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AGREEMENT

between

THE STRASBURG-FRANKLIN
LOCAL BOARD OF EDUCATION

and

THE STRASBURG EDUCATION ASSOCIATION
AFT/OFT

EFFECTIVE:

July 1, 2025– June 30, 2029

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PREAMBLE

The Strasburg-Franklin School Board recognizes that the best interest of public education will be served by establishing procedures to provide an orderly method for the Board of Education and representatives of the Strasburg Education Association to discuss matters of common concern and to reach a mutually satisfactory agreement on these matters.

- The Board of Education, under law, has the final responsibility of establishing policies for the District.
- The Superintendent and his/her staff have the responsibility of carrying out the policies established.
- The professional teaching personnel have the ultimate responsibility of providing the best possible education in the classroom.

ARTICLE I – RECOGNITION

A. The Unit:

The Strasburg Education Association (SEA), AFT/OFT, is the sole and exclusive bargaining agent for all regular teachers for the purpose of determining wages, hours, terms and other conditions of employment and the continuation, modification or deletion of an existing provision of a collective bargaining agreement and entering into collective bargaining agreements. All substitute teachers, administrative personnel, athletic director and supervisory staff are specifically excluded from the bargaining unit.

B. The SEA will maintain negotiation rights as long as the negotiated agreement is in effect. At the time of expiration of the agreement, the SEA will maintain bargaining rights unless it is removed or replaced in accordance with provisions of the Ohio Revised Code 4117.

C. Procedures for arriving at agreements are set forth in the outline of procedures in Article III, Negotiation Procedures.

ARTICLE II – RIGHTS OF PARTIES

A. Board Rights

Except as expressly provided otherwise in the Agreement, the determination and administration of school policy, the operation and management of schools and the direction of employees are vested exclusively in the Board.

B. Association Rights

1. Exclusive Representation – The SEA shall be the exclusive representative of members in the bargaining unit.

2. Bulletin Boards/Mail – The SEA shall have the right to post notices on a bulletin board in each building which will be provided by the Board in an area frequented by teachers. The SEA may use mailboxes for communications to teachers without interference or censorship by the Board or Administration.

3. Use of Facilities – Upon advance notice to the building principal, the SEA may use District facilities at reasonable times and under reasonable conditions, so long as such does not interfere with the regular teacher work day or school activities. Authorized representatives of the SEA may transact SEA business on school property, so long as such does not interfere with the regular teacher work day or school activities.

4. Board Agenda – The SEA President shall be furnished with a copy of the agenda and attachments for each Board meeting in the same fashion and time frame as board members prior to each meeting. The SEA President will be furnished with a copy of the minutes of each Board meeting.

ARTICLE III – NEGOTIATION PROCEDURES

A. Statement of Principles

1. The Board and the SEA state that the principles stated in succeeding sections of this Article will govern the negotiations process between the Board and the SEA.

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

B. Scope of Negotiations

Those matters which shall be negotiable are wages, hours, terms and other conditions of employment as may be mutually agreed upon by the Board and the SEA.

C. Requests for Negotiation

1. If either of the parties desires to negotiate changes in wages, hours, or other terms and conditions of employment, it will notify the other party in writing not later than ninety (90) days, and not earlier than one hundred-twenty (120) days, prior to the expiration date of any agreement or understanding reached pursuant to the terms of this negotiating procedure. Notification in writing from the SEA will be submitted

to the Superintendent. Notification in writing from the Board will be addressed to the President of the SEA. The above notification will include a list of items from the party to be the subjects of negotiations.

2. Within fifteen (15) working days after receipt of such notice, an initial meeting will be held at which SEA and the Board will submit in writing their proposals. The fifteen (15) day period may be extended by mutual consent.

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

4. The items proposed will constitute the total negotiations. No new items may be submitted unless by mutual agreement of both parties. Any items not submitted for negotiations and in the current contract will remain in full force and effect in the successor contract.

D. Meetings

Meetings between the committee of the SEA and the representatives of the Board will be scheduled for a mutually satisfactory time.

1. Meetings shall not exceed three (3) hours in length unless both parties mutually agree to extend the time.

2. Relevant data and supporting information, proposals, and counter proposals will be presented.

3. Consultants may be used if deemed advisable by either party.

4. During the period of consideration, interim reports of progress may be made to the SEA by its representatives and to the Board by its representatives.

5. While discussions are in progress, any release prepared for the news media shall be approved by both groups.

6. Upon the request of either party, the negotiation meeting shall be recessed to permit the parties to caucus for a maximum of fifteen (15) minutes unless it is mutually agreed to extend the time.

E. Representation

1. The representatives of the Board will consist of not more than six (6) designees.

2. The representatives of the SEA will consist of not more than six (6) designees.

F. Assistance and Study Committees

Either party, with the consent of the other party, may call upon professional and lay persons to consider and make suggestions concerning matters under discussion.

G. Agreement

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

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

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

4. Within thirty (30) working days after signing, the contract will be provided to all teachers and Board members. The Board will be responsible for the typing of the final negotiated contract and provide a copy to the SEA's representative for his/her review. The Board will be responsible for the duplication and distribution of the contract to bargaining unit personnel as well as administrative personnel and Board members.

H. Dispute Settlement Procedures

1. Mediation: In the event agreement is not reached by the parties after sixty (60) days of bargaining, either party may request the use of mediation in an effort to reach an acceptable settlement. The negotiation teams will request a mediator in the following manner:

   a. The Federal Mediation and Conciliation Service (FMCS) will be contacted first.

   b. If the FMCS cannot provide a mediator within thirty (30) days, the State Employment Relations Board will be contacted to provide a mediator.

   In the event there are costs and expenses for said services, the costs will be shared equally by the Board and the SEA. However, if after sixty (60) days from commencement of negotiations, should either side request that negotiations be extended before mediation, and, if both parties mutually agree to do so, negotiations before mediation will be extended up to thirty (30) additional days, making ninety
   (90) days—from the day of the initial meeting—the total number of days for any one negotiation session.

Mediation will continue for thirty (30) days unless both parties mutually agree to extend this process.

2. This shall be the last step in the bargaining process. Nothing herein shall be construed to waive the SEA's right to strike in accordance with O.R.C. 4117.14 (D) (2).

I. Modification of Agreement

The Board and the SEA may modify or amend this Agreement with mutual consent by both parties any time during the year.

ARTICLE IV – GRIEVANCE PROCEDURES

A. Grievance Policy

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

B. Grievance Defined

A grievance is a disagreement involving the violation, interpretation or application of the specific provisions of this contract, entered into between the Board and the recognized employees' organization (SEA).

A grievant will mean either (1) an individual teacher or (2) group of teachers having the same grievance. A group grievance may be filed by the SEA on behalf of the said group if the group consists of five (5) or more persons who are affected by the same transaction or occurrence.

C. Procedures

Step One:

Any employee having a grievance shall first discuss such grievance with his/her immediate supervisor within fifteen (15) calendar days after the date of occurrence or date when the employee became aware of the event upon which the grievance is based. After this discussion, the supervisor has fifteen (15) calendar days to respond to the grievance.

Step Two:

If the discussion does not resolve the grievance to the satisfaction of the employee(s), the

employee(s) shall have the right to lodge a written grievance with the immediate supervisor. If such grievance is not lodged within five (5) working days following the rendering of the judgment in Step One, it shall no longer exist.

Step Three:

If the action taken by the immediate supervisor does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Superintendent. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the supervisor's action on said grievance shall be deemed a waiver of the right to appeal.

Upon request, a hearing shall be conducted by the Superintendent within five (5) working days after receipt of the request. The aggrieved employee shall have the right to be represented at such hearing by counsel or by a representative of the SEA.

The Superintendent shall take action on the appeal of the grievance within five (5) working days after receipt of the appeal, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the immediate supervisor.

Before a member of the bargaining unit enters the fourth step of the grievance procedure with the Board, he/she must first present it to the SEA Board of Directors. If the Board of Directors approves the grievance, then the member of the bargaining unit shall have the backing of the SEA and shall be eligible for funds, legal or otherwise.

Step Four: Arbitration

If the grievance is not resolved in Step Three, the employee and the SEA may submit the matter to an arbitrator under the voluntary labor arbitration rules of the Federal Mediation and Conciliation Service by filing notice with the Board no later than ten (10) days after receipt of the unsatisfactory decision at Step Three. The arbitrator shall be selected from a list of seven (7) names provided by the Federal Mediation and Conciliation Service in accordance with its rules and regulations. The alternate strike method shall be used to determine which of the seven (7) arbitrators will hear the grievance.

The arbitrator will issue his/her opinion and recommendation not later than thirty (30) days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision will be in writing and will set forth the arbitrator's opinion and recommendations on the issues submitted. The arbitrator will limit his/her opinion and recommendation strictly to the application and interpretation of the provisions of this contract.
The opinion and recommendation of the arbitrator will be binding on both

parties. The arbitrator's fee will be shared equally by the parties to the dispute.

D. Representation in the Grievance Procedures

The grievant may have a representative(s) present at any stage of the grievance procedure. Such representation shall be with approval of the SEA.

No grievant, at any stage of the grievance procedure, will be required to meet with any administrator without SEA representation.

E. Time Limits

If a decision on a grievance is not appealed within the time limit specified at any step of the procedure, the grievance will be deemed settled on the basis of the disposition at that step and further appeal will be barred. Failure at any step of these procedures by an administrator to communicate the decision on a grievance within the specified time limits shall permit the grievant to appeal to the next step.

ARTICLE V – PROFESSIONAL PERSONNEL REGULATIONS AND PROCEDURES

A. Knowledge of Policies and Regulations

Annually, the Board of Education will provide each teacher with a handbook containing the rules, policies and regulations with which they are to comply. Any changes or additions to these rules, policies and regulations will be given to each teacher as they occur.

Rules, policies and regulations cannot conflict with this negotiated agreement. Prior to implementation of a new or changed rule, policy or regulation the administration will meet with the union president to discuss the details.

B. Preliminary Items for Employment

All teachers are required to submit such necessary proof of training for the permanent files as the Superintendent may direct. These may include a formal application blank with the personal information required, the necessary teacher retirement papers, a teaching certificate/license, an income tax withholding statement, a transcript of the candidate's college record, an authorized statement of years of experience and accumulated sick leave acquired at the school of previous teaching, and necessary Bureau of Criminal Investigation fingerprint check, which will culminate in the issuance of a certificate of verification.

C. Physical Examinations of Teachers

The Board or the Superintendent may require a physical examination of any school employee by an approved physician, in order that no person shall be employed or continue employment whose health is such that he/she endangers either his/her colleagues or the children in the school.

D. Compliance with Ohio Laws

Each teacher must comply with the Ohio laws covering teacher certification/licensure and the regulations as determined by the State Department of Education. A valid Ohio certificate/license must be filed in the County Superintendent's Office before any payment of salary is made.

E. Release from Contract

After July 10th, teachers are sometimes offered positions in other school systems which may provide professional advancement or increased financial gain and may cause a teacher to ask to be released from contract in the local schools. If a suitable replacement can be found and it is felt that the educational program of the school will not be impaired, a teacher may be released from obligation of a contract.

F. Resignations

A teacher is presumed to have accepted employment for the succeeding school year unless he/she notifies the Board in writing to the contrary on or before June 1st.

No teacher shall terminate his/her contract after July 10th of any school year or during the school year prior to the annual session without consent of the Board. A teacher may terminate his/her contract for the next school year by giving five (5) days written notice to the Board prior to July 10th.

Written letters of resignation are required of all employees. All such letters should be addressed to the Superintendent, and should reach his/her office at least five (5) days in advance of the desired date of resignation. A much longer notice is preferred in order that satisfactory replacements may be obtained.

While no reason for a resignation is required, employees are encouraged to state a reason in order that the Superintendent may take steps to correct an unsatisfactory condition of employment. Reasons are also desirable in order to answer future official inquiries concerning the employee's termination.

ARTICLE VI – EVALUATION OF TEACHERS

In reviewing this Article, the committee must reach consensus on High Quality Student Data. Before instituting changes to the remainder of the Article, the Superintendent shall solicit input from the committee:

Follow O.R.C. 3319.111; 3319.112
Follow Evaluation Committee

- Superintendent, Elementary Principal, Middle School/High School Principal, Union President, Union Vice-President; Specials Teacher, Regular Education Teacher, Special Education Teacher

Teacher shall receive an orientation to the evaluation process prior to being evaluated. The evaluator shall, prior to conducting an initial observation, introduce himself/herself to the teacher being evaluated.

- By September 23rd of each school year, the district will post or provide the evaluation procedures and forms in each building. Changes to the evaluation instrument will only be in accordance with Ohio Revised Code and/or The Ohio Department of Education.

- Evaluations shall be conducted by those who meet the mandated qualifications outlined in Ohio Revised Code and are current district employees. ESC employees may be used for input but will not be the evaluator. The district will confer with the union prior to using help from the ESC.

A. Professional Growth Plan

Either a Professional Growth Plan or Improvement Plan will be developed annually.

A teacher will be placed on an Improvement Plan if he/she receives a Final Holistic Rating of Ineffective.

At the discretion of the building principal a teacher may be placed on an improvement plan.

A minimum of one goal is required for the Professional Growth Plan. Goals must be aligned to building/district goals and be teacher centered.

The Professional Growth Plan will be discussed a minimum of three times between the teacher and the evaluator.

B. High Quality Student Data

At the beginning of the school year, each teacher will submit two instruments to the OTES 2.0 Evaluation Committee to determine if it meets the criteria for HQSD.

C. Full Evaluation Cycle – Component and Procedures

1. Prior to the first Formal Holistic Observation a pre-conference may be held. This pre-conference will be held within a week of the observation.

2. The Formal Holistic Observation will take place during one class period/lesson. The evaluator will observe one class period/lesson for a minimum of thirty minutes. The evaluator may choose to announce or not announce the Formal Holistic Observation.

3. The first formal observation consists of the evaluator documenting all observed areas on the rubric as well as information collected through the pre-conference. A conference between the teacher and evaluator ~~may~~shall occur after the Formal Holistic Observation.

4. The second formal observation will be a focused one that may occur later in the school year. The evaluator may choose to announce or not announce the Formal Focused Observation. The evaluator will observe one class period/lesson for a minimum of thirty minutes. This Formal Focused Observation emphasizes the focus area(s) identified after the earlier Formal Holistic Observation. During the Formal Focused Observation, the evaluator is not limited to collecting evidence on the identified focus area(s). The evaluator must ensure they have sufficient evidence to provide a Final Holistic Rating at the end of the evaluation cycle.

5. Prior to the second Formal Focused Observation a pre-conference may be held. This pre- conference will be held within a week of the observation.

6. A conference between the teacher and evaluator ~~may~~shall occur after the Formal Focused Observation.

7. Teachers who are fully evaluated will receive at least two classroom walkthroughs. These walkthroughs may be announced or unannounced. Classroom walkthroughs are informal observations of less than 30 minutes with an emphasis on identified focus area(s) when applicable. During the classroom walkthroughs, the evaluator is not limited to collecting evidence on the identified focus area(s). The evaluator must ensure they have sufficient evidence to provide a Final Holistic Rating at the end of the evaluation cycle. Classroom walkthroughs will take place in between the Formal Holistic Observation and the Formal Focused Observation.

8. All observations and classroom walkthroughs must be completed by May 1st.

9. At that point, the evaluator will determine a Final Holistic Rating for the teacher. When determining a Final Holistic Rating, the evaluator will consider evidence gathered during any pre-conference, the formal evaluations, the post-conference(s), classroom walkthroughs, informal conversations, and evidence of practice and professionalism.

10. By May 10th, the evaluator will have met with the teacher to discuss Final Holistic Rating and provide a copy of that rating. At this time the administrator will give notice the teacher if he/she is going to recommend non-renewal.

11. The Board of Education's evaluation procedures for frequency shall include, but not be limited to the following, except that the evaluator may, in his/her discretion, conduct an additional complete OTES 2.0 evaluation(s). For a teacher on a limited or extended limited contract under consideration for non-renewal, the district will be required to conduct at least three formal observations.

12. A teacher who receives a rating of Accomplished shall be formally evaluated every three years.

13. A teacher who receives a rating of Skilled shall be formally evaluated every two years.

14. A teacher who receives a rating of Developing or Ineffective shall be formally evaluated annually.

15. Formal observations shall not occur within fifteen school days of each other, unless requested by a bargaining unit member or necessitated by the absence of the member and/or administrator from school.

16. There shall be a rebuttal process in which teachers may dispute the findings of the evaluator when the teacher has provided evidence that the evaluator does not include in the final summative evaluation.

17. A teacher who has been board approved for retirement by December 1st will not be evaluated.

D. Continuing Contract Members (Tenured Educators)

The District shall evaluate teachers with continuing contract status in accordance with the District's Board Policy and Ohio Revised Code

E. Off-Year Evaluation Cycle – Component and Procedures

1. For teachers who are not in a full cycle evaluation year, they will still have to complete the following components:

   Professional Growth Plan

   One formal or informal observation. The evaluator may choose to announce or not announce the observation.

2. A post-conference ~~may~~shall be held after the formal or informal evaluation. The evaluator may request a pre-conference prior to the evaluation.

ARTICLE VII – TEACHER CONTRACTS

A. Limited Teacher Contract Reappointment Procedure

1. Statements for teachers' signatures are distributed in April giving teachers an opportunity to designate whether or not they desire reappointments. It is understood, also, that teachers holding a temporary certificate/license will be employed only after higher certification/licensure is explored.

2. The procedure used in issuing regular limited teacher contracts will be as follows:

   a. The length of the first contract shall be one (1) year.

   b. The length of the second contract shall be one (1) year.

c. The length of the third contract shall be two (2) years.

d. The length of the fourth contract shall be three (3) years.

e. Subsequent contracts thereafter shall be four (4) years.

The Board reserves the right to make exceptions to the above procedure based on unsatisfactory performance evaluations or improper or immoral actions or behaviors.

3. To be eligible for a continuing contract, a teacher must have:

a. Any teacher holding a professional, permanent, or life teacher's certificate;

b. Any teacher who meets the following conditions:

(i) The teacher was initially issued a teacher's certificate or educator license prior to January 1, 2011.
(ii) The teacher holds a professional educator license issued under section 3319.22 or 3319.222 or former section 3319.22 of the Revised Code or a senior professional educator license or lead professional educator license issued under section 3319.22 of the Revised Code.
(iii)The teacher has completed the applicable one of the following:
- If the teacher did not hold a master's degree at the time of initially receiving a teacher's certificate under former law or an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the state board of education shall adopt;
- If the teacher held a master's degree at the time of initially receiving a teacher's certificate under former law or an educator license, six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the state board shall adopt.

c. Any teacher who meets the following conditions:

(i) The teacher never held a teacher's certificate and was initially issued an educator license on or after January 1, 2011.
(ii) The teacher holds a professional educator license, senior professional educator license, or lead professional educator license issued under section 3319.22 of the Revised Code.
(iii)The teacher has held an educator license of at least seven years.
(iv)The teacher has completed the applicable one of the following:
- If the teacher did not hold a master's degree at the time of initially receiving an educator license, thirty semester hours of coursework in

the area of licensure or in an area related to the teaching field since the initial issuance of that license, as specified in rules which the state board shall adopt;

- If the teacher held a master's degree at the time of initially receiving an educator license, six semester hours of graduate coursework in the area of licensure or in an area relating to the teaching field since the initial issuance of that license, as specified in rules which the state board shall adopt.

4. Teachers who have had a continuing contract in another school district in Ohio shall become eligible for a continuing contract after serving a two (2) year period in the Strasburg-Franklin Local School District.

   Continuing contracts shall be issued in accordance with and pursuant to the provisions of Section 3319.11 of the Ohio Revised Code.

   A teacher who becomes eligible for a continuing contract during the term of a multi- year contract will be granted a continuing contract upon the recommendation of the Superintendent and approval by the Board. If the Superintendent does not recommend the teacher for a continuing contract or the Board does not approve the recommendation, the multi-year contract will stay in effect. Such continuing contract shall take effect immediately upon approval by the Board.

5. It is the responsibility of the teacher to provide evidence, college/university transcripts, to the Board's treasurer to be placed in the teacher's personnel file. A teacher who believes s/he is eligible for a continuing contract must make a request for consideration by December 31st of the current school year.

6. The Board shall award continuing contracts in accordance with ORC 3319.08.

B. Non-Renewal of Regular Limited Contracts

1. Teachers on limited contracts will be notified before June 1st, in writing by the Treasurer of the Board, if they will not be re-employed. All teachers not so notified shall be considered reappointed.

2. ~~A teacher on limited contract may~~shall ~~be involved in two~~three ~~(2)~~(3) ~~formal evaluative conferences during the school year. If the first or second evaluation indicates a problem area serious enough for non-renewal or an overall unsatisfactory recommendation, then the second~~third ~~conference shall take place no later than April 30th. At the second conference the teacher shall be notified in writing by the evaluator that the problem is serious enough that it may affect re-employment as a teacher in the Strasburg-Franklin Local Schools.~~ A teacher on limited contract shall be involved in three (3) formal evaluative conferences during the school year. The third conference shall take place no later than April 30th. At the second conference the teacher shall be notified in writing by the evaluator if a problem exists that

is serious enough that it may affect re-employment as a teacher in the Strasburg-Franklin Local Schools. Teachers on a limited contract who are under consideration for renewal/nonrenewal shall receive at least three (3) formal observations in addition to periodic classroom walkthroughs.

3. Prior to recommending non-renewal of a teacher's contract, the Superintendent shall notify the teacher of his/her proposed recommendation. This will be accomplished through a conference between the teacher and the Superintendent. The teacher may have a SEA representative of his/her choosing accompany him/her to the conference. The Superintendent may have any full-time staff member of the District accompany him/her as a witness.

   The Board may non-renew the limited contract of any teacher in accordance with and pursuant to the provisions of Ohio Revised Code, Section 3319.11.

C. Termination of Teacher's Contract

The Board may terminate the contract of any teacher in accordance with and pursuant to the provisions of Ohio Revised Code, Section 3319.16.

D. Supplemental Contracts

The Board shall issue contracts for all supplemental positions. The contract will include the contract period of one (1) year and the amount of salary as determined by the supplemental salary schedule included in this contract. All supplemental contracts shall be non-renewed automatically at the end of the contract duty each year.

Credit for experience to be used to calculate advancement on the supplemental salary schedule shall be given for a bargaining unit member who moves to another supplemental position within the same sport/activity.

An assistant coach will only be utilized in a sport where the total number of participants for that sport is ten (10) or more.

The Board shall adhere to Ohio Revised Code 3313.53 for the awarding of all supplemental contracts

ARTICLE VIII – TEACHING ASSIGNMENTS, TRANSFERS, JOB VACANCIES

A. Teaching Assignments

Each employee shall be given written notice not later than the last day of the school year of the next year's assignment by his/her building principal. Such notice shall specify the building, grade level, and subject area to which the employee is assigned. Distribution of the following year's class schedule will be considered notification for teachers in grades 7-12. Elementary teachers will be notified by distributing a list of teaching assignments

for the next year.

The Board reserves the right to change or alter affected staff assignments. The Board shall assign teachers to teach classes for which they are certified/licensed to teach and, for core academic classes, hold Highly Qualified status. No teacher shall be assigned into a position in which they do not hold Highly Qualified status without the Board and teacher's mutual agreement.

B. Transfers

1. Reassignment

A bargaining unit member who wishes to be assigned to a new or different teaching position or grade level shall make the request to the Superintendent, in writing, on the annual Teacher Reassignment Form. Such request shall be kept on file in the Superintendent's office for one (1) year unless removed at any time by the unit member.

2. Vacancies

Whenever a vacancy occurs, which the Board determines will be filled, or a new position is created, the following process shall be in effect:

First: Those whose contracts have been suspended by way of "reduction in force" and who hold the proper certificate/license shall be called back to work.

Second: A teacher who has requested a transfer to the position in response to a posted vacancy shall be considered for the position.

Third: The Board shall hire new staff.

Final decisions on the filling of vacancies or new positions shall rest with the Superintendent except as may be limited by the contract.

C. Posting of Vacancies

1. The Board shall post all vacancies at least five (5) days prior to being filled. Such posting shall be in a conspicuous location in each school building and a copy shall be placed in each unit member's mailbox or the posting may be done electronically. The five (5) days begin with the start of the first day the notice is posted and end at the end of the fifth (5^{th}) work day thereafter.

2. Prior to posting a vacancy publicly, any member who has given notice of interest to the Superintendent/designee shall be granted an opportunity for an interview.

3. Vacancies or new positions that occur after the last Friday of July will be filled at

the sole discretion of the Superintendent who will first consider teachers who have a Teacher Reassignment Form on file before hiring teachers from outside the district.

4. Teachers going to new positions may request a conference with the Superintendent.

D. The posting of vacancies or new positions shall be when they occur. Whenever the term "occur" or "occurring" is used, it shall mean one of the following:

1. the date on which the administration received notice of a retirement or resignation;

2. the date the Board effected a non-renewal;

3. the date the Board created a new position; or

4. the date of any other occurrence that causes a vacancy.

E. While the filling of vacancies or new positions are to be in accordance with these provisions, the Superintendent will determine whether the vacancies will be filled.

ARTICLE IX – REDUCTION IN FORCE

Teachers receiving a final summative rating of Accomplished shall be considered comparable; Teachers receiving a final summative rating of Skilled or Developing shall be considered comparable and teachers receiving a final summative rating of Ineffective shall be considered comparable.

If the Board determines it necessary to reduce the number of bargaining unit positions under Ohio Revised Code 3319.17 or for financial problems, the following procedures shall apply:

A. Reductions shall be made by suspending contracts based upon the Superintendent's recommendation. Those contracts to be suspended shall be chosen as follows:

1. All members of the bargaining unit shall be placed on a seniority list for each teaching field for which they are properly certificated/licensed. Teachers serving under continuing contracts shall be placed at the top of the list in descending order of seniority. Teachers serving under limited contracts shall be placed on the list under continuing contract teachers, also in descending order of seniority.

2. System seniority will apply and is defined as the total number of years of continuous service in the District. A year is defined as one hundred twenty (120) days of work and/or paid leave in any one (1) school year.

a. Board approved unpaid leaves shall not interrupt seniority, but time spent

on such leave shall not count toward seniority. Teachers shall accrue seniority while on paid leave. For the purpose of a RIF, a unit member who becomes an administrator and is no longer in the bargaining unit shall retain his/her seniority as a unit member but shall not accrue seniority while an administrator.

b. If two (2) or more teachers have the same length of continuous service, seniority will be determined by:

(1) the date of the Board meeting at which the teacher was hired, and then by

(2) the date the teacher signed his/her initial employment contract in the District, and then

(3) any remaining ties will be broken by the Superintendent's review of recent evaluations and judgment regarding the best interest of the District.

3. Recommended reductions in a teaching field will be made by selecting the lowest person on the seniority list, provided teachers involved have comparable evaluations, for that area of certification/licensure who is currently assigned to a position in that teaching field. A teacher and/or administrator so affected may displace a teacher who holds a lower position on a seniority list, provided teachers involved have comparable evaluations, in his/her area of certification/licensure. In no event shall a non-tenured teacher displace a teacher with continuing contract status. Any such election must be made within seven (7) days of receipt by the teacher of notice that his/her contract will be suspended and of receipt of a list of teachers who could be displaced. A teacher being displaced will be notified that he/she is being displaced within seven (7) days of the time displacement is known. Such displaced teacher shall be placed on the recall list.

B. The names of teachers and/or administrators whose limited contracts are suspended in a reduction in force will be placed on the recall list for up to twenty-four (24) months from the date of reduction. Teachers on continuing contracts shall remain on the recall list for forty-eight (48) months. Teachers on the recall list shall have the following rights:

1. No new teacher will be employed by the Board while there is a teacher on the recall list who is certificated/licensed for the vacancy or new position in accordance with
B. 2. and B.3., which follows:

2. Teachers on the recall list will be recalled in reverse order of suspension for vacancies or new positions in areas for which they are certificated/licensed.

3. It is the responsibility of the involved teacher to advise the Board of an address where he/she can be reached. If the teacher fails to respond in the affirmative

during the specified time period, he/she will be removed from the recall list and the Board shall have no further obligation to him/her. If the position which becomes available varies in length of service per day and/or year from the position from which the teacher was suspended, the teacher may decline the position without being removed from the recall list.

ARTICLE X – PERSONNEL FILES

The Superintendent will develop and implement a comprehensive, efficient system of maintaining personnel records under the following guidelines:

A. A personnel file system for each employee will be accurately maintained with appropriate information in the Board office, treasurer's office and principal's office.

B. In addition to the application for employment and references, personnel files shall contain transcripts, attendance records, payroll records, use of leave records, evaluations, and such other information as may be required by the State. All documents in a personnel file must be accurate, relevant, timely, and complete.

C. At no time shall the information in the personnel file that is considered private by state statute be made available to the public. The content of personnel files is limited to what is allowed by state and federal law.

D. Each employee shall have the right, upon request, to review the contents of his/her own personnel file as per statute. Such request shall be made to the Superintendent and scheduled for a time convenient for the parties involved. The employee may be accompanied by another individual of his/her own choice while reviewing their file. After the review, an employee may request to have materials that are inaccurate, irrelevant, or untimely, removed and destroyed from their personnel file immediately in accordance with the Board's Records Retention and Disposition Policy.

E. Nothing shall be placed in the file of a bargaining unit member prior to him/her seeing it and having the opportunity to have a written signed rebuttal attached to the file copy. The rebuttal must be given to the Superintendent within two weeks of having seen the document. The bargaining unit member shall sign the document indicating that he/she has seen it but does not necessarily agree or disagree with it. Nothing shall be placed in the file of a bargaining unit member that has an anonymous author regardless of the member's ability to view.

F. The bargaining unit member will be notified as soon as possible of the name of any person, if known, who is not an employee of the District, asking to see his/her file.

ARTICLE XI – WORKING CONDITIONS

A. Work Year

The work year shall consist of one hundred eighty-four (184) days for teachers who are current employees of the Strasburg-Franklin Local Schools. The school year shall be scheduled as follows:

1. Two (2) in-service/meeting days and one (1) work day prior to the school year.

2. ~~Two (2) in-service days during the school year~~ Up to three (3) in-service days during the school year.

3. One (1) records day at the end of the second semester.

4. Two (2) teacher exchange days will be established in the calendar to trade for three (3) parent-teacher conference evenings and one (1) open house evening. Open house shall not occur on a Friday or the night before the first student school day.

When all schools are officially closed or delayed because of inclement weather or other public calamity, employees shall be released from duty for the same period of time. Employees shall be required to make-up, without additional pay, days lost as a result of school closings or cancellation of classes to maintain a minimum student calendar according to the State minimum calendar. The days shall be made up as per the school calendar approved by the Board.

B. School Calendar

The SEA will chair a committee to recommend a school calendar to the Board. The committee will consist of four (4) teachers and two (2) members appointed by the Board.

C. Work Schedules, Daily and Yearly

The main purpose of a work schedule is to permit the school to operate most efficiently for the education of the children involved. The schedule, therefore, should be tailored to enable the staff to operate at its most efficient level of performance throughout the work day, week and year. The workday for teachers is seven (7) hours and thirty (30) minutes. Teachers shall have a thirty (30) minute district-directed professional development (DDPD) period during the work day.

Work schedules represent the minimum requirements of the position. Professional positions are recognized as such and, therefore, are expected to include such additional time as is necessary to complete the work satisfactorily through mutual agreement of the principal and teacher. When work outside of the regularly scheduled seven (7-1/2) and one-half hour workday is requested, the teacher(s) shall receive additional compensation at the rate of ~~$23.50 per hour for 2021-2022, $24.00 per hour for 2022-2023 and $24.50 per hour for 2023-2024,~~ Bachelor's Degree Step 0 Base hourly rate, excluding open house.

The daily work schedule of all teachers shall be balanced wherever possible (i.e., a

teacher with a constant teaching load should be relieved of extra non-instructional assignments whenever possible), and additional duties should be distributed equally among the teaching personnel.

Annual assignment of classrooms will be flexible and will be determined by grade levels, student enrollment, furniture, and space available.

All employees shall be entitled to an uninterrupted, duty-free lunch period of not less than thirty (30) minutes.

DDPD time will be established starting with the 2015-2016 school year. Activities during this time may include, but are not limited to, IEP/IAT meetings, meetings with parents/students, staff meetings, OIP/BLT/DLT/TBT meetings, and professional development. In addition to DDPD time, employees in the bargaining unit shall be granted not less than five (5) teacher-directed class periods weekly for the purpose of preparation for their classroom. Prior notification and consent of the teacher must be obtained before preparation periods can be interrupted. Every effort will be made to assign preparation times on a daily basis, schedule permitting. When a member's teacher-directed planning time is decreased by an administrator to a lower level than outlined above, the teacher shall be compensated at the rate of ~~$23.50 per hour for 2021-2022, $24.00 per hour for 2022- 2023 and $24.50 per hour for 2023-2024~~ Bachelor's Degree Step 0 Base hourly rate,, for a minimum of one hour per day for each occurrence.

The pre-scheduled parent conference day(s) built into the school calendar shall be equivalent to the normal teaching day.

D. Extra Duty Work

Extra duty is defined as non-instructional supervision of students such as bus duty, lunchroom duty, hall duty, recess duty, etc.

In August of each year, the building administrator will provide unit members employed at that building with a list of assigned extra duties. Included with the list will be a statement that defines the responsibilities of the duty.

Teachers may exchange duty assignments between or among themselves, but must notify the building administrator.

Duties and responsibilities of teachers shall be made known primarily through the Teachers' Manual which is issued to each teacher at the beginning of the school term. All teaching positions, including normal extra duties, are a part of the regular teaching contract. These include meetings called by the Superintendent and/or principals as well as equally assigned supervisory assignments. These duties do not include supplemental contracts.

Whenever a teacher is assigned to teach in a new room, the teacher shall be compensated at the rate of one-half day of their per diem rate to prepare their new classroom on a non-school day. (The move must be made on a non-school day to be compensated.)

E. Substituting During Conference and Planning Time

1. The Board will make an appropriate effort to secure substitute teachers.

2. If a substitute cannot be found, supervisors will make every effort to secure a volunteer to assume the responsibilities of another teacher who is absent or on leave. If no volunteer can be found, the supervisor can assign teachers to substitute during their conference or planning times. No individual will be relieved of his/her assigned class or duty to assume the responsibilities of another teacher, except for emergency situations.

3. A teacher that agrees or is assigned to assume these responsibilities will be compensated at the rate of ~~$23.50 for 2021-2022, $24.00 for 2022-2023 and $24.50 for 2023-2024~~ Bachelor's Degree Step 0 Base hourly rate, per class period.

F. Professional Advisory Committee/Labor Management Committee

1. The Professional Advisory Committee shall be comprised of the Superintendent, Curriculum Director, Pupil Service Director, High School Principal, Elementary Principal, and appointments made by the SEA of representatives from each building as follows: one (1) primary grade teacher (K- 2), one (1) intermediate grade teacher (3-5), one (1) middle school teacher (6-8), and one (1) high school teacher (9-12).

2. Ideas, needs, and opinions will be exchanged bilaterally and discussed through this Committee. The Committee shall appoint one of its members to be a recorder. The recorder shall prepare minutes of each meeting and distribute them to the Committee members within one week. Committee members are to check the minutes to determine if there are any errors. Errors shall be corrected, and the minutes will be distributed to all unit members.

3. This Committee is to be directive, problem-solving, and advisory, not policy-making, and the Committee meetings are not considered negotiations.

4. The Professional Advisory Committee may meet monthly during the school year. By mutual agreement, any such monthly meeting may be skipped. If there are no agenda items, there will be no meeting. Any additional meeting(s) may be called as needed. However, either sector may initiate a meeting by notifying the other sector five (5) working days prior to the meeting.

6. An agenda of items to be discussed will be provided prior to each meeting in accordance with the Committee's guidelines.

G. Student Discipline

Both parties recognize that the primary responsibility for the maintenance of good discipline rests with the classroom teacher. The Board and the SEA agree that the adjustment of behavior problems is the joint responsibility of teachers and administrators. Administrators shall act with reasonable dispatch to render assistance to the teacher in resolving behavior problems.

The building principal and a committee consisting of a minimum of three (3) teachers will annually review and/or recommend revisions to the Student Discipline Policy in the Student-Parent Handbook. Involvement by community members, parents, and/or students is optional.

H. Student-Parent Handbook

The building principal along with the Student Discipline Committee (a minimum of three (3) teachers) shall annually review and/or recommend revisions to the Student-Parent Handbook.

I. Class Size

Everybody in the educational community of the Strasburg-Franklin Local School District recognizes that class size has a significant impact on the quality of education. However, this statement shall not be subject to the grievance procedure.

The Board shall provide for a class size ratio (twenty-five (25) students to one (1) teacher in grades kindergarten through 4th grade) in accordance with the formula of the State Minimum Standards.

Whenever a unit member believes his/her class size is not commensurate with the sufficiency of facilities or is not educationally sound, he/she shall bring this to the attention of the Superintendent for the purpose of addressing the issue.

J. Medical Hygiene Administration

No member of the bargaining unit, except those employed specifically for such purpose, shall be required to:

1. administer any medication (prescribed or over-the-counter) by injection, by mouth, by absorption, by application or by any other means;

2. take care of any hygiene needs including procedures for cleanliness and any procedure involving the use of diapers, or special garments pertaining to bodily fluids, or any other device or product not normally worn or used by a person in good health and/or physical well being;

3. assist, transport, carry, maneuver, lift or in any way assist a student on or off any vehicle, on or off any apparatus including wheelchairs, into or out of any classroom, into or out of any restroom or other room for any purpose if it places the teacher or student at personal risk; or

4. assist a student in any way with intake of food or drink if it places the teacher or student at personal risk.

ARTICLE XII – LEAVES

The Superintendent, at his/her discretion, may advance or extend leaves due to extenuating circumstances.

A. Leave of Absence Defined

A leave of absence is defined as a period of extended absence from duty by an employee of the Board for which a written request was submitted and approval given by the Superintendent and the Board. By law, the Board may grant a leave of absence for a period of not more than two (2) consecutive school years for educational, professional or other purposes and shall grant such leaves where illness or some other disability is the reason for the request. Upon return to service at the expiration of the leave of absence, a teacher shall resume the contract status held prior to such leave. No leave of absence shall count as a year of experience on the salary schedule. The Superintendent is authorized to fix a date upon which a teacher on leave of absence must indicate his/her intention to return to duty. The leave of absence becomes a resignation if the teacher fails to comply with the Superintendent's request.

B. Sick Leave Regulations

Teachers employed to teach continuously for a school term are full time employees and are entitled to one and one-fourth (1¼) days sick leave per month and cumulative to two hundred seventy (270) days. If a teacher has a serious health condition that makes him/her unable to perform the functions of his/her position and he/she wishes to take leave for this reason, he/she must first use his/her accrued sick leave and then use his/her accrued personal leave to do so. However, any days not covered by sick leave or personal leave will be unpaid.

1. Sick leave shall be computed on the basis of the employment year beginning July 1st and ending June 30th.

2. All regular, full-time teachers, except substitutes, shall be entitled to a maximum of fifteen (15) days of sick leave during any school year. Sick leave is to be computed at the rate of one and one-fourth (1¼) days credit for each completed month of service. A completed month of service shall consist of a calendar month.

3. Accumulation of the previous month's sick leave shall be credited and reflected on a monthly basis.

4. Sick leave shall be paid for absence due to the following:

   a. Personal illness, pregnancy, injury or exposure to contagious diseases which could be communicated to others; and

   b. Absence of the teacher due to illness, injury, or death of a teacher's immediate family.

      The immediate family shall be interpreted to mean anyone living in the same household or father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, husband, wife, children, grandchildren, grandmother or grandfather.
      A leave for a death outside of the immediate family may be granted for the day of the funeral with the Superintendent's approval.

      Sick leave days for a death other than spouse, child, parents, or parents-in-law shall be limited to no more than four (4) working days including the day of funeral, unless extenuating circumstances warrant special consideration. Requests for more sick leave should be directed to the Superintendent as soon as possible.

      Sick leave may be used for pre-scheduled appointments on Professional Development Days with prior approval of the Superintendent. Repeated use of sick leave on Professional Development Days may, at the discretion of the Superintendent, require a doctor's note.

5. Cumulative sick leave is available to each teacher at the beginning of his/her term of employment during any year.

6. A teacher who is absent due to illness for more than five (5) days in succession, excluding weekends, may be required to furnish a signed statement from a licensed physician that his/her absence was caused by illness due to the preceding causes.

C. Personal Leave

1. Three (3) unrestricted personal leave day per year shall be granted to each certified/licensed employee. Personal leave is not deducted from sick leave and may not be accumulated from year to year. Requests for personal leave must be in writing, per the prescribed form, to the principal at least three (3) days before the day of absence except for an act of nature or an accident.

   - Teachers who have completed "check-out" by the end of the last student

day of the school year, may use a personal day for the last teacher work day of the school year.

- Teachers who have not completed "check-out" by the last student day of the school year are permitted to leave work during the last teacher work day of the school year after they have completed "check-out."

A teacher whose absence has been permitted by the Superintendent but is not entitled to sick leave benefits or personal leave or any other paid leave will have the daily salary amount deducted from his/her pay.

2. The unrestricted personal leave days cannot be used in conjunction with a holiday or break period, parent-teacher conferences and open house unless approved by the Superintendent.

   No more than 10% of the bargaining unit may be on personal leave in any one day and no more than one day may be used during the month of May unless approved by the Superintendent. Leave requests shall be date and time stamped in order to break a tie.

3. Any unused personal leave days at the conclusion of the school year will be rolled into the next school year as a sick day(s). Three (3) unused personal days equal three (3) sick days. Two (2) unused personal days equal two (2) sick days. One (1) unused personal day equals one (1) sick day.

D. Child Care Leave

Maternity Leave – A pregnant teacher shall be granted, upon written request, maternity leave. The request shall state the length of absence desired by the employee. The teacher shall notify the Superintendent at least thirty (30) days in advance of the effective date of said leave except in emergency situations in which event the Superintendent shall immediately be notified of the date of said leave. At the request of the teacher and with one (1) week prior notice, the maternity leave may be shortened by the Superintendent.

The teacher may use accumulated sick leave while pregnant and for up to six (6) weeks after termination of the pregnancy. Additional time may be requested if the mother is unable to perform her normal teaching duties due to medical reasons. A request for additional usage must be accompanied by a written statement from the teacher's physician indicating that the teacher is not well enough to return to her normal teaching duties. While using sick leave, the usual cost of fringe benefits paid by the Board will be maintained.

A teacher who leaves and returns in the same school year or before the beginning of the

next school year shall return to her original position.

Adoption Leave – Upon written request, a teacher adopting a child under the age of eighteen (18) shall be granted an unpaid leave of absence for the balance of the school year in which the teacher receives the child or for the amount of time to which he/she is entitled to adoption leave under the Family and Medical Leave Act of 1993, whichever is greater. The teacher shall notify the Superintendent at least thirty (30) days in advance of the effective date of said leave except when notice of the date for receiving a child is within the thirty (30) days in which event the Superintendent shall be notified as soon as practicable of the date of said leave.

Child Care Leave – A teacher may request an unpaid leave of absence for the purpose of rearing a newborn child. This request shall be submitted to the Superintendent in writing at least thirty (30) days in advance of the effective date of the leave. However, if the date of the child's birth requires leave to begin in less than thirty (30) days, the teacher need only provide such notice as is practicable. This request shall state the length of absence desired by the teacher. Child care leave shall not exceed one (1) year or the amount of time to which the teacher is entitled to leave under the Family and Medical Leave Act of 1993 whichever is greater.

Whenever a teacher returns from a child care leave, the teacher shall return at the beginning of the next school year.

Upon return to service following Child Care Leave, the teacher shall be entitled to reinstatement to the same contractual status which was held prior to the leave.

Benefits, other than the insurance premiums mentioned in Article XIV, Section A., of this Agreement, will not be paid by the Board for a teacher during the period of time that the teacher is on unpaid maternity/adoption/child care leave.

With respect to a teacher who is on unpaid maternity/adoption/child care leave, the insurance premiums mentioned in Article XIV, Section A., of this Agreement will be paid by the Board for twelve (12) work weeks or for the duration of the leave, whichever is shorter, if the teacher is eligible under FMLA. Thereafter, if the teacher is still on the same leave, he/she shall have the right to pay all such premiums himself/herself, providing carriers permit such coverage.

E. Unpaid Leave

1. Upon the written request of a member, the Board may grant a leave of absence for educational, professional or other purposes and shall grant such leave where illness or other disability is the reason for the request for a period not to exceed two (2) years.

2. During any period of leave under this section, the member shall neither be paid nor receive any form of paid benefits.

3. Upon the return of the member from a leave of absence under this section, the Board may terminate the employment of a person hired exclusively for the purpose of replacing the returning member while the returning member was on leave.

F. Professional Leave

Requests for permission to attend professional meetings must be submitted to the Superintendent for approval at least ten (10) days in advance of the meetings.

Any teacher employed by the Board may receive compensation and expenses for days on which he/she is excused by the Board to attend professional meetings, and the Board may provide and pay the salary of a substitute for these days. The payment of teacher expenses incurred in attendance shall be allowed by the Board from the General Fund with the cost of a substitute and registration fees paid at 100% and transportation, lodging and meals paid as follows:

1. Lodging and meals will be reimbursed at a maximum rate of one hundred dollars ($100.00) per day for the life of the current contract.

2. Travel costs will be reimbursed at the IRS rate per mile for the life of the current contract to and from the meeting if the participant's private car is used or actual travel expenses if public or other transportation facilities are used.

3. The head coaches and one (1) assistant for each sport will be permitted to attend a one (1) day coach's clinic and their OHSAA sponsored State Tournaments. The Board is to furnish a substitute teacher. The Athletic Fund will provide payment of expenses.

4. The Board will furnish a substitute only for the official delegate(s) to the teachers' Association's delegate assemblies and/or delegate meetings. The SEA will be limited to four (4) days of Business Leave per year and no more than two (2) members may be gone on any one (1) day.
   An itemized expense account must be presented to the Board before reimbursement can be made to the teacher.

G. Assault Leave

Any employee who is absent due to physical disability resulting from an unprovoked assault which occurred in the regular course of his/her employment with the Board shall be entitled to a paid leave of absence, not to exceed twenty (20) work days.

Any employee seeking assault leave may be required to file juvenile or criminal charges against the person(s) making the assault, if known, and to testify as a witness in

connection with any juvenile, criminal, and/or school disciplinary action taken against the offender. Any employee seeking assault leave shall file a signed statement of the incident with the Superintendent, setting forth the date of occurrence, nature of injury, name of the individual(s) involved, if known, and describing the facts surrounding the assault. If medical attention is required, a certificate from a licensed physician must be provided stating the nature of the disability and its duration. The employee shall furnish such additional information as may be requested by the Superintendent to assist in the disciplinary action against the offender or to determine the employee's eligibility to receive assault leave.

Leave granted under this section shall not be charged against sick leave or leave granted under any other section of the Agreement. The employee receiving assault leave shall receive all pay and benefits as if receiving sick leave.

A teacher who is absent due to assault for more than five (5) school days shall be required to furnish a satisfactory statement from a licensed physician that his/her absence was due to the assault.

H. Family and Medical Leave

The Board shall provide Family and Medical Leave in accordance with federal law and its implementing regulations.

I. Return from Long-Term Leave

Any time a bargaining unit member expects to be on any leave for more than forty-five (45) days, he/she shall declare, in writing, the date that he/she intends to return to work, retire, or resign. This declaration is subject to modification. The bargaining unit member must return from the leave at the beginning of a nine-week grading period or a semester, unless he/she has exhausted the leave available to him/her.

ARTICLE XIII – SALARY GUIDELINES

A. Payment of Salaries

~~Each teacher will receive his/her pay on the basis of twenty-six (26) pay periods per year.~~ Each teacher will receive his/her pay on the basis of twenty-six (26) pay periods per year for the 2025-2026 school year. The 2025-2026 school year will include a skip pay. Each teacher will receive his/her pay on the basis of twenty-six (26) pay periods per year for the 2026-2027 school year. The 2026-2027 school year will include a skip pay. Each teacher will receive his/her pay on the basis of twenty-four (24) pay periods per year 2027-2028 school year. Each teacher will receive his/her pay on the basis of twenty-four (24) pay periods per year 2028-2029.

Supplemental – Teachers shall have the option of receiving their supplemental salary, upon completion of duty, in one of the following manners:

1. One hundred percent (100%) upon completion.

2. Fifty percent (50%) upon completion of one-half (1/2) of the activity.
   Fifty percent (50%) upon completion of all the activity.

3. The Treasurer may agree to pay a supplemental salary over no more than six (6) pay periods, if the position is held by a bargaining unit member, upon mutual agreement of the advisor/coach, principal, and District Treasurer.

4. In the event a teacher wishes to adjust his/her withholding for one or more paychecks, notice (including a new W-4 Form) must be provided to the Treasurer's Office not less than fifteen (15) work days prior to the regularly scheduled payday for which the adjustment applies. Teachers are advised to make their selection at the time of accepting the supplemental contract.

5. All bargaining unit members must have made arrangements with their bank and the District Treasurer for the direct deposit to their account of payment of salary. Bargaining unit members hired after the ratification of this Agreement will make such arrangements for direct deposit to their account for payment of salary prior to the start of their initial year of employment. Payment by direct deposit will be one day early (Thursday) while those receiving paper checks will continue to receive their paycheck on Friday.

B. Service Credit

~~No teacher may advance more than one (1) increment in any one (1) year. No teacher new to the District may receive more than ten (10) years' service credit with less than a Bachelor's Degree, ten (10) years with a Bachelor's Degree, eleven (11) years with five (5) years (150 hours), and twelve (12) years with a Master's Degree, including no more than five (5) years military credit~~. The Superintendent and Strasburg-Franklin Local Schools have sole discretion to recommend years of service credit as it aligns to new hire years of experience and education. A year's service is one hundred twenty (120) days under a teaching contract. This provision will apply to all teachers in the system with the following exception: Any teacher hired by the Strasburg-Franklin Board of Education for one (1) semester or ninety (90) days will, if re-employed in the succeeding year, be given one (1) year of experience credit.

C. Training and Experience

Teachers who earn additional college credits to qualify for a higher salary class shall file an official transcript with the Treasurer of the Board by September 15th for advancement during the first semester or by February 15th for advancement during the second semester. The Treasurer shall then pay such teachers in accordance with the new salary schedule placement as of the pay period in which September 15th or February 15th falls. Credits

earned for advancement on the salary schedule shall conform to the following:

1. Academic work is satisfactorily completed at an accredited college or university.

2. Academic work provides sufficient credit to qualify the teacher for placement on the next column on the salary schedule.

3. Academic work completed is relevant to the field of education.

D. Computation of Salary

The teacher's salary schedule shall be considered as payment for teaching service for the normal school year, currently being set at one hundred eighty-four (184) days.

When a teacher is absent from duty and there is no sick leave applicable, or where the reason for absence is other than personal illness, death in the immediate family, or attendance at a professional meeting, the computation for salary deductions for absence shall be based upon the official school year adopted by the Board. The deduction would, therefore, be $1/184^{th}$ of the annual salary for each day of unauthorized absence – one hundred eighty (180) days plus four (4) authorized teachers' meeting days and/or records workdays.

Any teacher leaving the employment of the Board before the expiration of his/her contract shall be paid for the days actually taught. This payment is to be computed upon the daily rate, which is the annual base salary divided by the number of days in the school year.

E. Tutor Compensation

Tutors are considered "teachers" for the purposes of school law, including laws relating to teacher salaries. For the purposes of this contract, the tutors' rate of pay will be no more than the hourly rate BA Step 0 plus 25%. Tutors may not necessarily be paid the maximum amount and will depend on experience and superintendent discretion. Said variances must be approved by the Board. ~~will be eighteen dollars ($18.00) per hour, unless the Superintendent deems a higher rate is necessary to protract services to address unusual circumstances. If a higher rate of pay is necessary, the maximum hourly rate shall be twenty-seven dollars and fifty cents ($27.50).~~

F. Resident Educator

1. A resident educator program established in accordance with the guidelines developed by the Ohio Department of Education shall serve the purpose of nurturing, supporting, and providing professional assistance to individuals in the first two (2) years of employment under a teacher certificate/license.

2. All newly employed educators teaching for the first time under a new, temporary or alternative certificate/license shall be assigned a mentor prior to the first day of

school for students. All efforts will be made to maintain the mentor/mentee relationship for all two (2) years.

3. Teachers who would qualify to be mentors shall not be required to serve as mentors. Before giving a mentor a second mentee, one has to be offered to a mentor currently on the list who has not been assigned a mentee.

4. The Resident Educator Program standards and guidelines are found in the Strasburg-Franklin Local School District Mentoring Handbook.

5. The teacher's performance as a mentor teacher shall not be part of that teacher's evaluation or any re-employment decision.

6. Mentor positions will be filled with qualified and interested bargaining unit members who are willing to commit to two (2) years, before being filled by non-bargaining unit members. Mentors shall be paid under a supplemental contract as outlined in the Supplemental Schedule found in Appendix D.

7. The mentor teacher shall be released from all other classroom teaching responsibilities for a maximum of six (6) hours throughout the school year. These hours will be determined by the mentor, mentee and building principal.

8. If a mentor has more than one mentee, the person shall be paid for each mentee assigned.

9. The mentor shall be paid for each year of mentoring.

G. Local Professional Development Committee

1. The Strasburg-Franklin Local Professional Development Committee (LPDC) shall develop/implement guidelines to ensure high standards of professionalism for all certificated/licensed staff members.

2. The Strasburg-Franklin Local Professional Development Committee standards and guidelines are recognized by the SEA and the Strasburg-Franklin Local Board of Education and are considered part of this Agreement. The LPDC shall not have the authority to supersede any sections of the negotiated agreement between the Board and the Association or the provisions of State Law.

3. The LPDC standards and guidelines are found in the Strasburg-Franklin Local School District teacher manuals.

4. Teachers shall not be required to serve on the Local Professional Development Committee.

5. Decisions of the Local Professional Development Committee or anybody that

hears an appeal shall not be subject, in whole or part, to any portion of the grievance procedure set forth in the negotiated agreement.

6. Local Professional Development Committee positions which are appointed or elected are not posted positions.
7. Members of the Local Professional Development Committee shall be indemnified by the Board of Education for actions related to the proper performance of their duties as members of the committee.

8. Local Professional Development Committee members will receive a yearly stipend as per the table below:

	1 – 5 Years	6 + Years
LPDC Chair	5.0	5.5
LPDC Members	4.5	5.0

H. Employment of Retired Teachers

A teacher retired under the State Teachers Retirement System (STRS) may be hired under the following conditions:

1. The teacher will start with salary schedule placement experience of five (5) years and will be given education credit according to the salary schedule with annual movement to the maximum of ten (10) years.

2. The teacher is eligible for a one (1) year limited contract which automatically expires at the end of the stated term.

3. The teacher is not eligible for tenure.

4. The teacher is not eligible to receive severance pay.

5. The teacher begins his/her employment with the District with zero (0) days of accumulated sick leave. Thereafter, the teacher accumulates sick days as would any newly employed teacher. Any previously accumulated sick leave days are not transferable.
6. The teacher is eligible for personal leave at the same rate as any newly employed teacher.

7. No retired teacher may be employed except under these provisions.

ARTICLE XIV – BENEFIT AND SERVICES

In order to be eligible for insurance, an employee must be contracted for at least 30 hours per week.

Employees may not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet for COG adopted coverage information

A. Insurance

The Board shall pay eight-two (82%) percent and the employee shall pay eighteen (18%) percent of the health insurance for ~~2021-2024~~2025-2029. The Strasburg-Franklin Local Board of Education will provide the listed benefits according to the following schedule.

An employee must be contracted to work at least thirty (30) hours per week to be eligible for insurance benefits. However, any employee who was enrolled in the insurance programs on July 1, 2014 will continue to be covered by paying the percentage negotiated.

Stark County Schools Council

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council (COG). The Board shall provide health, dental, and life insurance through the COG. The coverage shall be the standardized COG specifications.

Preferred Provider – Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services may be provided through the Stark County Council of Governments (COG) Health Insurance Program.

2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be determined by the COG.

Preferred Provider – Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the District's insurance.

2. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.

3. The deductible will be waived.

4. The list of covered expenses shall be agreed upon by the COG.

5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.

6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

Dental

~~The Board shall pay ninety-eight (98%) percent and the employee shall pay two (2%) percent of the dental for 2021-2022. The Board will pay ninety-six (96%) percent and the employee will pay four (4%) percent for 2022-2023.~~ The Board will pay ninety-three (93%) percent and the employee will pay seven (7%) percent for ~~2023-2024~~2025-2029.

Vision

The Board shall purchase through a carrier licensed by the State of Ohio, employee and family Vision Insurance. The Board will pay ninety-three (93%) percent and the employee will pay seven (7%) percent for 2025-2029.

Life

The Board shall provide term life and accidental death & dismemberment coverage in the amount of $50,000 for each teacher.

Bargaining unit members may purchase additional term life insurance at the group rate, in $5,000 increments, up to a maximum of $60,000 coverage in addition to Board paid coverage. Modifications to this provision may be necessary to comply with requirements of the insurance carrier. The value of the life insurance reduces by 50% at age 65. The specific terms of the policy are contained in the life insurance contract.

Section 125

Tax sheltering of the individual's contribution for health costs unreimbursed medical expenses and dependent coverage will be provided, under IRS Section 125 if feasible.

All COG employers must offer the IRS Section 125 tax shelter provided through the COG. If an employee elects to utilize any of the IRS 125 benefits, the administrative cost shall be shared equally between the employee and the employer.

Premium Holidays

If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

Spousal Coverage

Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who had insurance with one COG employer and immediately thereafter, moved to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

Same Sex Marriage

If state law recognizes same-sex marriage, the COG plan specifications will be modified to include those individuals.

B. Student Tuition

Full time employees who live outside the Strasburg-Franklin School District may have their children attend the Strasburg-Franklin School District tuition free. Employees must notify the Superintendent by August 1st of each school year. Students must attend the first day of school to meet the standards of the law.

C. Severance Pay

The Board shall pay severance to members of the bargaining unit upon STRS retirement from active service with the District.

The amount of payment shall not exceed one-fourth (1/4) of the employee's accumulated and unused sick leave to a maximum of ~~sixty-one (61) days for 2021-2022, sixty-two (62) days for 2022-2023 and sixty-three (63) days for 2023-24~~ sixty-four (64) days in 2025-2026, sixty-five (65) in 2026-2029.

Payment shall be based upon the employee's daily rate of pay upon retirement from active service.

Severance payment shall be made in accordance with the following provisions:

1. To be eligible to receive severance pay, an employee must have been in active service with the District for eight (8) years.

2. The request for payment shall be submitted to the Board for approval along with a declaration of retirement no later than one hundred eighty (180) calendar days prior to the effective date of retirement – unless emergency or health problems arise which may force retirement and/or late notification. However, the Board may, in its discretion, accept a retirement outside of the date set forth above.

3. Such payment shall be paid no later than sixty (60) days after the effective date of

retirement from active service with the District. Proof of retirement must be validated by STRS.

4. Upon the death of an active teacher who is eligible for retirement through STRS rules and has served the Strasburg-Franklin School District for twenty (20) years, severance pay shall be paid to the estate of the teacher.

D. Payroll Deductions

Payroll deductions for professional dues and for Board approved annuity payments may be deducted from paychecks upon written request received by the Treasurer prior to September 15th. Deductions for the Credit Union may be received quarterly (September 15th, December 15th, March 15th, and June 15th).

E. College Tuition Reimbursement

The Board shall appropriate for each school year a sum sufficient to provide twenty-five thousand dollars ($25,000) for reimbursement for earned credits as follows:

1. One hundred dollars ($100.00) per undergraduate and two hundred dollars ($200.00) per graduate semester hour will be reimbursed to all employees for earned credit. Under no circumstance will reimbursement exceed the cost of the credit hour/class.

2. Maximum of ~~four (4) hours per semester from September through June and maximum of twelve (12) semester hours during the summer~~ twenty (20) hours from September through August.

3. Reimbursement will be made no later than thirty (30) days following the September Board meeting upon presentation of a registrar's receipt and transcript of grades, provided the teacher is under contract and employed by the Strasburg-Franklin Local Board of Education for the school year following completion of the work.

4. Only earned credits of pass or C or better will be considered.

5. All work must be on the graduate level, undergraduate level, as approved by the LPDC or as approved by the superintendent prior to completion of the course work.

6. If the total amount of reimbursement requested by all those who completed course work during one fiscal year (July through June) exceeds the appropriated amount as deemed in the contract, the appropriated amount shall be prorated.

ARTICLE XV – FULL AGREEMENT CLAUSE

This contract contains the full and complete agreement between the Board and the SEA on all negotiable issues and neither party shall be required during the term thereof to negotiate upon any issue whether it is covered or not covered in this contract unless otherwise mutually agreed. Also, this contract supersedes and cancels all previous agreements, verbal or written or based on alleged past practices.

ARTICLE XVI – DURATION OF CONTRACT

The provisions of this contract will be effective on the first (1st) day of July, 2025 and remain in full force and effect through the thirtieth (30th) day of June, 2029 unless amended by agreement of both parties.

This contract attested to this ____day of _____2025, by and between the parties will bind the Board and the SEA as agreed.

STRASBURG EDUCATION ASSOCIATION

Tonya L Lonabel 5/14/25
Date

Kristina J Richards 5/14/25
Date

Rachel L. Apley 5/15/25
Date

Nicole Lake 5/15/25
Date

STRASBURG FRANKLIN LOCAL BOARD OF EDUCATION

Kevin P. Harvey 5/20/2025
President Date

Tom R Summers 5-12-25
Treasurer Date

Superintendent 5/12/2025
Date

APPENDICES

A. Teachers' Salary Index and Schedule effective July 1, 2025 increase 3% on the base
B. Teachers' Salary Index and Schedule effective July 1, 2026 increase 3% on the base
C. Teachers' Salary Index and Schedule effective July 1, 2027 increase 3% on the base
D. Teachers' Salary Index and Schedule effective July 1, 2028 increase 2% on the base
E. Teachers' Supplemental Salary Index and Schedule effective July 1, 2025
F. Teachers' Supplemental Salary Index and Schedule effective July 1, 2026
G. Teachers' Supplemental Salary Index and Schedule effective July 1, 2027
H. Teachers' Supplemental Salary Index and Schedule effective July 1, 2028
I. Grievance Forms
J. Teacher Reassignment Form

2025-2026

Appendix A

3% Base Increase

Teachers' Salary Index and Schedule New Base

$39,245

Years' Exp	Bachelor's Degree		Bachelor's Degree +150		Master's Degree		Master's Degree +15 Hours	
0	1.0000	39,245.00	1.0420	40,893.29	1.0990	43,130.26	1.1990	47,054.76
1	1.0380	40,736.31	1.0840	42,541.58	1.1470	45,014.02	1.2470	48,938.52
2	1.0770	42,266.87	1.1260	44,189.87	1.1960	46,937.02	1.2960	50,861.52
3	1.1150	43,758.18	1.1680	45,838.16	1.2440	48,820.78	1.3440	52,745.28
4	1.1540	45,288.73	1.2110	47,525.7	1.2930	50,743.79	1.3930	54,668.29
5	1.1920	46,780.04	1.2530	49,173.99	1.3410	52,627.55	1.4410	56,552.05
6	1.2310	48,310.60	1.2960	50,861.52	1.3900	54,550.55	1.4900	58,475.05
7	1.2690	49,801.91	1.3390	52,549.06	1.4380	56,434.31	1.5380	60,358.81
8	1.3080	51,332.46	1.3820	54,236.59	1.4860	58,318.07	1.5860	62,242.57
9	1.3460	52,823.77	1.4250	55,924.13	1.5350	60,241.08	1.6350	64,165.58
10	1.3850	54,354.33	1.4680	57,611.66	1.5830	62,124.84	1.6830	66,049.34
11	1.4230	55,845.64	1.5110	59,299.2	1.6320	64,047.84	1.7322	67,980.19
12	1.4620	57,376.19	1.5540	60,986.73	1.6800	65,931.60	1.7870	70,130.82
13	1.5000	58,867.50	1.5970	62,674.27	1.7290	67,854.61	1.8290	71,779.11
14	1.5380	60,358.81	1.6400	64,361.8	1.7780	69,777.61	1.8780	73,702.11
15	1.5760	61,850.12	1.6830	66,049.34	1.8270	71,700.62	1.9270	75,625.12
16	1.6140	63,341.43	1.7260	67,736.87	1.8760	73,623.62	1.9760	77,548.12
17	1.6140	63,341.43	1.7260	67,736.87	1.8760	73,623.62	1.9760	77,548.12
18	1.6140	63,341.43	1.7260	67,736.87	1.8760	73,623.62	1.9760	77,548.12
19	1.6140	63,341.43	1.7260	67,736.87	1.8760	73,623.62	1.9760	77,548.12
20	1.6520	64,832.74	1.7690	69,424.41	1.9250	75,546.63	2.0250	79,471.13
21	1.6520	64,832.74	1.7690	69,424.41	1.9250	75,546.63	2.0250	79,471.13
22	1.6520	64,832.74	1.7690	69,424.41	1.9250	75,546.63	2.0250	79,471.13
23	1.6520	64,832.74	1.7690	69,424.41	1.9250	75,546.63	2.0250	79,471.13
24	1.6520	64,832.74	1.7690	69,424.41	1.9250	75,546.63	2.0250	79,471.13

25	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
26	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
27	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
28	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
29	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
30	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
31	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
32	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
33	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
34	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
35	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13
36	1.6900	66,324.05	1.8120	71,111.94	1.9740	77,469.63	2.0740	81,394.13

2026-2027

Appendix B

3% Base Increase

Teachers' Salary Index and
Schedule New Base
$40,422

Years' Exp	Bachelor's Degree		Bachelor's Degree +150		Master's Degree		Master's Degree +15 Hours	
0	1.0000	40,422.00	1.0420	42,119.72	1.0990	44,423.78	1.1990	48,465.98
1	1.0380	41,958.04	1.0840	43,817.45	1.1470	46,364.03	1.2470	50,406.23
2	1.0770	43,534.49	1.1260	45,515.17	1.1960	48,344.71	1.2960	52,386.91
3	1.1150	45,070.53	1.1680	47,212.9	1.2440	50,284.97	1.3440	54,327.17
4	1.1540	46,646.99	1.2110	48,951.04	1.2930	52,265.65	1.3930	56,307.85
5	1.1920	48,183.02	1.2530	50,648.77	1.3410	54,205.90	1.4410	58,248.10
6	1.2310	49,759.48	1.2960	52,386.91	1.3900	56,186.58	1.4900	60,228.78
7	1.2690	51,295.52	1.3390	54,125.06	1.4380	58,126.84	1.5380	62,169.04
8	1.3080	52,871.98	1.3820	55,863.2	1.4860	60,067.09	1.5860	64,109.29
9	1.3460	54,408.01	1.4250	57,601.35	1.5350	62,047.77	1.6350	66,089.97
10	1.3850	55,984.47	1.4680	59,339.50	1.5830	63,988.03	1.6830	68,030.23
11	1.4230	57,520.51	1.5110	61,077.64	1.6320	65,968.70	1.7322	70,018.99
12	1.4620	59,096.96	1.5540	62,815.79	1.6800	67,908.96	1.7870	72,234.11
13	1.5000	60,633.00	1.5970	64,553.93	1.7290	69,889.64	1.8290	73,931.84
14	1.5380	62,169.04	1.6400	66,292.08	1.7780	71,870.32	1.8780	75,912.52
15	1.5760	63,705.07	1.6830	68,030.23	1.8270	73,850.99	1.9270	77,893.19
16	1.6140	65,241.11	1.7260	69,768.37	1.8760	75,831.67	1.9760	79,873.87
17	1.6140	65,241.11	1.7260	69,768.37	1.8760	75,831.67	1.9760	79,873.87
18	1.6140	65,241.11	1.7260	69,768.37	1.8760	75,831.67	1.9760	79,873.87
19	1.6140	65,241.11	1.7260	69,768.37	1.8760	75,831.67	1.9760	79,873.87
20	1.6520	66,777.14	1.7690	71,506.52	1.9250	77,812.35	2.0250	81,854.55
21	1.6520	66,777.14	1.7690	71,506.52	1.9250	77,812.35	2.0250	81,854.55
22	1.6520	66,777.14	1.7690	71,506.52	1.9250	77,812.35	2.0250	81,854.55
23	1.6520	66,777.14	1.7690	71,506.52	1.9250	77,812.35	2.0250	81,854.55
24	1.6520	66,777.14	1.7690	71,506.52	1.9250	77,812.35	2.0250	81,854.55
25	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
26	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
27	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
28	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
29	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23

30	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
31	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
32	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
33	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
34	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
35	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23
36	1.6900	68,313.18	1.8120	73,244.66	1.9740	79,793.03	2.0740	83,835.23

2027-2028

Appendix C

3% Base Increase

Teachers' Salary Index and
Schedule New Base

$41,635

Years' Exp	Bachelor's Degree		Bachelor's Degree +150		Master's Degree		Master's Degree +15 Hours	
0	1.0000	41,635.00	1.0420	43,383.67	1.0990	45,756.87	1.1990	49,920.37
1	1.0380	43,217.13	1.0840	45,132.34	1.1470	47,755.35	1.2470	51,918.85
2	1.0770	44,840.90	1.1260	46,881.01	1.1960	49,795.46	1.2960	53,958.96
3	1.1150	46,423.03	1.1680	48,629.68	1.2440	51,793.94	1.3440	55,957.44
4	1.1540	48,046.79	1.2110	50,419.99	1.2930	53,834.06	1.3930	57,997.56
5	1.1920	49,628.92	1.2530	52,168.66	1.3410	55,832.54	1.4410	59,996.04
6	1.2310	51,252.69	1.2960	53,958.96	1.3900	57,872.65	1.4900	62,036.15
7	1.2690	52,834.82	1.3390	55,749.27	1.4380	59,871.13	1.5380	64,034.63
8	1.3080	54,458.58	1.3820	57,539.57	1.4860	61,869.61	1.5860	66,033.11
9	1.3460	56,040.71	1.4250	59,329.88	1.5350	63,909.73	1.6350	68,073.23
10	1.3850	57,664.48	1.4680	61,120.18	1.5830	65,908.21	1.6830	70,071.71
11	1.4230	59,246.61	1.5110	62,910.49	1.6320	67,948.32	1.7322	72,120.15
12	1.4620	60,870.37	1.5540	64,700.79	1.6800	69,946.80	1.7870	74,401.75
13	1.5000	62,452.50	1.5970	66,491.1	1.7290	71,986.92	1.8290	76,150.42
14	1.5380	64,034.63	1.6400	68,281.4	1.7780	74,027.03	1.8780	78,190.53
15	1.5760	65,616.76	1.6830	70,071.71	1.8270	76,067.15	1.9270	80,230.65
16	1.6140	67,198.89	1.7260	71,862.01	1.8760	78,107.26	1.9760	82,270.76
17	1.6140	67,198.89	1.7260	71,862.01	1.8760	78,107.26	1.9760	82,270.76
18	1.6140	67,198.89	1.7260	71,862.01	1.8760	78,107.26	1.9760	82,270.76
19	1.6140	67,198.89	1.7260	71,862.01	1.8760	78,107.26	1.9760	82,270.76
20	1.6520	68,781.02	1.7690	73,652.32	1.9250	80,147.38	2.0250	84,310.88
21	1.6520	68,781.02	1.7690	73,652.32	1.9250	80,147.38	2.0250	84,310.88
22	1.6520	68,781.02	1.7690	73,652.32	1.9250	80,147.38	2.0250	84,310.88
23	1.6520	68,781.02	1.7690	73,652.32	1.9250	80,147.38	2.0250	84,310.88
24	1.6520	68,781.02	1.7690	73,652.32	1.9250	80,147.38	2.0250	84,310.88
25	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
26	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
27	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
28	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
29	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99

30	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
31	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
32	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
33	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
34	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
35	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99
36	1.6900	70,363.15	1.8120	75,442.62	1.9740	82,187.49	2.0740	86,350.99

2028-2029

Appendix D

2% Base Increase

Teachers' Salary Index and Schedule New Base

$42,468

Years' Exp	Bachelor's Degree		Bachelor's Degree +150		Master's Degree		Master's Degree +15 Hours		Master's Degree +30 Hours	
0	1.0000	4,2468.00	1.0420	44,251.66	1.0990	46,672.33	1.1990	50,919.13	1.3380	54,784.00
1	1.0380	44,081.78	1.0840	46,035.31	1.1470	48,710.80	1.2470	52,957.60	1.3870	56,822.00
2	1.0770	45,738.04	1.1260	47,818.97	1.1960	50,791.73	1.2960	55,038.53	1.4350	58,903.00
3	1.1150	47,351.82	1.1680	49,602.62	1.2440	52,830.19	1.3440	57,076.99	1.4840	60,942.00
4	1.1540	49,008.07	1.2110	51,428.75	1.2930	54,911.12	1.3930	59,157.92	1.5320	63,023.00
5	1.1920	50,621.86	1.2530	53,212.4	1.3410	56,949.59	1.4410	61,196.39	1.5810	65,061.00
6	1.2310	52,278.11	1.2960	55,038.53	1.3900	59,030.52	1.4900	63,277.32	1.6290	67,142.00
7	1.2690	53,891.89	1.3390	56,864.65	1.4380	61,068.98	1.5380	65,315.78	1.6770	69,180.00
8	1.3080	55,548.14	1.3820	58,690.78	1.4860	63,107.45	1.5860	67,354.25	1.7260	71,219.00
9	1.3460	57,161.93	1.4250	60,516.9	1.5350	65,188.38	1.6350	69,435.18	1.7740	73,300.00
10	1.3850	58,818.18	1.4680	62,343.02	1.5830	67,226.84	1.6830	71,473.64	1.8232	75,338.00
11	1.4230	60,431.96	1.5110	64,169.15	1.6320	69,307.78	1.7322	73,563.07	1.8780	77,428.00
12	1.4620	62,088.22	1.5540	65,995.27	1.6800	71,346.24	1.7870	75,890.32	1.9200	79,755.00
13	1.5000	63,702.00	1.5970	67,821.4	1.7290	73,427.17	1.8290	77,673.97	1.9690	81,539.00
14	1.5380	65,315.78	1.6400	69,647.52	1.7780	75,508.10	1.8780	79,754.90	2.0180	83,619.00
15	1.5760	66,929.57	1.6830	71,473.64	1.8270	77,589.04	1.9270	81,835.84	2.0670	85,700.00
16	1.6140	68,543.35	1.7260	73,299.77	1.8760	79,669.97	1.9760	83,916.77	2.0670	87,781.00
17	1.6140	68,543.35	1.7260	73,299.77	1.8760	79,669.97	1.9760	83,916.77	2.0670	87,781.00
18	1.6140	68,543.35	1.7260	73,299.77	1.8760	79,669.97	1.9760	83,916.77	2.0670	87,781.00
19	1.6140	68,543.35	1.7260	73,299.77	1.8760	79,669.97	1.9760	83,916.77	2.1160	87,781.00
20	1.6520	70,157.14	1.7690	75,125.89	1.9250	81,750.90	2.0250	85,997.70	2.1160	89,862.00
21	1.6520	70,157.14	1.7690	75,125.89	1.9250	81,750.90	2.0250	85,997.70	2.1160	89,862.00
22	1.6520	70,157.14	1.7690	75,125.89	1.9250	81,750.90	2.0250	85,997.70	2.1160	89,862.00
23	1.6520	70,157.14	1.7690	75,125.89	1.9250	81,750.90	2.0250	85,997.70	2.1160	89,862.00
24	1.6520	70,157.14	1.7690	75,125.89	1.9250	81,750.90	2.0250	85,997.70	2.1650	89,862.00
25	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
26	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
27	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
28	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
29	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00

30	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
31	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
32	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
33	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
34	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
35	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00
36	1.6900	71,770.92	1.8120	76,952.02	1.9740	83,831.83	2.0740	88,078.63	2.1650	91,943.00

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2025 - June 30, 2026
$39,245.00

Appendix E

Class, Club or Activity	Percentage Rate	Salary
Senior Class Advisor	3.00%	$1,177
Junior Class Advisor (Conc.)	4.00%	$1,570
Junior Class Advisor (Prom)	4.00%	$1,570
Sophomore Class Advisor	2.50%	$981
Freshman Class Advisor	2.50%	$981
Foreign Language Club	1.75%	$687
Yearbook Advisor	7.00%	$2,747
Speech & Debate Advisor	6.00%	$2,355
Drama Advisor	6.00%	$2,355
National Honor Society Advisor	2.00%	$785
Youth to Youth Advisor	2.00%	$785
Scholastic Challenge Advisor	4.00%	$1,570
Power of the Pen	4.00%	$1,570
Junior High Advisor (2)	1.00%	$392
Sixth Grade Camp Coordinator	2.00%	$785
Sixth Grade Camp Advisor (2)	1.00%	$392
Washington D.C. Coordinator	1.50%	$589
Washington D.C. Advisor (3)	1.00%	$392
Art Club Advisor	2.00%	$785
7th Grade Trip Advisor (2)	1.00%	$392
Mentor	4.50%	$1,766

Band	Percentage Rate	Salary
Marching Band	17.75%	$6,966
Pep Band	3.50%	$1,374
Color Guard Instructor	2.00%	$785

Work Outside Regular Day	Percentage Rate	Salary
After School Detention	BA Step 0 Hourly Rate	28.44
Friday After School Detention	BA Step 0 Hourly Rate	28.44
Summer School	BA Step 0 Hourly Rate	28.44
After School Intervention	BA Step 0 Hourly Rate	28.44

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2025 - June 30, 2026
$39,245.00

Appendix E

Class, Club or Activity	Percentage Rate	Salary
Varsity Golf Coach Boys	7.25%	$2,845
Varsity Golf Coach Girls	7.25%	$2,845
Junior High Golf	4.00%	$1,570
Varsity Volleyball Coach	11.50%	$4,513
Reserve Volleyball Coach (2)	6.25%	$2,453
8th Grade Volleyball Coach	5.75%	$2,257
7th Grade Volleyball Coach	5.75%	$2,257
Varsity Football Coach	17.75%	$6,966
Varsity Assistant Football Coach (3)	10.50%	$4,121
Junior High Football Coach (2)	7.50%	$2,943
Varsity Boys Basketball Coach	17.75%	$6,966
Assistant Boys Basketball Coach	10.50%	$4,121
Reserve Boys Basketball Coach	10.50%	$4,121
9th Grade Boys Basketball Coach	9.00%	$3,532
8th Grade Boys Basketball Coach	7.50%	$2,943
7th Grade Boys Basketball Coach	7.50%	$2,943
Varsity Girls Basketball Coach	17.75%	$6,966
Assistant Girls Basketball Coach	10.50%	$4,121
Reserve Girls Basketball Coach	10.50%	$4,121
8th Grade Girls Basketball Coach	7.50%	$2,943
7th Grade Girls Basketball Coach	7.50%	$2,943
Football Cheerleading Advisor	4.50%	$1,766
Basketball Cheerleading Advisor	5.75%	$2,257
Jr. High F-ball/Ch-leading Advisor	3.00%	$1,177
Jr. High Basketball/Cheerleading Advisor	3.00%	$1,177
Head Boys/Girls Track Coach	15.75%	$6,181

Assistant Boys/Girls Track Coach (3)	6.25%	$2,453
Junior High Boys Track Coach	5.75%	$2,257
Junior High Girls Track Coach	5.75%	$2,257
Varsity Baseball Coach	11.50%	$4,513
Assistant Baseball Coach	6.25%	$2,453
Varsity Softball Coach	11.50%	$4,513
Assistant Softball Coach	6.25%	$2,453
Cross Country Head Coach	10.00%	$3,925

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2026 - June 30, 2027
$40,422

Appendix F

Class, Club or Activity	Percentage Rate	Salary
Senior Class Advisor	3.00%	$1,213
Junior Class Advisor (Conc.)	4.00%	$1,617
Junior Class Advisor (Prom)	4.00%	$1,617
Sophomore Class Advisor	2.50%	$1,011
Freshman Class Advisor	2.50%	$1,011
Foreign Language Club	1.75%	$707
Yearbook Advisor	7.00%	$2,830
Speech & Debate Advisor	6.00%	$2,425
Drama Advisor	6.00%	$2,425
National Honor Society Advisor	2.00%	$808
Youth to Youth Advisor	2.00%	$808
Scholastic Challenge Advisor	4.00%	$1,617
Power of the Pen	4.00%	$1,617
Junior High Advisor (2)	1.00%	$404
Sixth Grade Camp Coordinator	2.00%	$808
Sixth Grade Camp Advisor (2)	1.00%	$404
Washington D.C. Coordinator	1.50%	$606
Washington D.C. Advisor (3)	1.00%	$404
Art Club Advisor	2.00%	$808
7th Grade Trip Advisor (2)	1.00%	$404
Mentor	4.50%	$1,819

Band	Percentage Rate	Salary
Marching Band	17.75%	$7,175
Pep Band	3.50%	$1,415
Color Guard Instructor	2.00%	$808

Work Outside Regular Day	Percentage Rate	Salary
After School Detention	BA Step 0 Hourly Rate	29.29
Friday After School Detention	BA Step 0 Hourly Rate	29.29
Summer School	BA Step 0 Hourly Rate	29.29
After School Intervention	BA Step 0 Hourly Rate	29.29

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2026 - June 30, 2027
$40,422

Appendix F

Class, Club or Activity	Percentage Rate	Salary
Varsity Golf Coach Boys	7.25%	$2,931
Varsity Golf Coach Girls	7.25%	$2,931
Junior High Golf	4.00%	$1,617
Varsity Volleyball Coach	11.50%	$4,649
Reserve Volleyball Coach (2)	6.25%	$2,526
8th Grade Volleyball Coach	5.75%	$2,324
7th Grade Volleyball Coach	5.75%	$2,324
Varsity Football Coach	17.75%	$7,175
Varsity Assistant Football Coach (3)	10.50%	$4,244
Junior High Football Coach (2)	7.50%	$3,032
Varsity Boys Basketball Coach	17.75%	$7,175
Assistant Boys Basketball Coach	10.50%	$4,244
Reserve Boys Basketball Coach	10.50%	$4,244
9th Grade Boys Basketball Coach	9.00%	$3,638
8th Grade Boys Basketball Coach	7.50%	$3,032
7th Grade Boys Basketball Coach	7.50%	$3,032
Varsity Girls Basketball Coach	17.75%	$7,175
Assistant Girls Basketball Coach	10.50%	$4,244
Reserve Girls Basketball Coach	10.50%	$4,244
8th Grade Girls Basketball Coach	7.50%	$3,032
7th Grade Girls Basketball Coach	7.50%	$3,032
Football Cheerleading Advisor	4.50%	$1,819
Basketball Cheerleading Advisor	5.75%	$2,324
Jr. High F-ball/Ch-leading Advisor	3.00%	$1,213
Jr. High Basketball/Cheerleading Advisor	3.00%	$1,213

Head Boys/Girls Track Coach	15.75%	$6,366
Assistant Boys/Girls Track Coach (3)	6.25%	$2,526
Junior High Boys Track Coach	5.75%	$2,324
Junior High Girls Track Coach	5.75%	$2,324
Varsity Baseball Coach	11.50%	$4,649
Assistant Baseball Coach	6.25%	$2,526
Varsity Softball Coach	11.50%	$4,649
Assistant Softball Coach	6.25%	$2,526
Cross Country Head Coach	10.00%	$4,042

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2027 - June 30, 2028
$41,635

Appendix G

Class, Club or Activity	Percentage Rate	Salary
Senior Class Advisor	3.00%	$1,249
Junior Class Advisor (Conc.)	4.00%	$1,665
Junior Class Advisor (Prom)	4.00%	$1,665
Sophomore Class Advisor	2.50%	$1,041
Freshman Class Advisor	2.50%	$1,041
Foreign Language Club	1.75%	$729
Yearbook Advisor	7.00%	$2,914
Speech & Debate Advisor	6.00%	$2,498
Drama Advisor	6.00%	$2,498
National Honor Society Advisor	2.00%	$833
Youth to Youth Advisor	2.00%	$833
Scholastic Challenge Advisor	4.00%	$1,665
Power of the Pen	4.00%	$1,665
Junior High Advisor (2)	1.00%	$416
Sixth Grade Camp Coordinator	2.00%	$833
Sixth Grade Camp Advisor (2)	1.00%	$416
Washington D.C. Coordinator	1.50%	$625
Washington D.C. Advisor (3)	1.00%	$416
Art Club Advisor	2.00%	$833
7th Grade Trip Advisor (2)	1.00%	$416
Mentor	4.50%	$1,874

Band	Percentage Rate	Salary
Marching Band	17.75%	$7,390
Pep Band	3.50%	$1,457
Color Guard Instructor	2.00%	$833

Work Outside Regular Day	Percentage Rate	Salary
After School Detention	BA Step 0 Hourly Rate	30.17
Friday After School Detention	BA Step 0 Hourly Rate	30.17
Summer School	BA Step 0 Hourly Rate	30.17
After School Intervention	BA Step 0 Hourly Rate	30.17

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2027 - June 30, 2028
$41,635

Appendix G

Class, Club or Activity	Percentage Rate	Salary
Varsity Golf Coach Boys	7.25%	$3,019
Varsity Golf Coach Girls	7.25%	$3,019
Junior High Golf	4.00%	$1,665
Varsity Volleyball Coach	11.50%	$4,788
Reserve Volleyball Coach (2)	6.25%	$2,602
8th Grade Volleyball Coach	5.75%	$2,394
7th Grade Volleyball Coach	5.75%	$2,394
Varsity Football Coach	17.75%	$7,390
Varsity Assistant Football Coach (3)	10.50%	$4,372
Junior High Football Coach (2)	7.50%	$3,123
Varsity Boys Basketball Coach	17.75%	$7,390
Assistant Boys Basketball Coach	10.50%	$4,372
Reserve Boys Basketball Coach	10.50%	$4,372
9th Grade Boys Basketball Coach	9.00%	$3,747
8th Grade Boys Basketball Coach	7.50%	$3,123
7th Grade Boys Basketball Coach	7.50%	$3,123
Varsity Girls Basketball Coach	17.75%	$7,390
Assistant Girls Basketball Coach	10.50%	$4,372
Reserve Girls Basketball Coach	10.50%	$4,372
8th Grade Girls Basketball Coach	7.50%	$3,123
7th Grade Girls Basketball Coach	7.50%	$3,123
Football Cheerleading Advisor	4.50%	$1,874
Basketball Cheerleading Advisor	5.75%	$2,394
Jr. High F-ball/Ch-leading Advisor	3.00%	$1,249
Jr. High Basketball/Cheerleading Advisor	3.00%	$1,249

Head Boys/Girls Track Coach	15.75%	$6,558
Assistant Boys/Girls Track Coach (3)	6.25%	$2,602
Junior High Boys Track Coach	5.75%	$2,394
Junior High Girls Track Coach	5.75%	$2,394
Varsity Baseball Coach	11.50%	$4,788
Assistant Baseball Coach	6.25%	$2,602
Varsity Softball Coach	11.50%	$4,788
Assistant Softball Coach	6.25%	$2,602
Cross Country Head Coach	10.00%	$4,164

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2028 - June 30, 2029
$42,468

Appendix H

Class, Club or Activity	Percentage Rate	Salary
Senior Class Advisor	3.00%	$1,274
Junior Class Advisor (Conc.)	4.00%	$1,699
Junior Class Advisor (Prom)	4.00%	$1,699
Sophomore Class Advisor	2.50%	$1,062
Freshman Class Advisor	2.50%	$1,062
Foreign Language Club	1.75%	$743
Yearbook Advisor	7.00%	$2,973
Speech & Debate Advisor	6.00%	$2,548
Drama Advisor	6.00%	$2,548
National Honor Society Advisor	2.00%	$849
Youth to Youth Advisor	2.00%	$849
Scholastic Challenge Advisor	4.00%	$1,699
Power of the Pen	4.00%	$1,699
Junior High Advisor (2)	1.00%	$425
Sixth Grade Camp Coordinator	2.00%	$849
Sixth Grade Camp Advisor (2)	1.00%	$425
Washington D.C. Coordinator	1.50%	$637
Washington D.C. Advisor (3)	1.00%	$425
Art Club Advisor	2.00%	$849
7th Grade Trip Advisor (2)	1.00%	$425
Mentor	4.50%	$1,911

Band	Percentage Rate	Salary
Marching Band	17.75%	$7,538
Pep Band	3.50%	$1,486
Color Guard Instructor	2.00%	$849

Work Outside Regular Day	Percentage Rate	Salary
After School Detention	BA Step 0 Hourly Rate	30.77
Friday After School Detention	BA Step 0 Hourly Rate	30.77
Summer School	BA Step 0 Hourly Rate	30.77
After School Intervention	BA Step 0 Hourly Rate	30.77

Strasburg - Franklin Local Board of Education
Teacher Supplemental
Contracts Effective July 1, 2028 - June 30, 2029
$42,468

Appendix H

Class, Club or Activity	Percentage Rate	Salary
Varsity Golf Coach Boys	7.25%	$3,079
Varsity Golf Coach Girls	7.25%	$3,079
Junior High Golf	4.00%	$1,699
Varsity Volleyball Coach	11.50%	$4,884
Reserve Volleyball Coach (2)	6.25%	$2,654
8th Grade Volleyball Coach	5.75%	$2,442
7th Grade Volleyball Coach	5.75%	$2,442
Varsity Football Coach	17.75%	$7,538
Varsity Assistant Football Coach (3)	10.50%	$4,459
Junior High Football Coach (2)	7.50%	$3,185
Varsity Boys Basketball Coach	17.75%	$7,538
Assistant Boys Basketball Coach	10.50%	$4,459
Reserve Boys Basketball Coach	10.50%	$4,459
9th Grade Boys Basketball Coach	9.00%	$3,822
8th Grade Boys Basketball Coach	7.50%	$3,185
7th Grade Boys Basketball Coach	7.50%	$3,185
Varsity Girls Basketball Coach	17.75%	$7,538
Assistant Girls Basketball Coach	10.50%	$4,459
Reserve Girls Basketball Coach	10.50%	$4,459
8th Grade Girls Basketball Coach	7.50%	$3,185
7th Grade Girls Basketball Coach	7.50%	$3,185
Football Cheerleading Advisor	4.50%	$1,911
Basketball Cheerleading Advisor	5.75%	$2,442
Jr. High F-ball/Ch-leading Advisor	3.00%	$1,274
Jr. High Basketball/Cheerleading Advisor	3.00%	$1,274

Head Boys/Girls Track Coach	15.75%	$6,689
Assistant Boys/Girls Track Coach (3)	6.25%	$2,654
Junior High Boys Track Coach	5.75%	$2,442
Junior High Girls Track Coach	5.75%	$2,442
Varsity Baseball Coach	11.50%	$4,884
Assistant Baseball Coach	6.25%	$2,654
Varsity Softball Coach	11.50%	$4,884
Assistant Softball Coach	6.25%	$2,654
Cross Country Head Coach	10.00%	$4,247

APPENDIX I

STRASBURG-FRANKLIN LOCAL SCHOOLS

Written Grievance Form (Step Two)

Employee's Name: _____ Date: _____

Position:

Nature of Grievance: (Include – who involved, when happened, where happened)

Section of Contract Violated:

Result of Step One:

Action Requested:

EMPLOYEE'S SIGNATURE: _____

STRASBURG-FRANKLIN LOCAL SCHOOLS

Written Grievance Form (Step Three)

Employee's Name: _____ Date: _____

Position:

Nature of Grievance: (Include – who involved, when happened, where happened)

Section of Contract Violated:

Result of Step Two:

Action Requested:

EMPLOYEE'S SIGNATURE: _____

STRASBURG-FRANKLIN LOCAL SCHOOLS

Written Grievance Form (Step Four)

Employee's Name: _____ Date: _____

Position:

Nature of Grievance: (Include – who involved, when happened, where happened)

Section of Contract Violated:

Result of Step Three:

Action Requested:

EMPLOYEE'S SIGNATURE: _____

APPENDIX J

March ____, 20__

ARTICLE VIII, SECTION B.1 – TEACHER REASSIGNMENT FORM

(As per the Negotiated Agreement)

Statements for teachers' signatures are to be distributed in April giving teachers an opportunity to designate whether or not they desire reassignment.

Please indicate below whether you want to be reassigned to your present teaching position for the _____school year.

( ) I want to remain in my present position for the _____school year.

( ) I want to be considered for reassignment to the following new or different position(s) or grade level(s) for the _____school year:_____

_____

_____

_____

The Teacher Reassignment Form needs to be signed and returned to the Superintendent's Office by _____, April _____, 20_.

_____ _____

Teacher's Signature Date

Also, please indicate below if you are interested in any supplemental contract positions for the coming _____school year.

LIST SUPPLEMENTAL CONTRACTS IN WHICH YOU ARE INTERESTED.

_____

_____

_____

_____