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AGREEMENT

BETWEEN

THE McDONALD LOCAL
SCHOOL DISTRICT BOARD
OF EDUCATION

AND

THE McDONALD
EDUCATION ASSOCIATION

September 1, 2025 – August 31, 2028

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ARTICLE I – RECOGNITION

This contract is entered into between the McDonald Board of Education ("Board") and the McDonald Education Association ("Association" or "MEA") an affiliate of the Ohio Education Association and the National Education Association, as the representative of all certificated/licensed personnel employed as regular full-time employees (183 days salaried) by the Board or certified employees (183 days salaried) by the Board or certified employees hired on a limited teacher contract who are employed for at least seventeen and one-half (17-1/2) hours per week, excluding the superintendent, principals, treasurer, and other supervisors and administrators who are engaged at least fifty percent of the time in administrative work and/or supervision of members of the bargaining unit. Tutors, home instructors, and other hourly employees are not members of the Association. The Board recognizes the MEA as the exclusive bargaining representative of such employees for the duration of this contract. The term employee is used in this contract to refer to the personnel in the bargaining unit defined in this section.

ARTICLE II – MANAGEMENT RIGHTS

The McDonald Board of Education retains and reserves unto itself, except as limited by the specific and express terms of the Master Agreement, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio, and the United States, including, but without limiting the generality of the foregoing, the right:

A. To the executive management and administrative control of the school system and its properties and facilities.

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

C. To establish grades and courses of instruction including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

D. To delegate authority through recognized administrative channels for the development and organization of the means and methods of the instruction according to current teaching materials; and the utilization of teaching aides of all kinds; and,

E. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities within the school system, and the terms and conditions of employment.

F. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and

the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Master Agreement and Ohio Statutes, and then only to the laws of the State of Ohio and the rules and regulations promulgated by the Ohio State Board of Education and the Constitution and laws of the United States.

ARTICLE III – ASSOCIATION RIGHTS

A. Recognition Exclusivity: The Board recognizes the Association as the exclusive bargaining agent for the members of the bargaining unit. Exclusive recognition means that the Board will not deal with any other organization, or an individual, in a manner or for a purpose inconsistent with the terms of this Master Contract. Individual contracts of employment with members of the bargaining unit shall in all respects be consistent with this Master Contract, which shall be deemed incorporated by reference in each individual contract.

B. In recognition of the Association's services to the bargaining unit, all members of the bargaining unit may choose to be members of the Association or not to be members of the Association.

C. Bargaining unit members who are members of the Association may pay membership dues at the election of the Association directly to the Association or by payroll deduction made pursuant to a properly executed payroll deduction authorization form delivered to the District Treasurer. Any such payroll deduction may be rescinded upon receipt of signed written notice from the MEA to the District Treasurer. Upon receipt of the signed written notice, the payroll deduction will stop as soon as administratively feasible.

D. The Association agrees to indemnify and save the Board harmless against any judgments, costs, expenses, or other liability the Board might incur as a result of the implementation, enforcement or termination of any dues deduction.

E. The MEA will submit in writing to the Board a request to reimburse the MEA officers in the following amounts:

President	Gross pay of $1,000.00
Vice President	Gross pay of $250.00
Secretary	Gross pay of $250.00
Treasurer	Gross pay of $250.00

If the MEA has Co-Presidents and no Vice President the Co-Presidents are each paid a gross pay of $625.00. If the MEA has Co-Presidents and a Vice President, the Co-Presidents are each paid a gross pay of $500.00.

The MEA reimbursement request will be submitted to the Board no earlier than the last day of school and no later than July 1 of each year.

The MEA will reimburse the Board the full compensation amount at the time the request is submitted.

The Board shall perform all administration within applicable laws and regulations related to the MEA compensation of officers.

The Board shall have one month from the date of receiving the request and full compensation to issue each officer a separate check. (separate from the payroll check)

ARTICLE IV – RIGHTS OF THE PARTIES

A. The MEA's rights as representative of the teachers are those rights specifically set forth in this contract or provided for under O.R.C. 4117.

B. The Board and Administration agree that there will be no reprisals of any kind taken against the members of the bargaining unit for action taken relative to negotiations, and/or membership representation, and/or holding office in the Association, and/or for the formal filing of a grievance.

C. The Association will be provided with copies of minutes of official meetings of the Board of Education through publication of same on the Board's website. Copy of the official draft agenda, or any other public record, will be made available to the Association president electronically 2 days prior to the date of the BOE meeting.

D. The Association will have the right to use school buildings, with prior notification and approval from the Central Office, providing the McDonald Board of Education does not incur any additional expense for such meetings.

E. The Association may provide and maintain one bulletin board of the appropriate size to be placed in the faculty lounges of each school building for the purpose of displaying notices, circulars, and other Association materials.

F. The Association shall have the right to use the inter-school and electronic mail system to distribute materials to their building representatives.

G. The rights and/or privileges granted to the Association by this article will not be granted to any other teachers' group or organization which purports to represent any teacher or group of teachers covered by this agreement.

ARTICLE V – NEGOTIATION PROCEDURES

A. If the Board wants to initiate negotiations, it shall do so by making a written request to the MEA president. If the MEA desires to initiate negotiations, it shall do so by making a written request to the Superintendent. The parties shall then establish a mutually convenient time and place for a meeting to take place within three weeks of the date on which the negotiations request is made. This time limit may be extended by mutual agreement.

Subsequent negotiation meetings shall be scheduled at the request of the parties and, until negotiations are concluded, either party may require at each meeting a decision on the date, time, and place of subsequent meeting. All meetings shall be closed to the press and public, and all meetings shall be scheduled at reasonable intervals, places, and times so as to avoid, as nearly as practicable, conflict and interference with school and employment schedules.

B. At the parties' first negotiations meeting, they shall exchange written initial proposals setting forth each party's proposed additions, subtractions, and/or modifications to this Agreement. Once the parties have exchanged their items to be negotiated, no new matters shall be introduced for consideration during the course of these negotiation meetings without the mutual consent of both parties

C. Negotiating Teams: The Board and the MEA each may have up to four representatives. Each party is free to select its own representatives and an additional consultant or observer, provided that neither team shall have more than one representative who is not an employee of the McDonald Local School District.

D. Consultants: Each party may call upon their consultant to consider and make suggestions on matters under discussion.

E. Exchange of Information: The parties agree to furnish, upon written request and within a reasonable time, available information in such form as it may exist concerning the financial status of the school district and concerning other matters which are being negotiated.

F. Agreement

1. Tentative agreement on negotiation items shall be reduced to writing and initialed by a representative of each party, but such initialing shall not be construed as final agreement.

2. Final agreement reached through negotiations shall be reduced to writing and submitted to the certified personnel by the MEA for approval, and all of the MEA negotiators shall recommend and urge approval.

   Upon approval by the bargaining unit represented by the MEA, the agreement shall be submitted to the Board for approval, and all of the Boards' negotiators shall

recommend and urge approval. If approved by both parties, the agreement shall then be signed on behalf of the parties and shall be adopted in resolution form.

G. Impasse Procedures

1. Either party may declare impasse when the parties have failed to reach an agreement after full consideration of proposals and counterproposals.

2. Either party shall have the right to request the assistance of a mediator from the Federal Mediation and Conciliation Service (FMCS), or other mutually agreeable neutral mediator, and such request shall be deemed a joint request.

3. Any costs incurred in securing and utilizing the services of a federal mediator shall be shared equally by the Board of Education and the MEA. Each party shall be responsible for any additional costs such party incurs.

4. The mediator shall have no authority to bind either party to any agreements.

5. If impasse is declared, it shall be with the understanding that impasse is declared on all issues where tentative agreement has not been reached.

6. The mediator shall have the authority to call meetings for the purpose of promoting an agreement between the parties and the parties agree to send representatives.

7. Any agreements reached through the mediation process shall be acted upon in accordance with the procedures of Section F above.

8. These impasse procedures constitute the parties' mutually agreed upon dispute settlement procedures and shall operate in lieu of any and all settlement procedures set forth in Section 4117.14 of the Ohio Revised Code.

9. The parties may amend these procedures only by written agreement.

ARTICLE VI – GRIEVANCE PROCEDURE

A. Purpose: This grievance procedure is designed to insure fair and orderly discussion of grievances without fear of reprisal, to promote open communication between the administration and staff, and to secure resolution of disputes at the lowest possible level.

B. Rights of the Grievant and the Association

1. A grievance may be filed only by an employee who personally has been directly affected by the alleged violation, misapplication or misinterpretation of this Contract, or the Association on behalf of employees who have been affected by the alleged violation, misapplication or misinterpretation of this Contract.

2. If a teacher files a grievance, such fact cannot be used against that teacher in any recommendation for re-employment or for other employment; nor shall the teacher or the Association be placed in jeopardy or be the subject for reprisal or discrimination for having followed this grievance procedure. Also, grievance records are to be kept separate from permanent file records.

3. At any step of the procedure in which a decision seems satisfactory to the Association, the Association may withdraw its support of the grievant.

4. The grievant is entitled to representation by the Association at any and all steps of the grievance procedure.

5. If the Association or individual teacher fails to meet the time limits, the grievance is thereby waived. If the administration fails to meet the time limits, the grievance shall automatically advance to the next step of the grievance process.

6. The Association is invited to participate in all meetings to resolve any grievance at which the grievant is present.

C. General Provisions

1. A "grievance" is an alleged violation, misapplication or misinterpretation of a specific term of this Contract.

2. A grievant is an employee, group of employees in the bargaining unit, or the Association alleging a violation, misinterpretation or misapplication of the negotiated agreement. A grievance alleged by a group shall have arisen out of similar circumstances affecting each member of said group.

3. A day shall be defined as a school calendar day for which teachers are compensated.

4. An employee must file a written grievance (formal – Step I) within ten (10) days of the date on which he/she was affected by the alleged violation, misinterpretation or misapplication of this Contract. A grievance concerning an alleged violation, misapplication or misinterpretation which first affects the employee during a time when school is not in session, must be filed within ten (10) days of the resumption of first following teacher workday.

5. Time limits within this provision shall be considered a maximum unless mutual written agreement to extension by the parties is made.

6. At each formal level, either party may have representation of his/her choice.

D. Informal Procedure: Any alleged grievance shall be discussed with the grievant's immediate supervisor before it is filed in writing in order to seek a mutually agreeable,

equitable solution to the alleged grievance. The grievant will indicate that the discussion will pertain to a possible grievance.

E. Formal Procedure: Step I: If the grievance is not resolved by the informal procedure, the grievant may further pursue the grievance within ten (10) days after the grievant knew or should have known of the act or condition upon which the grievance is based by submitting a formal grievance form with a written explanation of the grievance, citing the specific relief sought to the immediate supervisor and the superintendent.

Within ten (10) days after receipt of the form, the immediate supervisor shall meet with the grievant. The immediate supervisor shall write a disposition of the grievance and return a copy to the grievant, the Association president, and the superintendent, within ten (10) days after such meeting.

F. Step II: If the grievant is not satisfied with the written disposition at Step I, the grievant may appeal the grievance and request a meeting with the superintendent within ten (10) days after receipt of the Step I written disposition by submitting a grievance report form which shall include a written explanation of the grievance citing the specific section of the contract that has been violated and the relief sought. The meeting will be held within ten (10) days of superintendent's receipt of the appeal from Step I. The superintendent shall write a disposition of the grievance within ten (10) days after such meeting and return a copy to the grievant, the Association president, immediate supervisor and president of the Board of Education.

G. Step III: If the grievant is not satisfied with the superintendent's decision he/she may appeal to the Board of Education. The written notice of appeal shall be filed with the superintendent not later than ten (10) days after the receipt of the superintendent's decision. Included in the grievant's appeal will be a description of the grievance citing the specific section of the contract that has been violated and the relief sought. Providing the appeal has been timely filed, the Board of Education will meet with the grievant in executive session unless required otherwise by law, at the next scheduled Board meeting or as soon as possible. After considering the grievance, the Board of Education will issue a decision within ten (10) days to the grievant, the Association president, the superintendent and the immediate supervisor involved.

H. Step IV – Binding Arbitration

1. If the Association is not satisfied with the disposition at Step III, it may appeal by submitting a demand for binding arbitration within ten (10) days after receipt of the written disposition at Step III. The demand for binding arbitration shall be submitted to the Superintendent by hand delivery with date of receipt noted or by mail with return receipt requested. The demand shall specify the act or condition upon which the grievance is based, the date of the act or condition, the names and addresses of the parties, the contractual clause(s) alleged to have been violated, misinterpreted or misapplied and the remedy sought. If the parties are unable to mutually agree upon an arbitrator, then within ten (10) days after submission of the

demand, the parties shall request a list of arbitrators from the American Arbitration Association (AAA). The arbitration procedures and selection of the arbitrator shall be in accordance with the Voluntary Labor Arbitration Rules of the AAA.

2. The arbitrator shall hold the necessary hearing(s) promptly and issue the decision within such time as may be agreed upon. The decision shall be in writing and shall identify the winning party. A copy of the decision shall be sent to both the Board and the Association. The decision of the arbitrator shall be binding on both the Board and the Association with regard to matters involving the Collective Bargaining Contract.

3. The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any terms of the written provisions of this agreement, nor shall he make any decision contrary to law. He shall not imply obligations and conditions binding upon the parties from this agreement except as set forth herein.

4. The fees of the arbitrator shall be borne by the losing party.

I. Grievance Form: Grievance Form is set forth in Appendix E.

ARTICLE VII – VACANCIES/TRANSFERS/POSTING PROCEDURES

A. Notice of each vacancy in teaching and extracurricular positions will be posted in each school at least ten (10) days prior to filling the vacancy so that members can apply for the position. Summer bargaining unit vacancies that become effective after June 10 shall be posted for five (5) days before action is taken to fill the position and members also shall be notified by email during the summer. In addition, each member of the Association shall be notified by electronic mail. The specific locations for posting vacancies will be in the Central Office and the Teachers Lounges and Building Offices of each school.

1. For this and all other parts of this contract, a vacancy shall be defined as a newly created position to be held by a bargaining unit member or a position currently held by a bargaining unit member that becomes vacant due to the death, resignation, retirement, non-renewal, termination, leave of absence or promotion of the bargaining unit member, that the Superintendent intends to fill.

2. Each bargaining unit member applying for a vacancy who satisfies the posting requirements shall be interviewed for the vacancy. If the bargaining unit member is not chosen to fill the vacancy, he/she shall receive an explanation of the Superintendent's decision upon request.

B. Transfer and assignment of members shall be vested solely in the administration except as provided for in this contract; however, such transfer or assignment shall not violate state department certification/licensure standards. When it becomes necessary to transfer a member due to reduction in the number of students or classes, the administration will first

meet with the member(s) affected and request a volunteer and if no one volunteers within five (5) days, the administration will then select the person.

C. The Board shall comply with statutory requirements for issuing annual salary notices. In addition to such notices required by statute, the principal of each building shall notify each member before the tenth (10^{th}) of August stating the member's assignment(s) provided such notice shall not restrict the right to make a different assignment if unexpected vacancies arise.

ARTICLE VIII – WORKING CONDITIONS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT

A. Teacher participation in any local school-related organization shall be voluntary. However, both the Board and the Association believe that such participation is desirable. All teachers may be required to attend the MHS Graduation ceremony and the Roosevelt Open House.

B. The Board will continue to make reasonable efforts to provide safe working conditions. No member other than the school nurse will be required to dispense medication to students unless they volunteer and are provided all necessary training.

C. The Board will comply with statutory requirements for issuing individual contracts. Each contract shall state:

1. Name of Employee

2. Name of school district and Board of Education employing said employee

3. Type of contract (limited or continuing)

4. Employee agreement that he/she shall abide by the school rules, regulations, policies and the negotiated contract

5. Provision for signature and date of signature of the employee.

D. The Superintendent shall consult with the MEA before completing the school calendar which is to be adopted by the Board of Education.

E. The length of the school year for bargaining unit members shall not exceed one hundred eighty-three (183) days. Two (2) waiver days may be granted as part of the one hundred eighty-three (183) days. The Board will provide for an early dismissal of students on the last day of the second grading period.

F. The school day for all full-time members of the Bargaining Unit shall not be longer than seven (7) hours of consecutive time and shall include a thirty (30) minute, duty-free, uninterrupted lunch period. The administration may extend the day beyond the seven (7)

hour day ten (10) times per year. Such extension of the work day shall not exceed one (1) hour.

1. Each full-time bargaining unit member shall be guaranteed at least 200 minutes of conference and planning time every week. Music, physical education, computer lab, library and/or other special areas except art shall not be taught by the elementary classroom teacher. The conference and planning time for the elementary must start after the first ten (10) minutes and end prior to the last ten (10) minutes of the student day which is determined by the administration. A teacher assigned to conference and planning time shall have no student supervisory assignments during that conference and planning time.

G. Formal reprimand or discipline of a teacher shall take place in the following manner, and for just cause. Disciplinary action may be taken upon violation of (1) this contract, (2) Board policy, and/or (3) any applicable provision of Ohio law. Disciplinary action typically will be progressive, but may be initiated at any level. Discipline may include repetition of a step. The teacher shall have the right to have an Association representative present for any disciplinary meeting.

1. Step One: Verbal warning(s). All such warnings shall be documented and signed by the parties. The warning shall contain the time and date of the above referenced conference and shall be titled "verbal warning".

2. Step Two: Written reprimand(s) placed in the teacher's personnel file. The teacher shall be notified of the placement of any reprimand/disciplinary notices in his/her personnel file, and has the right to place a written response to the reprimand in his/her file.

3. Step Three: One- to ten- (1-10) day suspension by the Superintendent with or without pay. Prior to issuing any suspension under this Section of Article VIII(G), the Superintendent shall conduct a Loudermill meeting at which both the administration and employee may have representation. An employee who is suspended pursuant to this Section of Article VIII(G) may challenge that suspension by initiating a grievance under Article VI, at Step II, within ten (10) days of the date of the Superintendent's written notice of suspension to the employee.

H. If a teacher is required by the administration to substitute in another class during his/her planning period, or if more than five (5) additional students are assigned to the existing class as a means of covering another teacher's class or assignment, then the teacher shall be paid according to the supplemental index as delineated in Appendix B per period for performing such substitute work. This provision shall not apply to teachers who are required to cover homeroom periods.

I. The administration shall attempt to equalize teachers' duties, both teaching and non-teaching. Duties shall be assigned in a fair and equitable manner. It is expressly understood

that the administration must address any and all problems, and that the MEA has recourse through both the executive committee and the grievance procedure.

J. Any bargaining unit member who is under contract assigned outside of the regular 183-day school year shall be paid his/her per diem rate for each day of work and not given compensatory released time during the school year. The bargaining unit member's per diem rate shall be calculated in the same manner as in Article XII (B) of this contract.

K. Substitute teachers shall become members of the bargaining unit upon completion of sixty (60) consecutive school days in the same teaching assignment or one hundred twenty (120) school days in any combination of assignments during a single school year. Such substitute teachers, subject to continued satisfactory performance shall remain in the bargaining unit until return to duty of the teacher whose position the substitute has been assigned to fill or the end of the current school year, whichever shall come first. Inclusion in the bargaining unit shall not require the assignment of a substitute to duty or payment for any day for which there is no need for the substitute teacher's services. Substitute teachers shall have no right to employment or re-employment in any subsequent year unless offered a contract of employment by the Board of Education.

L. Children of active, retired and deceased bargaining unit employees of the school district, who are not residents, will be offered priority admission status under open enrollment provided:

1. Room is available in the classes offered at the appropriate grade level.

2. Parents provide their own transportation without seeking compensation from the McDonald Schools.

3. Services needed by the student must be available utilizing the existing personnel and educational program offerings of the district.

M. A joint District Leadership Team comprised of the Superintendent and building administrators, three (3) members from McDonald HS and three (3) members from Roosevelt Elementary, appointed by the President shall meet four (4) times each school year to discuss issues involving the common good of the district such as curriculum, professional development, evaluation updates, school safety, and other similar topics.

N. Continuing Contract: Teachers eligible to apply for continuing contract who meet specific criteria stated in ORC 3319.08 and 3319.11 need to complete an application found in Appendix F and submit all necessary paperwork by April 1st.

ARTICLE IX – REDUCTION IN FORCE

If the Board determines it necessary to reduce the number of bargaining unit positions the following procedures, in accordance with ORC 3319.17 shall apply:

A. As of this contract; reasons for a Reduction in Force include:

1. Return to duty of regular teachers after leaves of absence including suspension of schools
2. Territorial changes affecting the district or center
3. Financial reasons
4. Decreased enrollment of pupils in the district, or within each teaching field affected
5. A reduction in positions from full-time to part-time

These reasons may be revised under ORC from time to time.

B. Attrition: The number of persons affected by a reduction in force will be kept to a minimum by not employing replacements insofar as practicable for employees who retire or resign or whose limited contracts are not renewed.

C. Layoff: Within each teaching field affected, based on teaching certificates/licenses on file in the Superintendent's office by March 15 each year, reduction not achieved by attrition shall be accomplished as follows:

1. Should it be necessary to suspend contracts to achieve the necessary reduction in staff, limited contract teachers shall be reduced first as follows:

   a. Comparable evaluations as defined in this Agreement.

   b. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior limited contract teacher in the affected teaching field the first to be suspended.

2. Should the necessary reduction of staff exceed the number of limited contract teachers in the affected field, then continuing contract teachers shall be reduced as follows:

   a. Comparable evaluations as defined in this Agreement.

   b. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior continuing contract teacher in the affected teaching field the first to be suspended.

3. Comparable evaluations shall be defined as follows:

   a. All teachers rated "Accomplished" or "Skilled" will be deemed comparable to one another;

   b. All teachers rated "Developing" will be deemed comparable to one another; and,

c. All teachers rated "Ineffective" will be deemed comparable to one another.

D. Seniority for this and all other parts of the contract shall be defined as the number of years of continuous service to the district, exclusive of Board approved unpaid leaves. A seniority list shall be posted in each building September 30 and April 30 of each year. The Association President shall also receive a copy of the seniority list. Past periods of time on recall due to reduction-in-force or on authorized leave of absence shall not be considered a break in continuous service. Continuous service (seniority) ties shall be broken by:

1. The earlier date of the Board meeting that the teacher was hired;

2. If a tie remains, the affected employees will participate in a drawing in order to break the tie. Numbered chips will be drawn alphabetically by last name at the time of hire within three days of the board meeting. A union representative, employee or designee, board representative and an administrative representative will be present for the drawing. Any prior year ties will be drawn by October of each year.

3. Part time seniority prior to September 1, 2007 will be granted at the same rate as full time staff. After September 1, 2007, all part time seniority will be prorated based upon percentage of employment calculated by the number of periods worked in a day divided by the total number of periods in a workday.

E. Recall shall be done in inverse order of reduction. Recall shall be to a vacancy for which the individual is properly certified. No new employees may be hired until properly licensed laid off employees have been offered the position and have rejected the offer, or are removed from recall list as outlined below.

Seniority shall not be the basis for recalling a teacher, except when making a decision between teachers who have comparable evaluations.

1. Members who are suspended due to reduction-in-force who are on continuing contracts, shall be retained on the recall list for five (5) years. Members who are on limited contracts shall remain on the recall list for twenty-four (24) months (the beginning of the third year) from the date of the reduction-in-force.

2. An employee may be removed from the recall list if he/she: a) waives his/her recall rights in writing; b) resigns; c) fails to accept recall to a position for which he/she is certified within ten (10) days of notification; or d) fails to report to work within seven (7) working days after receipt of the notice of recall, unless sick or injured.

3. The employee who has been affected by a staff reduction shall be responsible for keeping an updated address and telephone number on file in the Superintendent's office.

4. All recall notices to the employee and acceptance notices to the superintendent shall be mailed by certified mail, with knowledge of receipt provided, or by hand delivery.

F. Rights While on RIF Suspension

1. If recalled, the individual shall return with the same seniority level, and total sick leave accumulation as on the last day of employment.

2. The employee shall have the right to a continuation of insurance benefits at the employee's sole cost for a period of eighteen (18) months, in full accordance with COBRA.

ARTICLE X - NON-RENEWAL PROCEDURES

The employees of the McDonald Local Schools shall follow all provisions of ORC 3319.11 in reference to continuing service, limited contract, and non-renewal procedures.

ARTICLE XI - LEAVES

A. Sick Leave Accumulation: Each member of the bargaining unit who is employed by the Board shall be entitled to fifteen (15) days sick leave with pay each year. This sick leave shall be awarded in the following manner:

1. Each bargaining unit member shall accrue 1.25 days sick leave per month totaling 15 (fifteen) days per year.

2. Certified/licensed employees who are less than full time may accrue sick leave days on a pro-rata basis based on the number of hours worked.

3. Bargaining unit members may be advanced a maximum of five (5) days per year which will reduce future sick leave accrual. If a member leaves the district prior to repaying advanced sick leave days, his/her final pay will be reduced by his/her per diem rate for the remaining unpaid days.

4. Unused sick leave shall be cumulative (at the previous stated rate of 15 days per year) without limitation as to the total number of sick leave days accrued.

5. The Treasurer's Office will notify all employees monthly of their accumulated sick leave status. Notifications shall be made on employee's direct deposit notice email.

B. Sick Leave

1. A teacher may be absent from regular duties because of personal illness for the following reasons: personal illness, pregnancy, injury, and exposure to contagious disease. A teacher may be required to submit a doctor's excuse after using five (5) consecutive days of sick leave.

2. Absence because of illness or injury in the immediate family shall be granted and charged against accumulated sick leave. The immediate family is interpreted to include:

   a. Permanent residents living in the quarters used by the school employee

   b. Parents and in-law parents

   c. Spouse

   d. Children of employee or spouse

   e. Sisters, brothers, grandchildren, and grandparents of the employee

3. The administration shall approve use of sick leave in units as small as one-half (1/2) day.

4. The Board of Education, upon written request of a teacher, shall grant a leave of absence without pay, for a period of not more than two (2) consecutive school years where illness or other disability is the reason for the request.

C. Bereavement Leave

1. For bereavement reasons, the member shall be entitled to three (3) days per occurrence in the immediate family. The immediate family for bereavement leave shall mean the following:

   Permanent residents living in the quarters used by the school member, parents and in-law parents, spouse, children of employee or spouse, sisters and brothers, sisters-in-law and brothers-in-law, nieces, nephews, grandchildren, grandparents of employee or spouse, and/or aunts and uncles of employee or spouse. Members may use one (1) sick day to attend the funeral of someone not listed in this paragraph.

2. Members may use sick leave for additional bereavement leave.

3. Bargaining unit members shall be excused should they desire to attend the memorial service of a current McDonald student or a current bargaining unit member with no loss of pay.

D. Parental Leave/Adoption Leave

1. A bargaining unit member shall be granted parental/adoption leave without pay and benefits for the remainder of the school year in which a request is applied for and up to one (1) year thereafter. Written notice shall be given to the Superintendent at least forty (40) days prior to the date of expected parental leave.

2. In the event that both parents are MEA members, they may choose to take their parental leaves consecutively.

3. Upon return to work, the employee shall have priority in reassignment to a vacancy for which he/she is qualified under his/her certificate/license, but shall not have prior claim to the exact position they had before the leave of absence became effective. The school system will have discharged its responsibilities under the policy after the individual has been declared eligible for re-employment.

4. All benefits shall be reinstated upon return to work; however, he/she shall not advance in increments unless he/she taught at least one hundred twenty (120) days of the school year in which the leave commenced.

E. Family Medical Leave Act (FMLA): The parties agree to abide by the provisions of the Federal Family and Medical Leave Act of 1993. If an employee takes a leave granted under this Article for a reason covered by the FMLA, the leave shall be administered under the provisions of the FMLA.

F. Personal Leave: All members shall annually be granted three (3) days of unrestricted personal leave with pay. Personal leave will not be used the day before or the day after a holiday, holiday weekend, or summer or winter break, unless approved by the administration. Unrestricted means no reason is necessary. Members will file a personal leave form for the Treasurer's use no less than three (3) working days prior to the personal leave. Personal leave requests submitted with less than three (3) working days notice require a stated reason. Unused personal leave days shall be converted to sick leave days at the end of each school year, or one (1) personal day may be rolled over to the following school year, with a maximum accumulation of four (4) days in a given year. Use of personal leave days may be limited to five (5) teachers per day per building. Additional teachers may be permitted to use personal leave if the Principal is able to secure a substitute teacher to cover the regular teacher's absence.

G. Professional Leave

1. A member shall be granted an unpaid leave of absence for one (1) year for education purposes approved by the Superintendent. Requests shall be submitted to the Superintendent prior to July 1.

2. No leave of absence for other work shall be granted to an educational employee except in such cases where the Board determines that such work will increase the effectiveness of the individual in the system in his/her school responsibilities.

H. Assault and Work-Related Disability Leave: The Board will grant assault leave of up to a maximum of thirty days to an employee who is absent due to a physical disability resulting from a physical attack, or work-related injury accepted by Workers' Compensation. The granting of this leave is subject to the following limitations:

1. The physical attack or disability must occur on school property or at a school activity.

2. If the attack or injury occurs at other than the above places, it must be related directly to an action or decision made by the member in the course of performing Board of Education or Administrator assigned duties.

3. The member or a member of the immediate family claiming this leave must make application on the Board of Education forms.

4. The personnel so injured must present proper written proof to the Superintendent that they are under the care of a physician for such injury.

5. Assault and work-related disability leave granted under rules adopted by the Board shall not be charged against sick leave earned or earnable under this agreement.

6. The member agrees to reimburse the Board for days of leave from benefits related to the absences received from Workers' Compensation. Said benefits are only those paid to the member for the absences from work.

7. The Member must also report the assault to local law enforcement.

I. Return from Leave

1. Any leave granted by the Board does not ensure that the employee will be assigned the same position prior to the leave of absence, but reinstatement will be made in areas of proper certification/licensure.

2. A teacher on leave of absence who wishes to return to duty the following school year shall notify the Superintendent not later than March 15 of the year returning to duty.

J. Sick Leave Bank

1. Establishment

a. A mandatory Sick Leave Bank will be established. Each bargaining unit member will contribute one (1) day of his/her accumulated sick leave to the Sick Leave Bank during the first pay period of September. The Treasurer's Office of the McDonald Board of Education will note on the paycheck stubs when a sick leave day is contributed to the Bank. The donated day is not returnable.

b. When the Bank exceeds two hundred fifty (250) days, only new employees must contribute five (5) days to the Sick Leave Bank over five years.

c. During the year, additional days may be donated by bargaining unit members upon the agreement of the Sick Leave Bank Committee.

d. If the Bank falls below two hundred twenty-five (225) days, members will automatically begin donating one day per year beginning the following school year.

e. At no time shall the sick leave bank exceed three-hundred and sixty-six (366) days.

2. Operational Procedures

a. Use of days from the Sick Leave Bank will be limited to personal illness of the bargaining unit member, spouse, or children. A doctor's statement is required with the application in order to be considered.

b. Use of days from the Sick Leave Bank will be considered only after the individual has used all of his/her accumulated sick leave days and has used possible advances of sick leave days. Members may not use days in the Sick Leave Bank to extend parental leave.

c. All applications for withdrawal from the Bank shall be in writing, shall be verified with the Committee, and may be submitted on behalf of an employee by another person when necessary because of the incapacity of the employee.

d. Any withdrawal shall be in full day units in increments of no less than five (5) nor more than thirty (30) days. Separate requests are to be made for each increment thereafter. The maximum number of days any member can use for one (1) illness, injury or complications thereof shall be one hundred eighty-three (183).

e. Members shall not be required to repay days borrowed from the Sick Leave Bank.

3. Sick Leave Bank Committee

a. A committee shall be formed to administer the Bank and to provide the information whereby the business office of the Board will keep the records. This committee shall be empowered and required to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as those rules, regulations and decisions do not modify the agreement contained herein.

b. The Sick Leave Bank Committee (hereafter referred to as the SBC) shall be composed of the following five (5) persons:

Treasurer of the Board
Two (2) bargaining unit members from the elementary school
Two (2) bargaining unit members from the high school

The bargaining unit members are to be appointed by the Association President on a yearly basis.

c. One of the four bargaining unit members will be selected to act as chairperson of the SBC.

d. Should a vacancy occur on the SBC, the President of MEA shall appoint a replacement for the vacant position.

e. The SBC will be responsible for developing forms needed to operate the Sick Leave Bank.

K. Employee Rights

1. Employees who are absent on sick leave pursuant to this Article XI shall have the same rights while on leave and upon return from leave as other employees who are on sick leave for reasons other than those covered by this article. Likewise, employees who are absent on unpaid leave pursuant to Article XI shall have the same rights while on leave and upon return from leave as other employees who are absent on unpaid leave pursuant to Section 3319.13 of the Ohio Revised Code.

2. Employees on unpaid leave may continue at their own expense any or all insurance coverage provided employees by this contract for up to twelve (12) months. The cost of the insurance coverage shall be at the same rate as that paid by the Board for the same coverage. Thereafter, employees are eligible for COBRA coverage.

ARTICLE XII - SEVERANCE PAY

Any employee of the Board who resigns from active employment with the Board for retirement purposes through the State Teachers' Retirement System ("STRS") and qualifies for severance pay may use unused accumulated sick leave for severance pay in the following manner and under the following guidelines:

A. Calculations for the severance benefit shall be twenty-five (25) percent of the unused accumulated sick leave days, up to three hundred eighty (380) days, not to exceed ninety five (95) days (380 days x 25% = 95 days). If a member retires with more than three hundred eighty (380) sick leave days, they will be entitled to a severance benefit of thirty (30) percent of the unused accumulated sick leave days, up to four hundred (400) days, not to exceed one hundred twenty (120) days (400 days x 30% = 120 days).

B. Severance pay shall be made on a per diem rate at the time of separation (contractual salary, including supplemental contracts,) divided by the total number of days in the school calendar (183 days).

C. To qualify for severance pay the teacher must have been employed by the Board for ten (10) consecutive years.

D. This severance pay shall be paid only once by the Board to an employee who has never collected severance pay from the McDonald Local Schools, and only upon the employee providing proof of retirement from active service through STRS.

E. Severance pay shall be paid to certified/licensed personnel who qualify within sixty (60) days of the request for the severance payment to the treasurer of the district.

ARTICLE XIII - TUITION

A. Standard Tuition Reimbursement: The Board shall pay seventy-five dollars ($75.00) per quarter hour, and one hundred-fifty dollars ($150.00) per semester hour, or the actual cost paid for the respective quarter hour or semester hour if it is less than the rates in this Article XIII(A), for credit hours taken from an accredited institution up to the stated maximum for tuition reimbursement. The McDonald Board of Education shall allocate fifteen thousand dollars ($15,000.00) per school year for tuition reimbursement pursuant to this Article XIII(A). The funds shall be distributed on a first-come, first-served basis. Once the cap is met for any school year, members may re-submit requests previously not granted the following school year with priority given during the month of September.

B. Alternative Tuition Reimbursement: The Board shall pay one hundred-fifty dollars ($150.00) per quarter hour, and three hundred dollars ($300.00) per semester hour, or the actual cost paid for the respective quarter hour or semester hour if it is less than the rates in this Article XIII(B), for tuition reimbursement for credit courses taken from accredited

institution as may be approved by the superintendent in his or her sole and absolute discretion for coursework in an educational master's program leading to a master's degree in the member's assigned specific teaching field. There shall be no cap on the amount of the reimbursement of tuition for approved coursework pursuant to this Article XIII(B).

ARTICLE XIV - PAYROLL

A. Payroll Procedures and Deductions: There shall be twenty-four (24) pay periods during each twelve (12) month school year. Pay days will be on the tenth (10^{th}) and the twenty-fifth (25^{th}) of each month. If the pay date falls on the weekend or on a holiday, it will be paid the last workday prior to that date.

A program of direct deposit of payroll checks shall be mandatory for all bargaining unit members. A bargaining unit member may choose to have his/her paycheck deposited to any financial institution in the Automated Clearinghouse (ACH) System. All funds shall be timely deposited in order for funds to be accessible by the end of the business day on each pay date. The bargaining unit member shall supply the District Treasurer with the necessary bank account information at least ten (10) days prior to the date on which the direct deposit process is to take effect. The bargaining unit member will be responsible for keeping the District Treasurer informed of any changes in his/her direct deposit information. All notices of direct deposit shall be sent to each member via his/her individual district e-mail account. Members may provide a second e-mail address on which to receive this notice.

Supplemental contract payment will be made upon completion of duties. If the supplemental contract calls for a full year of service, payment will be made in January and June.

B. Perfect Attendance Bonus: Any member who attains perfect attendance for the school year shall receive a lump sum payment of $400 at the conclusion of each academic semester. Any member who misses one day shall receive a $250 bonus at the conclusion of that semester and any member who misses two days shall receive a $150 bonus at the conclusion of that semester. "Perfect attendance" shall be defined as actually rendering an entire day of service for each and every day of the school year on which members are required to report, including any additional days required by an extended time contract, and excluding court appearance for jury duty, professional development or professional responsibilities. Attendance bonus will be included in the second pay in June.

C. Other Payroll Deductions: The McDonald Board of Education shall provide a payroll deduction plan for teachers for the following items: Tax-Sheltered Annuities, Life Insurance above the amount of such Board-paid Insurance, Hospitalization, Cancer Insurance, Credit Union, Professional Dues, Income Protection Plan, Ohio Tuition Trust, and Internal Revenue Code (IRC) Section 125 Plan. Authorized payroll deductions will begin fourteen (14) days following notification of the treasurer of the district.

The treasurer shall, when authorized on the basis of individually signed authorization cards, deduct the United Teaching Professional dues from the pay of every such authorizing member of the bargaining unit and pay such dues to the treasurer of the Association. The deductions shall be in 24 equal payments beginning in September and ending in August.

D. Jury Duty: Any member who is required to be absent from duty to perform jury service or is subpoenaed by the court to give testimony in a case to which the employee is not a party during his/her scheduled work period will be paid the difference between his/her remuneration as a member of the jury (less transportation costs) or witness and his/her regular contractual salary.

ARTICLE XV - INSURANCE

The Board will provide medical/hospitalization insurance to bargaining unit members through the medical plan options provided by the Trumbull County Schools Employees Insurance Consortium (hereinafter 'Consortium") in the following manner:

A. The medical hospitalization insurance provided by the Board to employees, as made available through the Consortium, will be the following two (2) coverage options, each offered on four (4) tier rates:

1. The first option, PPO-2023, shall be a physician/hospital PPO plan with prescription drug coverage as made available through the Consortium, and will require a ten percent (10%) premium contribution to be made each month by payroll deduction for members utilizing this option.

2. The second option, HDHP-2023, is a qualified HDHP as made available through the Consortium, and will require a ten percent (10%) premium contribution to be made each month by payroll deduction for members selecting this option.

3. Eligible bargaining unit members selecting HDHP-2023 may elect to have an employee funded Health Savings Account per applicable IRS regulations.

4. Prescription drug coverage is included with each plan and may not be chosen separately nor may the plan coverage be chosen without the accompanying drug coverage specified by the plan.

5. Spousal coverage under either alternatives will be provided only upon proof that the spouse does not have other insurance coverage available to him/her through the spouse's employer which costs the spouse less than the then-effective per month amount as established by the Consortium, from time to time, which currently is $250.00 per month for single coverage. If such coverage is available, the eligible bargaining unit member's spouse must enroll in at least single coverage from his/her employer for the bargaining unit employee to be eligible for family coverage

from the Board. Falsification of spousal coverage information shall be grounds for discipline, including discharge.

6. Eligible bargaining unit members who have a spouse who is employed and eligible for coverage with this District or another Consortium member District shall either each obtain a single coverage policy from their respective employer or may select family coverage from the employer of the spouse with the earliest birth date in the year. (*i.e.,* the birthday rule). Neither spouse is eligible to receive "opt-out" payments if both receive coverage through the Consortium.

7. Eligible bargaining unit members who chose to forego their right to coverage shall receive an "opt-out" benefit in the amount of nine percent (9%) of the annual premium costs of the most expensive alternative for which they were eligible during the month of June of the school year of non-participation. Bargaining unit members who forego their right to coverage but are receiving health insurance coverage from the Trumbull County Schools Insurance Consortium as part of family coverage are not eligible for the "opt-out". Opt-out payments will be made at the end of the school year, no later than June 30.

8. An eligible bargaining unit member that has declined the available coverage under this contract who suffers a qualifying event (e.g., divorce, birth of a child, etc.) shall thereafter have the right to select and receive coverage from among the plan options then available for which they are eligible and in accord with the requirements of the insurer. Any "opt-out" payments shall be reduced proportionately to the time that coverage is thereafter extended; and, if an overpayment has occurred, the bargaining unit member shall remit such overpayment to the Treasurer within thirty (30) days of extension of coverage to him/her.

9. If the Consortium adopts health risk management programs as provided by and recommended by the insurance carrier, each bargaining unit member and their dependents must participate by completing questionnaires and/or participate in assessments. Although bargaining unit members would be encouraged, based upon their assessment/testing results to participate in health improvement programs and/or disease management programs as part of this health coverage package, they would not be required to do so.

10. A four (4) tier premium rating structure shall be in effect: single employee coverage, employee and spouse, employee and child(ren), and family coverage. Each bargaining unit member will submit the appropriate rating designation on or before November 1 each year. All employees will be required to provide (spouse and child) eligibility documentation as required by the Trumbull County School Insurance Consortium.

B. On January 1, 2026, the Board will make a one-time, non-expiring payment of Eighteen Hundred Dollars ($1,800) for each bargaining unit member. A Health Reimbursement Arrangement ("HRA") account for each employee will be administered through a third

party. Any amounts in such account not used by a member upon termination of a member's employment with the Board, for any reason, shall revert back to the Board.

C. Eligibility:

1. The Board shall provide hospitalization, major medical, and dental insurance policies for each full-time bargaining unit members (183 day/7hr. per day salaried position), or others required by the Affordable Care Act, in accordance with the Trumbull County Schools Insurance Consortium. The hospitalization and major medical shall be provided through the Trumbull County Schools Insurance Consortium Plan Design except for the following provisions: Those employees who work less than three and one half (3.5) hours per day shall not be eligible to participate in district provided hospitalization, major medical, vision and dental insurance policies. Employees working between three and one half (3.5) and seven (7) hours per day shall be eligible to participate on a pro-rated board share basis.

2. All employees must comply with the terms of the policy and the insurance company's procedures concerning matters such as eligibility and enrollment. However, the Board shall have no obligation to provide insurance for a dependent if the employee desiring dependent coverage fails to make written application to the Treasurer to provide information reasonably requested by the Treasurer to establish the eligibility of dependents.

    a. All new school district employees eligible for health/dental/vision will have their "window" open to them from their first work day for a period of 30 days with coverage effective the first day of the following month.

    b. The treasurer will provide a form to each employee with the first paycheck in December of each year. Each employee who chooses to change his/her coverage must complete, sign, and return the form to the treasurer's office within ten (10) working days. This period will henceforth be known as the "window" during which employees may change their coverage each year.

    c. If the board receives a premium holiday form the consortium, the employee contribution will not be withheld from their pay for the holiday period.

3. Dental insurance will be 90% Board paid, 10% employee paid full-time employees. Vision will be 100% paid by the Board for full-time employees.

4. Any member of the Association, who is on a Board approved leave of absence shall have the right to participate in any of the contract insurance benefits. If a member opts to participate in an insurance benefit program, he/she shall pay the insurance premium amount to the McDonald School District's treasurer on a monthly basis, prior to the fifteenth (15^{th}) day of the preceding month to be insured. Employees on leaves of absence will not be eligible for rebates.

D. Section 125 Plan: The Board shall contract with a Third Party Administrator (TPA) for Internal Revenue Code (IRC) Section 125 benefits for employees. There shall be no initiation or sign up fees for employees who choose to use this option. Employee contributions under Section 125 will be made by payroll deduction.

E. Life Insurance: The Board shall provide each full-time bargaining unit member (183-day salaried position) a paid group life insurance policy in the amount of $50,000 for the duration of this contract. Additional amounts of insurance may be purchased at the expense of each member in accordance with and subject to the insurance carrier's policy.

ARTICLE XVI - TEACHER APPRAISAL

Part 1.

A. Teaching Employees Covered: Part 1 of this Article XVI applies to any person employed under a teacher's license or a professional teacher's certificate in accordance with law and who spends at least fifty percent (50%) of his or her time providing student instruction. Part 1 of this Article XVI does not apply to substitute teachers.

B. Credentialed Evaluators: The evaluators shall be the relevant building Principal or the Superintendent; provided, however, that the District's Special Education Supervisor may evaluate special education personnel pending that the supervisor is employed full time directly with the McDonald Local School District. Each teacher evaluation conducted under this Article XVI shall be conducted by a person: 1) who is eligible to be an evaluator must complete state-sponsored evaluation training and is required to pass an online credentialing assessment. In the event a teacher performs work under the supervision of more than one (1) supervisor, one (1) supervisor shall be designated as the evaluating supervisor. Not later than September 15 of each year, or in the case of a new teacher, within thirty (30) days of the first day employed, each teacher shall be notified in writing of the name and position of his or her evaluator.

C. Evaluation Committee (EC)

1. The Association and the Board agree to establish a standing joint Evaluation Committee for the purpose of making recommendations regarding the policy, procedure, and process, including the evaluation instrument, for the evaluation of teachers in the District and to regularly review the effectiveness of the policy, procedure, and process, including the evaluation instrument, for the evaluation of teachers in the District.

2. The EC shall be comprised of four (4) Association members appointed by the MEA President with the approval of the MEA Executive Committee, two (2) administrators appointed by the Superintendent, and the Superintendent or his/her designee. The terms of Association members shall be for a period of no less than the term of this contract, unless a member leaves the District, retires, requests that

the Association removes him/her from the EC, is no longer able to serve due to unforeseen circumstances, or is removed by action of the Association.

3. The EC shall be chaired jointly by a member designated by the Association and a member designated by the Superintendent. The joint chairs of the Evaluation Committee will recommend training for committee members as needed. All recommendations of the EC shall be achieved by consensus. The Evaluation Committee will review all parts of the evaluation process and make recommendations for changes as needed.

D. Evaluation Timeline and Requirement

1. All Teachers

a. District administrators shall conduct an evaluation of each teacher subject to this Article XVI at least annually. Each evaluation shall consist of two (2) cycles of formal observations or the minimum number required by Ohio law of at least thirty (30) continuous minutes each. All teacher evaluations shall be completed by the first day of May, and each teacher subject to this Article XVI shall be provided with a written copy of the evaluation results by the tenth day of May. In addition, District administrators shall perform not less than two (2) walkthroughs.

b. For those teachers who are on limited or extended limited contracts pursuant to O.R.C. §3319.11 and who are under consideration for nonrenewal, one (1) evaluation consisting of at least three (3) formal observations must be conducted annually by the first day of May. Each teacher on a limited or extended limited contract shall be provided with a written copy of the evaluation results by the tenth day of May.

c. The Board may elect not to conduct an evaluation of a teacher who meets the following criteria:

(1) The teacher was on leave from the District for fifty percent (50%) or more of the school year, as calculated by the Board;

(2) The teacher has submitted notice of retirement, and that notice has been accepted by the Board no later than the first day of December of the school year in which the evaluation is otherwise scheduled to be conducted.

(3) The teacher is participating in a teacher residency program under R.C. 3319.223 for the year during which that teacher takes, for the first time, at least half of the performance-based assessment prescribed by the State Board of Education forresident educators.

(4) Teachers who are on an approved leave of absence for at least six weeks will have one classroom observation for the evaluation cycle.

d. Each staff member will be required to complete an initial Growth or Improvement Plan. Growth Plans must be submitted to the Evaluator by September 30th. By September 30th the administrator and the teacher will meet to review the Growth or Improvement Plan and sign an acknowledgment of having established such plan.

(1) Professional Growth Plans

(a) Teachers with an Accomplished rating shall annually develop a self-directed Professional Growth Plan.

(b) Teachers with a Skilled rating shall also develop a Professional Growth Plan. The plan is initiated by the teacher and is completed in collaboration with the evaluator.

(c) Teachers with a Developing rating shall annually develop a Professional Growth Plan. The plan is initiated by the teacher and guided by the evaluator.

(d) The Growth Plan is intended to be one academic year in duration and teachers are accountable for the implementation and completion of the plan.

(e) All professional growth plans shall align to any District or building improvement plan required for the District or building under the "Elementary and Secondary Education Act of 1965," as amended by the "Every Student Succeeds Act of 2015."

(2) Improvement Plans

(a) Improvement plans are annually developed for a teacher by the evaluator in response to a teacher's Final Holistic Rating of ineffective. A reassessment of the educator's performance shall be completed in accordance with the written plan (multiple opportunities for observation of performance). Upon annual reassessment of the educator's performance, if improvement has been documented, the Professional Growth Plan may resume. If the teacher's performance continues to remain at an ineffective level, the supervising administrator may reinstate the improvement plan with additional recommendations for improvement or take the necessary steps to recommend dismissal.

(b) Improvement plans will identify specific areas for improvement of performance as well as the guidance and support to be provided.

(c) The administrator shall be responsible for

i. Identifying in writing the specific areas for improvement to be addressed.

ii. Specifying in writing the desired level of performance that is expected to improve and a reasonable period of time for staff to correct deficiencies.

iii. Developing and implementing a written plan for improvement that will be initiated and include available resources and assistance.

iv. Determining additional education or professional development needed to improve in the identified area(s).

v. Gathering evidence of progress or lack of progress.

(d) The teacher and the Evaluator will meet by September 30th to review the Improvement Plan.

(e) Teachers identified as Ineffective shall complete an Improvement Plan based on recommendations of their assigned evaluator.

(3) Professional growth and improvement plans shall describe the specific performance expectations, resources, and assistance to be provided.

(4) The Board shall provide for professional development and for the allocation of financial resources to accelerate and continue teacher growth and improvement and to provide support to poorly performing teachers.

2. Accomplished Teachers

Teachers who achieve the Final Holistic Rating of Accomplished on their most recent evaluation will be evaluated once every three (3) years, so long as the teacher submits a self-directed professional growth plan to the evaluator that focuses on specific areas identified in the observations and evaluation, and the evaluator determines that the teacher is making progress on the plan. In this case, the triennial evaluation shall be completed by the first day of May of the applicable school year, and the teacher shall receive a written report of the results of the evaluation by the tenth day of May of that school year. Staff members not in an evaluation cycle will receive an informal observation once per school year.

3. Skilled Teachers

Teachers who achieve the Final Holistic Rating of Skilled on their most recent evaluation will be evaluated once every two (2) years, so long as the teacher submits a collaborative professional growth plan to the evaluator that focuses on specific areas identified in the observations and evaluation, and the evaluator determines that the teacher is making progress on the plan. In this case, the evaluation shall be completed by the first day of May of the applicable school year, and the teacher shall receive a written report of the results of the evaluation by the tenth day of May of that school year. Staff members not in an evaluation cycle will receive an informal observation once per school year.

4. Observations

a. There shall be at least three (3) weeks between formal observations. The first formal observation shall be completed by the last day of the first semester. The second formal observation shall be completed by May 1. Teachers shall not receive a formal observation on a day before or after any of the following: a holiday or any break from scheduled school days (excluding weekends).

b. A Pre-Conference Meeting may be conducted prior to each classroom observation in order for the teacher to explain plans and objectives for the upcoming observations.

c. A Post-Conference may be held within ten (10) working days after each classroom observation at which the Teacher Performance Rubric is completed and feedback provided. In addition, the Post-Observation conference may be used to review the teacher's professional growth or improvement plan. Evidence may be turned in within ten (10) working days of each Post-Conference. In any year that teacher is not formally evaluated as a result of receiving a rating of Accomplished or Skilled on the teacher's most recent evaluation, at least one (1) conference shall be held, which shall

include a discussion of the teacher's progress on his/her professional growth plan.

d. Teachers under a limited contract, that is expiring, will go through the full evaluation cycle regardless of the performance rating.

e. All formal observations shall be announced, and the District administrator shall use reasonable efforts not to disrupt or interrupt the classroom learning environment. A walk-through is not considered a formal observation.

5. Criteria for Performance Assessment

a. A Teacher shall be evaluated on his or her work performance by the teacher's assigned evaluator including information from the pre-conference, informal and formal observations, and the post conference. Any observation of the work performance of a teacher for the purpose of OTES shall be conducted openly and with full knowledge of the teacher. Any informal observation negatively affecting a teacher's evaluation shall be documented and shared with the teacher within five school days.

b. Information or results for each evaluation shall be based on the teacher's current evaluation cycle. Results and conclusions of performance assessments should be documented and supported by evidence.

c. In implementing performance assessments, no teacher performance information shall be collected by video or audio devices, unless mutually agreed by the teacher and evaluation supervisor. Should in- person observations be deemed impossible, the Evaluation Committee will meet to discuss additional options for observations.

E. Assigning an Effectiveness Rating:

Each evaluation will result in a Final Holistic Rating of 'Accomplished,' 'Skilled,' 'Developing,' or 'Ineffective.' The Final Holistic Rating is based on a combination of informal and formal observations and supporting evidence using the Teacher Performance Evaluation Rubric.

F. High Quality Student Data (HQSD)

1. As part of an evaluation, at least two (2) measures of high quality data will be used to provide evidence of student learning attributable to the teacher being evaluated. When applicable to the level or subject area taught by the teacher, high quality student data shall include the value-added progress dimension established under O.R.C. 3302.021, but the teacher or evaluator shall collaboratively determine and use at least one (1) other measure of high quality student data to demonstrate student learning.

2. In accordance with guidance issued by the Ohio Department of Education, high quality student data may be used as evidence in any component of the evaluation related to the following:

   a. Knowledge of the students to whom the teacher provides instruction;
   b. The teacher's use of differentiated instructional practices based on the needs and abilities of individual students;
   c. Assessment of student learning;
   d. The teacher's use of assessment data;
   e. Professional responsibility and growth.

3. Shared attribution of student performance data among all teachers in the District, or by building, grade, content area, or other group, is prohibited. The use of student learning objectives is prohibited.

G. Finalization of Evaluation

1. Written Report: Before the evaluation cycle is final, and not later than May 10, a copy of the formal written evaluation report shall be given to the teacher and a conference shall be held between the teacher and the evaluator.

2. Completion of Evaluation Cycle:

   a. The Final Holistic Evaluation of a teacher shall be based upon a combination of informal and formal observations and supporting evidence using the Teacher Performance Evaluation Rubric.

   b. The evaluation shall acknowledge, through the evidence gathered, the performance strengths of the teacher evaluated as well as performance deficiencies, if any.

   c. The evaluation report shall be signed by the evaluator; and the evaluation report shall be signed by the teacher to verify notification to the teacher that the evaluation will be placed on file. The teacher's signature shall not be construed as evidence that the teacher agrees with the contents of the evaluation report. Electronic signatures may be used (i.e. Pin number).

   d. The evaluation report shall be completed by May 10, signed by both parties, and filed with the Superintendent.

   e. The District will give the teacher one (1) copy of the evaluation report, which will be the Final Holistic Rating of Teacher Effectiveness.

3. Response to Evaluation: The teacher shall have the right to make a written response to the evaluation within ten (10) working days and to have it attached to the evaluation report to be placed in the teacher's personnel file.

H. Professional Learning:

1. Support for Deficiencies Identified During Observations

a. In the event that a staff member is not on an improvement plan but has one or more ineffective component ratings, he/she will be placed on an interim support plan.

b. The support plan, as an outlined in this section, shall detail:

(1) Performance issues documented as ineffective;
(2) Specific performance expectations:
(3) Sufficient, specific timelines, not less than six (6) weeks, as to allow for the remediation of identified deficiencies.

2. Support for Teachers on Improvement Plan

a. In the event that a teacher is placed on an improvement plan, he/she will have the option of working with a teacher coach.

b. The district will maintain in conjunction with the Association a list of eligible teacher coaches.

c. Teacher coaches will be eligible to be placed on the list if they have earned a Final Holistic Rating of Accomplished or Skilled for a minimum of two consecutive years. Interested teacher coaches shall inform their building principal by September 1st of their interest in serving in this role.

d. Teacher coaches will be compensated at the tutor rate up to 10 hours per mentee per school year. Teacher coaches will be compensated at the tutor rate up to 10 hours per mentee per school year. Teacher coaches cannot take on more than two mentees in a school year.

Part 2.

The provisions of this Part 2 will apply to all non-OTES members of the bargaining unit.

A. The responsibility for the content and completion of the Official Performance Report rests primarily with the building principal and shall be based on first-hand observations of the teacher's performance. The principal may request counsel with appropriate administrative personnel on these procedures.

B. Limited contract teachers shall be evaluated consistent with ORC 3319.111.

C. All tenured bargaining unit members shall receive at least one (1) evaluation each third year following at least one thirty (30) minute in-classroom observation of the teacher's performance by the building principal or by an administrator holding certification/licensure. The in-class observations shall be conducted between September 15 and May 1 and final summative rating given to the teacher no later than May 10.

D. The principal or administrator who conducted the observation shall meet with the teacher to discuss the evaluation. Should deficiencies be identified in the written evaluation, the evaluator shall make specific written recommendations for correcting deficiencies. Copies of the evaluations shall be given to the teacher prior to the meeting between the principal and the teacher. Evaluations and recommendations shall be given to the Board no later than April 10, of each year.

E. The primary goal of evaluation is the individual growth and development of each professional staff member. It cannot only provide a critique of teacher's performance but also actions to improve it. The appraiser-teacher relationship should be one of mutual trust, confidence, and non-threatening in nature. Every educator has the right to the assurance that all evaluation of his/her performance shall be conducted openly with his/her full knowledge and awareness.

F. The evaluation procedures set forth above are the sole evaluation procedures utilized by this district in the evaluation of bargaining unit members, said evaluation procedures shall specifically supersede the evaluation procedures set forth in Revised Code Section 3319.11.

ARTICLE XVII - COMMUNITY AND PROFESSIONAL ACTIVITIES

Staff Participation:

All employees of the Board of Education are encouraged to participate in professional activities of educational organizations which operate for the benefit of the school. These include membership and holding office in professional organizations, participation in curricular studies, and educational leadership in experimental programs.

The Board encourages employees to actively participate in meetings of local, state, and national professional organizations. The payment of employees' expenses incurred in attendance and the salaries of substitutes may be carried by the Board as an in-service training item. Up to six (6) days without loss of pay shall be granted to the Association to be used by the officers of the local, state, and national educational organizations while on official duty. Eligibility to attend meetings of state and national professional organizations shall be based upon professional interest and leadership in positions of local affiliation. Request for permission to attend professional meetings must be approved by the Superintendent. The employee may be asked to file with the Treasurer of the Board a

report on the activities of the conference with recommendations, if any, for use by employees and by the Board.

ARTICLE XVIII - LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

It is mutually agreed between the McDonald Education Association (Association) and the McDonald Board of Education (Board) that the following shall constitute the provisions for the Local Professional Development Committee (LPDC):

A. There shall be one LPDC for the McDonald Local School District. Membership on the committee will follow guidelines set forth in the Ohio Revised codes or by mutual agreement between the M.E.A/and the McDonald Local Board of Education.

B. Appeal Process shall consist of two steps:

- Step one – Reconsideration by the LPDC
- Step two – A final decision will be made by local Appeals Board.

This Appeals Board shall be made up of one (1) certified/licensed person chosen by the LPDC, one (1) certified/licensed person chosen by the individual, and one (1) certified/licensed person chosen by the two previously chosen persons. The decision of this Board shall be final.

C. Each member of the LPDC shall receive compensation at an hourly rate equal to $20 per hour for each meeting attended where official LPDC action is taken. Each member will be paid a minimum of one hour per meeting and in increments of ¼ hour thereafter. Each member will also be paid one hour of additional prep-time for each meeting attended where official action is taken.

D. Terms of Office:

1. There shall be a chairperson elected by the majority vote of the LPDC. The chairperson shall be elected for a two-year term running from September to September.

2. There shall be a secretary/recorder elected by majority vote of the LPDC. The Secretary/recorder shall be elected for one-year term running September to September.

3. The remaining three members shall serve one-year terms running September to September.

E. Vacancies:

1. If an administrative position vacancy exists, it shall be filled by the Board.

2. If an Association vacancy exists, it shall be filled by the Association.

F. Removal:

1. The Association appointees on the LPDC shall be removed from the committee in accordance with procedure found within the Association's Constitution and By-laws.

2. Administration appointees of the LPDC shall be removed according to the administrative policy on removal from LPDC.

G. Training:

Each LPDC member shall also participate in professional development designed to prepare them for the role within the LPDC. This professional development may be legitimately used by the LPDC member as part of his/her own Individual Professional Development Plan. The content and scope of the training shall be determined by the LPDC and the district.

H. Meetings:

The LPDC committee members shall determine the frequency, time and place of the meetings.

ARTICLE XIX - SCHEDULED SALARIES

A. The term "years of experience" as used in the Salary Schedule shall mean years employed as a teacher by the Board provided that the Board shall give new teachers credit for teaching experience in other districts and shall also give credit to such teachers for up to five (5) years military service in accordance with Section 3317.13 of the Ohio Revised Code. Placement on the salary schedule shall be calculated beginning with the number of years of continuous service to the District in the appropriate column. A year of teaching service consists of a year in which the teacher taught one hundred and twenty (120) days under contract. A partial year of eight or more full months' military service shall count as a year of service.

B. Salary Schedule Placement:

The Board will pay employees in accordance with their training and experience at the annual rates specified in the indexed salary schedules attached.

1. Employees with less than a bachelor's degree or a bachelor's degree shall be paid on the BA column.

2. Employees with a bachelor's degree that have earned fifteen (15) semester hours, twenty-two and one-half (22.5) quarter hours or forty-five (45) continuing education units (C.E.U.'s) or a combination thereof after earning a bachelor's degree shall be placed on the BA + 15 column. The hours earned may be graduate, undergraduate or a combination of both.

3. Members with a bachelor's degree, who have earned thirty (30) semester hours or forty-five (45) quarter hours, or ninety 90 CEU's or a combination thereof, on or before January 1, 2019, shall be paid on the BA+30. The BA+30 column shall be closed to any employee who has not been paid in accordance with that column on or before that date.

4. Employees who have earned a Master's degree shall be paid on the Masters column.

5. After receiving a Master's degree, employees that have earned fifteen (15) semester hours or twenty-two and one-half (22.5) quarter hours, or a combination thereof shall be paid on the Masters +15 column.

6. After receiving a Master's degree, employees that have earned thirty (30) semester hours or forty-five (45) quarter hours, or a combination thereof shall be paid on the Masters +30 column.

7. The opportunity to teach any course offered be the school district through College Credit Plus (CCP) or Advance Placement (AP) shall be offered to all members who are qualified to teach the course. Teaching a CCP course shall be voluntary on the part of the teacher. Any CCP teacher shall be afforded in-service days to visit the participating institution of higher education to engage in planning with the cooperating college instructor.

   Any teacher who teaches a course(s) shall be paid a stipend of $2,500 per course. The stipend shall be paid as part of the member's regular pay at the conclusion of the course.

C. A salary adjustment due to a change in experience or training level requires that the employee notify the treasurer by the submission of a transcript prior to September 15 of the appropriate contract year.

D. The base salary on the teacher's indexed salary schedule to be effective September 1, 2025, for 1.00 (Step 0, B.A. Column) shall be $43,373 for the first year of the contract, $44,674 for the second year of the contract and $46,014 for the third year of the contract. (3.0%, 3.0%, 3.0% increase.) The indexed salary schedule for the 2025-2026 contract year will begin on September 1, 2025.

E. Extra-Curricular Activities:

1. All teachers holding supplemental positions shall be paid in accordance with the new Supplemental Salary Schedules for 2025-2028 attached as Appendix B. The base salary on which all supplemental pays are based shall be in accordance with the appropriate base for the school year identified in Appendix "A". Teachers who are employed in the same supplemental position for consecutive years will receive the following longevity bonus payable with the supplemental salary:

   a. For years 1-4: $0

   b. For years 5-9: $250

   c. For years 10 or more: $500

   Immediate prior years of consecutive experience will be included in the determination of this longevity bonus.

2. All Extra-Curricular Activity vacancies shall be posted within thirty (30) days of an employee's final day of service for an extracurricular activity. All Extra-Curricular Activities shall be filled within forty-five (45) days of the posting.

3. Notwithstanding the foregoing, the Board from time to time shall be permitted to pay stipends ("Stipends") to volunteers ("Volunteers") in respect of certain extra-curricular activities (the "Activities"), in each case subject to the terms and conditions of this Agreement. The amount of any Stipend payable or paid to any Volunteer during any school year in all cases shall be less than the amount that is payable or would have been payable in respect of each corresponding Supplemental Position set forth on Appendix B, whether or not any such Supplemental Position is filled. The aggregate amount of Stipends payable or paid to all Volunteers during any one school year shall not exceed the aggregate amount of contributions actually received by the District from booster clubs for such related Activities in that given school year.

4. Coaches

   In a contract year in which an athletic head coach requests the addition of assistant coach(es) to his/her staff following that Board determination, the following procedure will be followed:

   a. The head coach makes such a request, in writing, to the Athletic Director.

   b. The Athletic Director shall communicate such a request to the Principal.

   c. The Principal shall convene a review committee consisting of the Principal, the Athletic Director, and a designated member of the Association.

d. The review committee shall study the request to add an additional assistant coach(es).

e. If the committee approves such a request by a majority vote, the committee will present their recommendation to the Superintendent.

f. If the Superintendent is in agreement with the committee's recommendation, he shall present it to the Board for action on the additional assistant coaches for that season.

g. The offered position shall be posted within one week of Board approval.

h. The recommendation of the committee cannot increase any individual coach's salary beyond the negotiated percentage of the master contract.

F. Employment of Retired Teachers:

1. Bargaining unit members eligible for STRS retirement may, upon recommendation of the Superintendent, be rehired subsequent to retirement under a one (1) year limited contract of employment. Notice of the intent to seek employment as a rehired retiree must be provided by the bargaining unit member to the Superintendent no later than April 1, so as to permit the District to comply with the notice procedures for the reemployment of a retiree as set forth under Ohio Revised Code Section 3307.353. Additionally, in order to be eligible for reemployment as a retiree, the bargaining unit member's retirement must be effective no later than May 31.

2. Any retired bargaining unit member employed by the Board, or any other retired teacher employed by the Board, is considered a bargaining unit member and subject to the terms of this Agreement, except as otherwise set forth herein. All such re-employed retirees are hereinafter referred to as 'rehired retirees' for purposes of this Article.

3. Rehired retirees shall be eligible for a (1) year limited contract which the Board may, at its sole discretion, renew under a series of one (1) year limited contract(s) under the terms and conditions set forth herein.

4. Rehired retirees are eligible for insurance benefits set forth under Article XV of this Agreement, under the same terms and conditions as are available to any other bargaining unit member.

5. A rehired retiree shall be paid at the Step 0 of the appropriate training column of the Salary Schedule, regardless of years of service in any Ohio public or private school, and so long as employed by the Board shall not advance on the Salary Schedule based on additional years of service. Any Salary Schedule placement

determination as set forth herein shall not be subject to the grievance procedure or otherwise challengeable.

6. Seniority for rehired retirees will be zero (0) upon such re-employment and any subsequent re-employment under any provision of this Agreement. In the event the District needs to implement a Reduction in Force (RIF), rehired retirees shall, by areas of certification, be subject to a RIF before other members of the Association. Rehired retirees shall accrue seniority exclusively within the retire-rehire program. In the event two (2) or more rehired retirees, in the same area of certification, share the same seniority date within the program, they shall participate in the tie-breaker described in Article IX (D) (2) of the Agreement.

7. Notwithstanding the provisions of Ohio Revised Code Section 3319.08, rehired retirees shall not be eligible for continuing contract and are restricted to limited contracts of employment.

8. Rehired retirees are not eligible for any severance payments under Article XII, however, such teachers will accrue sick leave at a rate of 1¼ days per month worked. Sick leave will accumulate from year to year for rehired retirees. Rehired retirees shall not be eligible to participate in the sick leave bank set forth under Article XI (J).

9. Rehired retirees will be awarded one (1) year limited contracts of employment (per section A. of this provision) that will automatically expire at the end of the applicable school year (June 30) without notice of non-renewal. Rehired retirees shall be eligible for contract renewal only upon the recommendation from the Superintendent. No performance evaluations shall be required for any rehired retiree, but such evaluations may be conducted at the discretion of the Superintendent. For purposes of these teachers, the parties specifically agree that this provision supersedes and takes the place of Ohio Revised Code Sections 3319.08, 3319.11 and 3319.111, and differs from the rights of other teachers contained within the terms of this Agreement.

10. Any teacher intending to be re-employed under this Article of the Agreement, shall at the time of submitting his/her resignation for the purpose of retiring into STRS, shall also resign from any supplemental contract he/she holds under the Agreement. The resulting vacancy for the supplemental contract shall be posted with the understanding that rehired retirees are eligible for employment under a supplemental contract.

11. The parties expressly agree and fully intend this Article supersedes and takes precedence over the provisions of Ohio Revised Code Section 3317.13 and any and all other inconsistent or contrary state or federal statutes, laws and/or regulations.

12. During the periods of re-employment, the retiree shall make contributions to STRS as required under Ohio law. These contributions fund a benefit that is payable the

first of the month following the last day of reemployment, pursuant to the terms and conditions set by STRS and Ohio law.

13. In the event the Superintendent, in his or her sole discretion, believes that the conduct of a rehired retiree rises to the level of cause sufficient to warrant contract termination, the Superintendent will notify the rehired retiree in writing, and schedule a meeting with the rehired retiree to discuss the basis for considering termination of the rehired retiree's contract. At this meeting the rehired retiree shall have the right to representation, and the opportunity to respond to the allegations. If after that meeting the Superintendent recommends termination of the rehired retiree to the Board, the Board shall vote upon that recommendation, with such action by the Board being final and binding.

    Notwithstanding Article VIII (G) or any other section of this Agreement, any discipline or termination of a rehired retiree shall be final and not subject to the grievance procedure set forth at Article VI, or appeal to any court. For purposes of these teachers, the parties specifically agree that this provision supersedes and takes the place of Ohio Revised Code Sections 3319.16 and 3319.161, and differs from the rights of other teachers contained within the terms of this Agreement.

ARTICLE XX - DISTRIBUTION

Within thirty (30) days after this contract is signed, it will be e-mailed to all bargaining unit members. Copies will be provided upon request up to 75 copies with the costs to be shared equally by the parties.

ARTICLE XXI - DURATION

This contract shall be in effect from September 1, 2025, until August 31, 2028, and may be extended thereafter by mutual agreement. A new contract may be negotiated as provided in Article V, "Negotiation Procedures."

ARTICLE XXII - COMPLETE AGREEMENT

The Board and the Association acknowledge that during negotiations which preceded this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the scope of negotiations and that all the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in the written provisions of this agreement.

The written provisions of this agreement constitute the whole and entire agreement (including all understanding) between the parties concerning any and all matters within the scope of negotiations.

The Board and the Association agree that all items in this contract which supersede applicable state law and which may permissibly do so under Ohio Revised Code Section 4117.10(A) shall not be affected by this Article. Should any clause of this contract be held to be in violation of the law by a court of competent jurisdiction, then that clause of the contract shall be rendered null and void, but the remainder of the contract shall remain in full force and effect.

ARTICLE XXIII - SIGNATURE PAGE

SIGNATURE PAGE

IN WITNESS WHEREOF, the Agreement is hereby attested to by the signatures affixed below on this 28th day of May, 2025.

FOR THE BOARD:

President

Superintendent

Treasurer

FOR THE ASSOCIATION:

MEA President

MEA Vice President

MEA Secretary

Additional team member for the Board:

2025-2026 Salary Schedule

Step	INDEX	BA	INDEX	BA+15	INDEX	BA+30/Masters *	INDEX	Masters+15	INDEX	Masters+30
0	1.00	43,373	1.05	45,542	1.10	47,710	1.15	49,879	1.20	52,048
1	1.05	45,542	1.099	47,667	1.153	50,009	1.206	52,308	1.259	54,607
2	1.10	47,710	1.148	49,792	1.206	52,308	1.259	54,607	1.312	56,905
3	1.14	49,445	1.197	51,917	1.259	54,607	1.312	56,905	1.365	59,204
4	1.184	51,354	1.246	54,043	1.312	56,905	1.365	59,204	1.418	61,503
5	1.23	53,349	1.295	56,168	1.365	59,204	1.418	61,503	1.471	63,802
6	1.277	55,387	1.344	58,293	1.418	61,503	1.471	63,802	1.524	66,100
7	1.324	57,426	1.396	60,549	1.471	63,802	1.524	66,100	1.577	68,399
8	1.371	59,464	1.442	62,544	1.524	66,100	1.577	68,399	1.63	70,698
9	1.418	61,503	1.491	64,669	1.577	68,399	1.63	70,698	1.684	73,040
10	1.465	63,541	1.54	66,794	1.63	70,698	1.684	73,040	1.738	75,382
11	1.512	65,580	1.59	68,963	1.684	73,040	1.738	75,382	1.792	77,724
12	1.559	67,619	1.64	71,132	1.738	75,382	1.792	77,724	1.846	80,067
13	1.606	69,657	1.69	73,300	1.792	77,724	1.846	80,067	1.90	82,409
14	1.653	73,696	1.74	75,469	1.846	80,067	1.90	82,409	1.954	84,751
15	1.70	73,734	1.79	77,638	1.9	82,409	1.954	84,751	2.004	86,919
16	1.70	73,734	1.79	77,638	1.9	82,409	1.954	84,751	2.004	86,919
17	1.70	73,734	1.79	77,638	1.9	82,409	1.954	84,751	2.004	86,919
18	1.70	73,734	1.79	77,638	1.9	82,409	1.954	84,751	2.004	86,919
19	1.70	73,734	1.79	77,638	1.9	82,409	1.954	84,751	2.004	86,919
20	1.747	75,773	1.84	79,806	1.954	84,751	2.004	86,919	2.058	89,262
21	1.747	75,773	1.84	79,806	1.954	84,751	2.004	86,919	2.058	89,262
22	1.747	75,773	1.84	79,806	1.954	84,751	2.004	86,919	2.058	89,262
23	1.747	75,773	1.84	79,806	1.954	84,751	2.004	86,919	2.058	89,262
24	1.747	75,773	1.84	79,806	1.954	84,751	2.004	86,919	2.058	89,262
25	1.797	77,941	1.89	81,975	2.004	86,919	2.058	89,262	2.112	91,604
26	1.797	77,941	1.89	81,975	2.004	86,919	2.058	89,262	2.112	91,604
27	1.797	77,941	1.89	81,975	2.004	86,919	2.058	89,262	2.112	91,604
28	1.797	77,941	1.89	81,975	2.004	86,919	2.058	89,262	2.112	91,604
29	1.797	77,941	1.89	81,975	2.004	86,919	2.058	89,262	2.112	91,604
30	1.797	77,941	1.89	81,975	2.004	86,919	2.058	89,262	2.112	91,604
31	1.847	80,110	1.94	84,144	2.054	89,088	2.108	91,430	2.166	93,946
32	1.847	80,110	1.94	84,144	2.054	89,088	2.108	91,430	2.166	93,946
33	1.847	80,110	1.94	84,144	2.054	89,088	2.108	91,430	2.166	93,946
34	1.847	80,110	1.94	84,144	2.054	89,088	2.108	91,430	2.166	93,946
35	1.847	80,110	1.94	84,144	2.054	89,088	2.108	91,430	2.166	93,946

* Pursuant to Article XIX(B)(3), this column is only available to employees who met the eligibility criteria on or before January 1, 2019.

2026-2027 Salary Schedule

Step	INDEX	BA	INDEX	BA+15	INDEX	BA+30/Masters *	INDEX	Masters+15	INDEX	Masters+30
0	1.00	44,674	1.05	46,908	1.10	49,141	1.15	51,375	1.2	53,609
1	1.05	46,908	1.099	49,097	1.153	51,509	1.206	53,877	1.259	56,245
2	1.10	49,141	1.148	51,286	1.206	53,877	1.259	56,245	1.312	58,612
3	1.14	50,928	1.197	53,475	1.259	56,245	1.312	58,612	1.365	60,980
4	1.184	52,894	1.246	55,664	1.312	58,612	1.365	60,980	1.418	63,348
5	1.23	54,949	1.295	57,853	1.365	60,980	1.418	63,348	1.471	65,715
6	1.277	57,049	1.344	60,042	1.418	63,348	1.471	65,715	1.524	68,083
7	1.324	59,148	1.396	62,365	1.471	65,715	1.524	68,083	1.577	70,451
8	1.371	61,248	1.442	64,420	1.524	68,083	1.577	70,451	1.63	72,819
9	1.418	63,348	1.491	66,609	1.577	70,451	1.63	72,819	1.684	75,231
10	1.465	65,447	1.54	68,798	1.63	72,819	1.684	75,231	1.738	77,643
11	1.512	67,547	1.59	71,032	1.684	75,231	1.738	77,643	1.792	80,056
12	1.559	69,647	1.64	73,265	1.738	77,643	1.792	80,056	1.846	82,468
13	1.606	71,746	1.69	75,499	1.792	80,056	1.846	82,468	1.9	84,881
14	1.653	73,846	1.74	77,733	1.846	82,468	1.90	84,881	1.954	87,293
15	1.70	75,946	1.79	79,966	1.90	84,881	1.954	87,293	2.004	89,527
16	1.70	75,946	1.79	79,966	1.90	84,881	1.954	87,293	2.004	89,527
17	1.70	75,946	1.79	79,966	1.90	84,881	1.954	87,293	2.004	89,527
18	1.70	75,946	1.79	79,966	1.90	84,881	1.954	87,293	2.004	89,527
19	1.70	75,946	1.79	79,966	1.90	84,881	1.954	87,293	2.004	89,527
20	1.747	78,045	1.84	82,200	1.954	87,293	2.004	89,527	2.058	91,939
21	1.747	78,045	1.84	82,200	1.954	87,293	2.004	89,527	2.058	91,939
22	1.747	78,045	1.84	82,200	1.954	87,293	2.004	89,527	2.058	91,939
23	1.747	78,045	1.84	82,200	1.954	87,293	2.004	89,527	2.058	91,939
24	1.747	78,045	1.84	82,200	1.954	87,293	2.004	89,527	2.058	91,939
25	1.797	80,279	1.89	84,434	2.004	89,527	2.058	91,939	2.112	94,351
26	1.797	80,279	1.89	84,434	2.004	89,527	2.058	91,939	2.112	94,351
27	1.797	80,279	1.89	84,434	2.004	89,527	2.058	91,939	2.112	94,351
28	1.797	80,279	1.89	84,434	2.004	89,527	2.058	91,939	2.112	94,351
29	1.797	80,279	1.89	84,434	2.004	89,527	2.058	91,939	2.112	94,351
30	1.797	80,279	1.89	84,434	2.004	89,527	2.058	91,939	2.112	94,351
31	1.847	82,513	1.94	86,668	2.054	91,760	2.108	94,173	2.166	96,764
32	1.847	82,513	1.94	86,668	2.054	91,760	2.108	94,173	2.166	96,764
33	1.847	82,513	1.94	86,668	2.054	91,760	2.108	94,173	2.166	96,764
34	1.847	82,513	1.94	86,668	2.054	91,760	2.108	94,173	2.166	96,764
35	1.847	82,513	1.94	86,668	2.054	91,760	2.108	94,173	2.166	96,764

* Pursuant to Article XIX(B)(3), this column is only available to employees who met the eligibility criteria on or before January 1, 2019.

2027-2028 Salary Schedule

Step	INDEX	BA	INDEX	BA+15	INDEX	BA+30/Masters *	INDEX	Masters+15	INDEX	Masters+30
0	1.00	46,014	1.05	48,315	1.10	50,615	1.15	52,916	1.20	55,217
1	1.05	48,315	1.099	50,569	1.153	53,054	1.206	55,493	1.259	57,932
2	1.10	50,615	1.148	52,824	1.206	55,493	1.259	57,932	1.312	60,370
3	1.14	52,456	1.197	55,079	1.259	57,932	1.312	60,370	1.365	62,809
4	1.184	54,481	1.246	57,333	1.312	60,370	1.365	62,809	1.418	65,248
5	1.23	56,597	1.295	59,588	1.365	62,809	1.418	65,248	1.471	67,687
6	1.277	58,760	1.344	61,843	1.418	65,248	1.471	67,687	1.524	70,125
7	1.324	60,923	1.396	64,236	1.471	67,687	1.524	70,125	1.577	72,564
8	1.371	63,085	1.442	66,352	1.524	70,125	1.577	72,564	1.63	75,003
9	1.418	65,248	1.491	68,607	1.577	72,564	1.63	75,003	1.684	77,488
10	1.465	67,411	1.54	70,862	1.63	75,003	1.684	77,488	1.738	79,972
11	1.512	69,573	1.59	73,162	1.684	77,488	1.738	79,972	1.792	82,457
12	1.559	71,736	1.64	75,463	1.738	79,972	1.792	82,457	1.846	84,942
13	1.606	73,898	1.69	77,764	1.792	82,457	1.846	84,942	1.90	87,427
14	1.653	76,061	1.74	80,064	1.846	84,942	1.90	87,427	1.954	89,911
15	1.70	78,224	1.79	82,365	1.9	87,427	1.954	89,911	2.004	92,212
16	1.70	78,224	1.79	82,365	1.90	87,427	1.954	89,911	2.004	92,212
17	1.70	78,224	1.79	82,365	1.90	87,427	1.954	89,911	2.004	92,212
18	1.70	78,224	1.79	82,365	1.90	87,427	1.954	89,911	2.004	92,212
19	1.70	78,224	1.79	82,365	1.90	87,427	1.954	89,911	2.004	92,212
20	1.747	80,386	1.84	84,666	1.954	89,911	2.004	92,212	2.058	94,697
21	1.747	80,386	1.84	84,666	1.954	89,911	2.004	92,212	2.058	94,697
22	1.747	80,386	1.84	84,666	1.954	89,911	2.004	92,212	2.058	94,697
23	1.747	80,386	1.84	84,666	1.954	89,911	2.004	92,212	2.058	94,697
24	1.747	80,386	1.84	84,666	1.954	89,911	2.004	92,212	2.058	94,697
25	1.797	82,687	1.89	86,966	2.004	92,212	2.058	94,697	2.112	97,182
26	1.797	82,687	1.89	86,966	2.004	92,212	2.058	94,697	2.112	97,182
27	1.797	82,687	1.89	86,966	2.004	92,212	2.058	94,697	2.112	97,182
28	1.797	82,687	1.89	86,966	2.004	92,212	2.058	94,697	2.112	97,182
29	1.797	82,687	1.89	86,966	2.004	92,212	2.058	94,697	2.112	97,182
30	1.797	82,687	1.89	86,966	2.004	92,212	2.058	94,697	2.112	97,182
31	1.847	84,988	1.94	89,267	2.054	94,513	2.108	96,998	2.166	99,666
32	1.847	84,988	1.94	89,267	2.054	94,513	2.108	96,998	2.166	99,666
33	1.847	84,988	1.94	89,267	2.054	94,513	2.108	96,998	2.166	99,666
34	1.847	84,988	1.94	89,267	2.054	94,513	2.108	96,998	2.166	99,666
35	1.847	84,988	1.94	89,267	2.054	94,513	2.108	96,998	2.166	99,666

* Pursuant to Article XIX(B)(3), this column is only available to employees who met the eligibility criteria on or before January 1, 2019.

2025-2026 Supplemental Salaries

Base Salary 2025-2026 $43,373

TITLE	%	Cost Each
Athletic Director	0.26	$11,277
Asst. Athletic Director (2)	0.08	$3,470
Baseball		
Head	0.15	$6,506
Asst	0.08	$3,470
Basketball – Boys		
Head	0.23	$9,976
Reserve	0.13	$5,638
Freshman	0.11	$4,771
8th Grade	0.08	$3,470
7th Grade	0.08	$3,470
Basketball – Girls		
Head	0.23	$9,976
Reserve	0.13	$5,638
8th Grade	0.08	$3,470
7th Grade	0.08	$3,470
Cheerleading		
Varsity	0.15	$6,506
Jr High	0.09	$3,904
Cross Country – Boys		
Head	0.15	$6,506
Jr High	0.08	$3,470
Cross Country - Girls		
Head	0.15	$6,506
Jr High	0.08	$3,470
Football		
Head	0.23	$9,976
Asst Vars (5)	0.13	$5,638
Jr. High (2)	0.08	$3,470
Volleyball		
Head	0.15	$6,506
Asst	0.08	$3,470
Jr High (2)	0.08	$3,470
HS Prep Bowl	0.03	$1,301
ES Prep Bowl	0.03	$1,301
Jr. High Prep Bowl	0.03	$1,301
Mentor Teachers		$1,000

a. Add'l mentees up to 2, $250 each
b. Up to 3 total mentees

TITLE	%	Cost Each
Track – Boys		
Head	0.15	$6,506
Asst	0.08	$3,470
Jr High	0.08	$3,470
Track – Girls		
Head	0.15	$6,506
Asst	0.08	$3,470
Jr High	0.08	$3,470
Golf		
Head	0.13	$5,638
Bowling		
Head	0.13	$5,638
Band		
Director	0.15	$6,506
Asst	0.11	$4,771
Pep Band	0.03	$1,301
Majorette	0.03	$1,301
Activities		
Drama	0.07	$3,036
Elem. Patrol	0.03	$1,301
Elem. Music (per semester)	0.03	$1,301
Jr. Class	0.06	$2,602
Sr. Class	0.07	$3,036
Student Council	0.05	$2,169
NHS	0.06	$2,602
Yearbook	0.13	$5,638
Physical Fitness	0.09	$3,904
Softball		
Head	0.15	$6,506
Asst	0.08	$3,470
Tennis		
Head	0.15	$6,506

c. If more than 3 mentees per bldg., add'l mentors may be hired
Add'l Resident Teachers, $250 each

Time in excess of 1 hour paid in .25 increments and must be approved by building level principal.

Increments:	1-15 minutes	0.25
	16-30 minutes	0.50
	31-45 minutes	0.75
	46-60 minutes	1.00
	Intervention, Detention, Sub, Overflow, Audio/ Visual, and any Supplemental Work Previously Approved by the Relevant Building Principal. Direct student instruction, (home instruction, summer school, after school intervention) shall be paid an additional ½ hour of planning time per hour of instruction.	$25.00 per hour

2026-2027 Supplemental Salaries

Base Salary 2026-2027 $44,674

TITLE	%	Cost Each
Athletic Director	0.26	$11,615
Asst. Athletic Director (2)	0.08	$3,574
Baseball		
Head	0.15	$6,701
Asst	0.08	$3,574
Basketball – Boys		
Head	0.23	$10,275
Reserve	0.13	$5,807
Freshman	0.11	$4,914
8th Grade	0.08	$3,574
7th Grade	0.08	$3,574
Basketball – Girls		
Head	0.23	$10,275
Reserve	0.13	$5,807
8th Grade	0.08	$3,574
7th Grade	0.08	$3,574
Cheerleading		
Varsity	0.15	$6,701
Jr High	0.09	$4,021
Cross Country – Boys		
Head	0.15	$6,701
Jr High	0.08	$3,574
Cross Country - Girls		
Head	0.15	$6,701
Jr High	0.08	$3,574
Football		
Head	0.23	$10,275
Asst Vars (5)	0.13	$5,808
Jr. High (2)	0.08	$3,574
Volleyball		
Head	0.15	$6,701
Asst	0.08	$3,574
Jr High (2)	0.08	$3,574
HS Prep Bowl	0.03	$1,340
ES Prep Bowl	0.03	$1,340
Jr. High Prep Bowl	0.03	$1,340
Mentor Teachers		$1,000

a. Add'l mentees up to 2, $250 each
b. Up to 3 total mentees

TITLE	%	Cost Each
Track – Boys		
Head	0.15	$6,701
Asst	0.08	$3,574
Jr High	0.08	$3,574
Track – Girls		
Head	0.15	$6,701
Asst	0.08	$3,574
Jr High	0.08	$3,574
Golf		
Head	0.13	$5,807
Bowling		
Head	0.13	$5,807
Band		
Director	0.15	$6,701
Asst	0.11	$4,914
Pep Band	0.03	$1,340
Majorette	0.03	$1,340
Activities		
Drama	0.07	$3,127
Elem. Patrol	0.03	$1,340
Elem. Music (per semester)	0.03	$1,340
Jr. Class	0.06	$2,680
Sr. Class	0.07	$3,127
Student Council	0.05	$2,234
NHS	0.06	$2,680
Yearbook	0.13	$5,807
Physical Fitness	0.09	$4,021
Softball		
Head	0.15	$6,701
Asst	0.08	$3,574
Tennis		
Head	0.15	$6,701

c. If more than 3 mentees per bldg., add'l mentors may be hired
Add'l Resident Teachers, $250 each

Time in excess of 1 hour paid in .25 increments and must be approved by building level principal.

Increments:	1-15 minutes	0.25
	16-30 minutes	0.50
	31-45 minutes	0.75
	46-60 minutes	1.00
	Intervention, Detention, Sub, Overflow, Audio/ Visual, and any Supplemental Work Previously Approved by the Relevant Building Principal. Direct student instruction, (home instruction, summer school, after school intervention) shall be paid an additional ½ hour of planning time per hour of instruction.	$25.00 per hour

2027-2028 Supplemental Salaries

Base Salary 2027-2028 $46,014

TITLE	%	Cost Each
Athletic Director	0.26	$11,964
Asst. Athletic Director (2)	0.08	$3,681
Baseball		
Head	0.15	$6,902
Asst	0.08	$3,681
Basketball – Boys		
Head	0.23	$10,583
Reserve	0.13	$5,982
Freshman	0.11	$5,062
8th Grade	0.08	$3,681
7th Grade	0.08	$3,681
Basketball – Girls		
Head	0.23	$10,583
Reserve	0.13	$5,982
8th Grade	0.08	$3,681
7th Grade	0.08	$3,681
Cheerleading		
Varsity	0.15	$6,902
Jr High	0.09	$4,141
Cross Country – Boys		
Head	0.15	$6,902
Jr High	0.08	$3,681
Cross Country - Girls		
Head	0.15	$6,902
Jr High	0.08	$3,681
Football		
Head	0.23	$10,583
Asst Vars (5)	0.13	$5,982
Jr High (2)	0.08	$3,681
Volleyball		
Head	0.15	$6,902
Asst	0.08	$3,681
Jr High (2)	0.08	$3,681
HS Prep Bowl	0.03	$1,380
ES Prep Bowl	0.03	$1,380
Jr. High Prep Bowl	0.03	$1,380
Mentor Teachers		$1,000

TITLE	%	Cost Each
Track – Boys		
Head	0.15	$6,902
Asst	0.08	$3,681
Jr High	0.08	$3,681
Track – Girls		
Head	0.15	$6,902
Asst	0.08	$3,681
Jr High	0.08	$3,681
Golf		
Head	0.13	$5,982
Bowling		
Head	0.13	$5,982
Band		
Director	0.15	$6,902
Asst	0.11	$5,062
Pep Band	0.03	$1,380
Majorette	0.03	$1,380
Activities		
Drama	0.07	$3,221
Elem. Patrol	0.03	$1,380
Elem. Music (per semester)	0.03	$1,380
Jr. Class	0.06	$2,761
Sr. Class	0.07	$3,221
Student Council	0.05	$2,301
NHS	0.06	$2,761
Yearbook	0.13	$5,982
Physical Fitness	0.09	$4,141
Softball		
Head	0.15	$6,902
Asst	0.08	$3,681
Tennis		
Head	0.15	$6,902

a. Add'l mentees up to 2, $250 each
b. Up to 3 total mentees
c. If more than 3 mentees per bldg., add'l mentors may be hired
Add'l Resident Teachers, $250 each

Time in excess of 1 hour paid in .25 increments and must be approved by building level principal.

Increments:	1-15 minutes	0.25
	16-30 minutes	0.50
	31-45 minutes	0.75
	46-60 minutes	1.00
	Intervention, Detention, Sub, Overflow, Audio/ Visual, and any Supplemental Work Previously Approved by the Relevant Building Principal. Direct student instruction, (home instruction, summer school, after school intervention) shall be paid an additional ½ hour of planning time per hour of instruction.	$25.00 per hour

Appendix C

McDONALD LOCAL SCHOOL DISTRICT
APPRAISAL INSTRUMENT
BACKGROUND INFORMATION SHEET

1. Name _____ 2. Building _____

2. Subjects and/or Grades _____ 4. Position _____

_____

5. Major Field of Study _____ 6. Degree(s) Held _____

7. Years of Service _____ 8. Service in Present School _____

9. Total Experience

_____

10. Current Contract Status:

Assigned Substitute _____	Limited Contract _____	Continuing Contract _____	Replacement

11. Professional Activities Engaged in During the Year:

(Committee work, professional organization activities, course work, sabbatical leave and other types of activities)

_____

_____

_____

_____

_____

_____

_____

Original: Principal
Copy: Appraisee
Copy: Superintendent

Appendix D

Certificate
(O.R.C. 5705.41 and 5705.412)

The undersigned, Treasurer of the Board of Education of the McDonald Local School District, Ohio, certifies that the money required to meet the obligations of the Board during Fiscal Year 2026 under the attached qualifying contract have been lawfully appropriated by the Board for such purposes and are in the treasury or in the process of collection to the credit of an appropriate fund, free from any previous encumbrances.

The undersigned, Treasurer and President of the Board of Education of the McDonald Local School District, Ohio, and the Superintendent of Schools of the McDonald Local School District, Ohio, hereby certify that the District has in effect for the term of this Agreement the authorization to levy taxes, including the renewal or replacement of existing levies, which, when combined with the estimated revenue from all other sources available to the District at the time of this certification are sufficient to provide operating revenues necessary to enable the District to maintain all personnel and programs for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal year equal to the number of days instruction was held or is scheduled for the current fiscal year.

Dated: _____

McDONALD LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

By:_____
Treasurer

By:_____
Superintendent

By:_____
President, Board of Education

Appendix E

McDONALD LOCAL SCHOOL DISTRICT
GRIEVANCE FORM – LEVEL ___

Name _____ Assignment _____

Date Received by Administrator/Board _____

Grievance No. _____

Specific item alleged violated, misinterpreted, and/or misapplied:

_____

_____

Statement of Grievance: _____

_____

_____

_____

Remedy Requested: _____

_____

_____

_____ _____
Signature of Aggrieved Date Filed at this Level

Hearing Date: _____

Disposition Rendered: _____

_____

_____

_____

_____ _____
Signature of Person Rendering Disposition Date

(Attach additional pages as necessary to complete any section)

McDONALD LOCAL SCHOOLS
APPLICATION FOR CONTINUING CONTRACT

CRITERIA - To be eligible to apply for continuing contract, a certified staff member must meet specific criteria, as outlined in ORC 3319.08 & 3319.11

****

Name: _____

Position: _____ Building: _____

I have met the criteria to apply for continuing contract as designated (X) below:

For a teacher who was initially issued a teacher's certificate or educator license *PRIOR TO* January 01, 2011

Educational requirement*:* ___ Hold a professional, senior professional or lead professional license or professional or permanent certificate

and have completed one of the following:

___ 30 semester hours beyond initial issuance of license in a related area

Or

___ Six (6) additional semester hours if Master's Degree was held upon initial issuance of license

Service Requirement*:*

____ Have taught at McDonald for at least three (3) of the last five (5) years

Or

___ Have taught at McDonald for two (2) years and have attained continuing contract status in another district*

**must provide documentation from prior school district to include signature of school official*

For a teacher who was initially issued a teacher's certificate or educator license *ON OR AFTER* January 01, 2011

Educational requirement*:*

____ Hold a professional, senior professional or lead professional educator license, other than a substitute license for **seven years (7)**, if initially licensed on or after January 01, 2011

and have completed one of the following:

___ 30 semester hours beyond initial issuance of license in a related area

Or

___ Six (6) additional semester hours if Master's Degree was held upon initial issuance of license

Service Requirement*:*

____ Have taught at McDonald for at least three (3) of the last five (5) years

Or

___ Have taught at McDonald for two (2) years and have attained continuing contract status in another district*

**must provide documentation from prior school district to include signature of school official*

Signature:_____ **Date:**_____

Complete and return this application with copies of your license and appropriate transcripts attached to the appropriate building Principal's office by April 1st.