least two (2) years will receive this form from the administration during the first week of the school year. A teacher who seeks to be considered for receipt of continuing contract starting with the following school year must complete this form disqualifies the staff member under Article 6 (B) (2) for consideration of continuing contract. Please review the experience and licensing requirements on the attachment to this form and complete the form if this applies to you. Sign and return both copies of the form to your building principal by September 15. Your principal will sign both and return one copy to you for your records.

Please check one of the following responses.

_____ 1. I do not wish to be considered for a continuing contract.

_____ 2. I may be eligible for a continuing contract. (Select this option if you are currently working on your professional (5-yr) license but are not sure if you will complete the needed coursework in time to meet the April 30th deadline.)

_____ 3. I will be eligible for TO BE CONSIDERED FOR RECEIPT OF a continuing contract EFFECTIVE WITH THE START OF THE NEXT SCHOOL YEAR.

_____ 4. I WILL NOT BE ELIGIBLE FOR CONSIDERATION FOR RECEIPT OF CONTINUING CONTRACT.

If you selected option 2 or 3, please complete the following.

_____ My Professional (8-yr) Certificate or Professional (5-yr) License is on file with the Board Office.

_____ I anticipate by Professional (5-yr) License will be issued on _____

_____ _____
Teacher's Signature Principal's Signature

_____ _____
(dated) (date)

EXHIBIT I

EXPERIENCE AND LICENSING REQUIREMENTS FOR A CONTINUING CONTRACT:

1. Counting this school year, you must have four years teaching experience in Aurora or have been granted a continuing contract in another district and been teaching in Aurora for two years.

2. Certification/Licensure requirement:

   a. You must currently hold a Professional (8-yr) Certificate in the field being taught, OR

   b. You must have a Professional (5-yr) License in the field being taught on file with the District by April 30th of next year and have completed the applicable one of the following also by April 30:

- If you did NOT hold a masters degree at the time of initially receiving a teacher's certificate under former law or an educator license, you will have completed thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license.

- If you HELD a masters degree at the time of initially receiving a teacher's certificate under former law or an educator license, you will have completed six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license.

EXHIBIT J

All educator evaluation forms are aligned to the Ohio Teacher Evaluation System.

EXHIBIT K

Sealants for Children Under Age 14:

Pre-Molars …… 100%

EXHIBIT L

MEMORANDUM OF AGREEMENT

The Aurora Education Association ("Association") and the Aurora Board of Education ("Board") have reached the following mutual understandings on certain matters through a collaborative decision-making process; it is the intent of the parties to cooperatively work toward the achievement of these understandings:

1. We agree that on opening and both records days there are a variety of tasks which both teachers and administrators need to accomplish. Every effort will be made to accommodate everyone's needs on those days. Meetings should be organized for maximum efficiency and, where possible, adhere to fixed time limits.

2. We agree that traveling teachers will meet at the beginning of each year with other affected staff to identify unusual travel needs and develop a plan to accommodate them. These "courtesy" items may include room setups, parking, bad weather, and time management needs.

3. We agree that any staff member requesting gets a key to the elevator.

4. We agree that teachers should be considered for attendance at GCEDC liaisons meetings.

5. We agree that the District-Wide In-service Committee should take a more active role in formulating staff development activities.

6. We agree that the benefits of staff development programs should be disseminated in existing school and community publications.

7. We agree that where appropriate we should use staff members for staff development presentations.

8. We agree that staff development should include a focus on district and/or building themes.

9. We agree that we should maintain a system of feedback from participants as we develop staff development activities.

11. We agree that when appropriate members of the Board of Education and community will be invited to participate in staff development activities.

12. We agree that staff members will be encouraged to submit as early in the school year as possible Professional Leave requests for potential Spring activities so that those requests can be considered.

13. Reading Improvement Monitoring Plan- A voluntary (unpaid) committee will be formed with representatives of the bargaining unit and the administration to look at ways to

alleviate the additional work load created by the 3rd grade reading guarantee, the writing of the Reading Improvement Monitoring Plans and the collection of data in the elementary classroom. The committee will commence during the first full month of the 2013-14 school year and will include representatives from multiple grade levels and buildings.

14. We agree that Association Leave is for the purposes defined in the current Agreement. On those occasions when Association Leave does not consume an entire day out of the building the Association will request partial day leave.

15. We agree that special education teachers need to come into regular classroom to help with special education students where consistent with the needs of the child.

16. We agree that teachers and administrators will explore ways to schedule elementary students' specials so that greater equity in planning and instructional time will be achieved.

17. We agree that quality schools with students performing at or above expectations are a goal of both parties. We are, therefore, committed to improving student achievement within the current resources of the School District. This cooperative effort will include the establishment of building level quality teams which shall review and discuss various techniques, including, but not limited to: (1) the identification of base line date, (2) the development of a plan, (3) building-wide commitments to improve quality, and (4) strengthen the academic climate of expectations.

18. We agree to encourage the Portage County Schools Consortium to expand the health network opportunities for the participants in the program.

EXHIBIT M

MINIMAL ESSENTIAL MEDICAL COVERAGE PLAN

	In Network	Out of Network
Benefits		
Deductible-Single/Family	$4000/$8000	$8000/$16,000
Coinsurance	90%	50%
Coinsurance Max (Excl. Ded.)	$2350/$4700	$4700/$9400
Total Out of Pocket	$6350/$12,700	$12,700/$25,400
Physician/Office Services		
Office Visit PCP/Specialist	Deductible then 90%	50% after deductible
Surgical Services	Deductible then 90%	50% after deductible
Urgent Care	Deductible then 90%	50% after deductible
Allergy Testing	Deductible then 90%	50% after deductible
Preventative Services		
Routine Physical Exam (18+)	100%	50% after deductible
Well Child Care	100%	50% after deductible
Immunizations	100%	50% after deductible
Routine Mammogram	100%	50% after deductible
Routine Pap Test	100%	50% after deductible
Outpatient Services		
Surgical Services	Deductible then 90%	50% after deductible
Diagnostic Services	Deductible then 90%	50% after deductible
Emergency Room- Emergency	Deductible then 90%	50% after deductible
Speech Therapy	Deductible then 90%	50% after deductible
Physical/chiro/occupational (see summary)	Deductible then 90%	50% after deductible
Inpatient Facility		
Semi-Private Room & Board	Deductible then 90%	50% after deductible
Maternity	Deductible then 90%	50% after deductible
Skilled Nursing Facility (see summary)	Deductible then 90%	50% after deductible
Additional Services		
Durable Medical Equipment	Deductible then 90%	50% after deductible

INDEX

A

AGREEMENT 7, 81
ALTERNATIVE WORK ASSIGNMENT (MEDICAL TRANSFERS) 36
AMENDMENT PROCEDURE 9
ANNUAL SALARY NOTICE 110
APPLICATION FOR LEAVE 45
ASSAULT LEAVE 42
ASSISTANCE AND STUDY COMMITTEES 7
ASSOCIATION RIGHTS 13
ATHLETIC PROGRAM POSITIONS 61
ATTRITION 37

B

BARGAINING MEETINGS 6

C

CAFETERIA PLAN 51
CHANGE IN RECOGNITION 5
CHANGES IN ASSIGNMENT OR TRANSFER OF PERSONNEL 35
CLASS LOAD 30
COMPREHENSIVE HOSPITALIZATION AND MAJOR MEDICAL INSURANCE PROGRAM 47
CONTINUING CONTRACT REQUEST 112
CONTINUING CONTRACTS 16
CONTRACT FORMS 18
CURRICULUM DEVELOPMENT 66

D

DEFINITION OF TERMS 9
DENTAL INSURANCE 50
DEPENDENT CARE FSA 52
DRUG-FREE WORKPLACE 76

E

EXCHANGE OF INFORMATION 7
EXPERIENCE AND LICENSING REQUIREMENTS FOR A CONTINUING CONTRACT: 113
EXPERIENCE CREDIT 55

F

FAIR SHARE FEE 13

FAMILY AND MEDICAL LEAVE ACT 46
FORFEITURE OF UNUSED ALLOCATIONS 53

G

GRIEVANCE PROCEDURE 9, 11
GRIEVANCE PROCEDURE FORM 111

H

HEALTH CARE FSA 52
HEARINGS 11
HOMEBOUND INSTRUCTION 65

I

IMPASSE 8
INSURANCES 46

J

JURY DUTY/SUBPOENAED WITNESS LEAVE 44

L

LEAVES 40
LIMITED CONTRACT - REGULAR TEACHING DUTIES 107
LIMITED CONTRACTS 16
LPDC 75

M

MEDICAL TRANSFERS 36
MEMORANDUM OF AGREEMENT 116

N

NEGOTIATING PROCESS 6
NO REPRISAL 9
NON-TRADITIONAL TECHNOLOGICALLY ADVANCED MEDIUM COURSES 76
NOTIFICATION 38

O

ORGANIZATION AND STRUCTURE 75

P

PARENTAL LEAVE 44
PAYROLL DEDUCTIONS 27
PAYROLL DISTRIBUTION 55

PERSONAL LEAVE 41
PERSONNEL FILE 25
PRESCRIPTION DRUG INSURANCE 50
PROCEDURE 39
PROFESSIONAL DEVELOPMENT PROGRAM 71
PROVISIONS CONTRARY TO LAW 12

R

RECOGNITION 5
RELIGIOUS HOLIDAY LEAVE 46
RIGHT TO CONDUCT ASSOCIATION BUSINESS 13
RIGHT TO INFORMATION 14
RIGHT TO USE BOARD PROPERTY 14
RIGHTS OF THE ASSOCIATION 10
RIGHTS OF THE GRIEVANT 9
RIGHTS WHILE ON LEAVE 45

S

SABBATICAL LEAVE 43
SALARY AND REIMBURSEMENTS 53
SCHOOL DAY 28
SCHOOL ENVIRONMENT 33
SCHOOL YEAR 27
SCHOOL YEAR AND SCHOOL DAY 27
SECTION 125 PLAN (“CAFETERIA PLAN”) 51
SICK LEAVE 40
SPECIALISTS 72
STAFF DEVELOPMENT 30
STRS PICK-UP WITH REDUCTION 72
STUDENT-TEACHER 34
STUDY COMMITTEES 7
SUBPOENAED WITNESS LEAVE 44
SUBSTITUTE ASSIGNMENTS 65
SUMMER SCHOOL 64
SUPERVISING TEACHER/STUDENT-TEACHER 34
SUPPLEMENTAL CONTRACTS 17
SUPPLEMENTAL LIMITED CONTRACT 109
SUSPENSION OF CONTRACTS 37

T

TEACHER CONTRACT - CONTINUING 108
TEACHER CONTRACTS 16
TERM LIFE INSURANCE 50
TERMS 9
TERMS OF RECOGNITION 5

THE NEGOTIATING PROCESS....6
TIME LIMITS....10
TIMETABLE FOR BARGAINING....6
TRANSFER OF PERSONNEL....35
TRANSITIONAL WORK ASSIGNMENT....36
TRAVELING TEACHER....33
TUITION FOR TEACHERS' DEPENDENTS....74
TUTORS....72

V

VISION....51

W

WAIVER OF COVERAGE....51
WORKING CONDITIONS....30
WORKSHOPS....69