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NEGOTIATED AGREEMENT

between the

ALLIANCE EDUCATION ASSOCIATION

and the

ALLIANCE CITY SCHOOLS
BOARD OF EDUCATION

ALLIANCE
CITY SCHOOLS

July 1, 2025 - June 30, 2028

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ARTICLE I - RECOGNITION AND NEGOTIATIONS PROCEDURES

A. Recognition

1. The Alliance City Board of Education hereinafter referred to as the "Board," hereby recognizes the Alliance Education Association, an affiliate of the National Education Association and the Ohio Education Association, herein referred to as the "Association," as the sole and exclusive bargaining agent for all certificated personnel employed under a teaching contract in the District hereinafter referred to as "teachers" in the District. Administrators, supervisory staff, substitute teachers, summer school teachers, adult education teachers, tutors, and hourly personnel (except for Associate Degreed pre-school teachers) are specifically excluded from the bargaining unit. "Supervisory staff" are those individuals as defined in 4117.01(F). "Supervisor" means any individual who has the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline teachers; to responsibly direct them; to adjust their grievances; or to effectively recommend such action.

   Nothing contained herein shall abridge the right of an individual teacher, or groups of teachers, to present their views and recommendations to the Board of Education regarding any subject.

2. Challenge Procedures

   Any challenge to the recognized Association as defined in this Agreement shall be in accordance with the appropriate provisions of Sections 4117 ORC.

B. Negotiating Procedures

1. Requests for Negotiations

   If either of the parties desires to negotiate items which are proper subjects for negotiation, it shall notify the other party in writing after January 15th and no later than sixty (60) days prior to the expiration date of the Agreement.

   Notification in writing from the Association shall be addressed to the Superintendent and from the Board shall be addressed to the President of the Association.

   A copy of the request for negotiations shall be forwarded to the State Employment Relations Board (SERB) along with a Notice to Negotiate as required by the rules and regulations of SERB.

   On the twentieth (20th) day, or an agreed date after the issuance of such notice, the parties will meet and exchange proposals.

2. Scope of Bargaining

   All matters pertaining to wages, hours or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of the Collective Bargaining Agreement are subject to collective bargaining between the parties.

3. Negotiation Meetings

   a. Time and date of negotiation meetings shall be mutually agreed upon and, until negotiations are concluded, either party may require at each meeting a decision on the date and time of a subsequent meeting. All meetings shall be scheduled during the hours of 8:00 a.m. and 6:30 p.m., Monday to Friday, unless agreed otherwise.

   b. Meetings shall be at reasonable intervals and time to avoid, as nearly as is practicable, conflict and interference with school and employment schedules.

   c. Either party may recess for caucuses of reasonable length at any time.

   d. Where unforeseen circumstances make it impossible for the chief negotiator of either team to be in attendance, or cause him/her to be late, it shall be the duty of that team to notify the other as promptly as possible and both sides shall thereupon agree to the time for the next negotiating session.

   e. "Days" shall mean teacher workdays for the entire article.

   f. Negotiating meetings between the two negotiating teams shall be closed to the public and press.

4. Representation

   Representation at negotiation meetings shall be limited to five (5) representatives of the Board, of which at least four (4) shall be Board members and/or employees of the Board of Education, and five (5) representatives of the Association, of which at least four (4) shall be teachers of the District. All negotiations shall be conducted exclusively between said teams. Representatives of the Board and the Association shall participate in negotiations freely without fear of penalty, sanction, reprisal or recrimination.

5. Information

   Both parties shall furnish each other, upon reasonable request, all available information pertinent to the issue under negotiation and not privileged by law. The expense of providing such information shall be borne by the party requesting it and such party shall initial for receipt of the requested items.

6. News Releases

   Periodic progress reports may be issued during negotiations by either party to the teachers, administrators and members of the Board of Education.

7. Agreement

   Tentative agreement on independent negotiation items shall be reduced to writing and initiated by the representatives of each party.

   The Final Tentative Agreement reached through negotiation shall be reduced to writing and submitted to the Association, for approval by secret ballot. Upon approval by the Association, the Final Tentative Agreement shall be submitted to the Board for approval at the next regularly

scheduled meeting, or at a special meeting set within two (2) weeks of ratification, whichever is later. If approved, the Agreement shall then be signed on behalf of both parties.

8. Dispute Resolution

If agreement is not reached in thirty (30) calendar days prior to the expiration of the Agreement, either party may request the services of a mediator from the Federal Mediation and Conciliation Service (FMCS). If FMCS or another federal agency responsible for mediation is not operable, the parties will request the services of a mediator from the American Arbitration Association or another agreed upon mediator.

Mediation conducted under the auspices of one of the agencies above shall continue until a settlement is reached or the expiration of this Agreement, whichever is sooner, and if the parties mutually agree, may continue thereafter. Mediation shall be on all issues on which a tentative agreement has not been reached by the parties.

The mediator shall have the authority to call meetings for the purpose of promoting an Agreement between the parties. All costs incurred for such services shall be shared equally by the Board and the Association.

If the parties fail to reach an agreement in mediation, either party or the parties jointly may request a fact-finder from a panel provided by the American Arbitration Association in accordance with its rules. The cost for the services of the Fact Finder shall be divided equally between the Board and the Association.

The Fact Finder shall transmit its finding of fact and recommendation to both parties no later than fourteen (14) days after the conclusion of the Fact Finding hearing(s), unless there is a mutually agreed upon extension.

Not later than seven (7) days after the findings are received, the Board and the Association, by a three-fifths (⅗) vote of their respective total memberships, may reject the recommendations. If neither rejects, the recommendations shall be binding on both parties.

9. Exclusivity of Procedure

The negotiations procedure set forth in this Article supersedes and takes precedence over any inconsistent time limits or procedure set forth in O.R.C. 4117.14. Mediation, as set forth in Paragraph 8 above, constitutes the parties' mutually agreed upon, exclusive dispute settlement procedure and shall operate in lieu of any and all of the settlement procedures set forth in O.R.C. 4117.14. In the event mediation does not result in an agreement by the expiration date of this Agreement (or such subsequent date as the parties may mutually agree upon), Section 4117.14(D)(2) of the O.R.C. will apply.

ARTICLE II - ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. The Association shall have the following sole and exclusive organizational rights:

1. Have use of school buildings under the same terms and conditions as any school organization.

2. Be permitted to transact official Association business on school property before school, during lunch periods and after school provided such business shall not in any way interfere or interrupt instructional programs and/or assigned duties of teachers. All business must be conducted by duly authorized representatives of the Association.

3. Have use of bulletin boards in the faculty lounge.

4. Have use of teacher mailboxes for Association communications.

5. Have use of inter-school mail for Association communications.

6. Be entitled to, upon request of the Association President, a copy of the Board agenda, minutes, financial data and one set of updated Board policies.

7. Be granted ten (10) teacher days, however, the number of days will be increased based upon mutual agreement between the Superintendent and the Association President, excused with pay and fringe benefits for Association business. The Association shall reimburse the Board of Education for the full cost of substitute teachers. Requests for these meetings shall be submitted in writing to the Superintendent five (5) days prior to the meeting, and be limited to full day blocks of time.

8. Be entitled to payroll deductions for OEA FCPE contributions upon a teacher's written authorization.

9. Abuse of any of these rights may result in withdrawal by the Superintendent.

B. The Association will be entitled to payroll deduction of Alliance Education Association and affiliate dues.

C. <u>Grants/Waivers</u>

In the event, the District, individual schools, or individual departments obtain grants or waivers that affect working conditions or items in the Agreement, the Association shall be informed of such grants or waivers. If Association support or signature is required for a grant or waiver submission, the Association will be given a minimum of ten (10) days notice and a draft of the submission before the document is submitted. The Superintendent will, upon request, meet with the Association to discuss the effect such grants or waivers have upon working conditions or items in the Agreement.

D. <u>Representation Rights</u>

For any meeting with a teacher which involves investigation of teacher conduct or imposition of discipline, the President or another available officer of the Association will be released from duty, with pay, if representation by the Association is requested by the teacher.

E. <u>District Labor-Management Committee</u>

In the interest of sound labor management relations, the District Labor-Management Committee shall meet monthly, unless agreed upon otherwise. The Association President and the Superintendent shall be members of the committee. The Association President and the Superintendent shall appoint three (3) other members each. Additional representatives may attend by mutual agreement. Training shall be provided in a mutually acceptable manner. An agenda will be furnished and/or exchanged at least three

(3) working days in advance of the scheduled meetings with a list of the matters to be discussed in the meeting. The purpose of such meetings shall be to:

1. Discuss the administration of this Agreement.
2. Disseminate general information of interest to the parties.
3. Discuss ways to increase productivity and improve efficiency.
4. Give the Association representatives an opportunity to share the views of their members on topics of interest to both parties.
5. To consider and discuss health and safety matters relating to teachers.
6. Discuss other labor-related issues concerning the District.

A written summary of each meeting shall be disseminated to all staff after approval of both parties.

Specific building issues must be addressed in the Building Labor-Management Committee before being brought to the District Labor-Management Committee. District Labor-Management meetings are not intended to be negotiation sessions to alter or amend the basic Agreement.

F. <u>Building Labor-Management Committee</u>

Building Labor-Management Committees shall meet monthly unless agreed otherwise and shall consist of the Building Principal(s), Association Building Representative and up to two additional representatives from the building, unless there is mutual agreement for more representatives in advance of the meeting. Building Labor-Management Committees shall incorporate the same procedures of the District Labor Management Committee to resolve issues at the building-level through collaboration and consensus building.

A written summary of each meeting shall be disseminated to all building staff after approval of both parties.

ARTICLE III - EVALUATION

A. An electronic copy of the evaluation procedure and a link to ORC 3319.111 and ORC 3319.112 shall be posted on the District's website by October 1st.

B. All formal classroom observations shall be openly conducted with the full knowledge of the teacher. One formal classroom observation shall occur with at least twenty-four (24) hours advance notice to the teacher.

C. Nothing in this Article shall deny any teacher any of the rights or remedies available under Ohio Revised Code 3319.11 or 3319.111 regarding, but not limited to, the Board's duty to give notification to the individual being non-renewed on or before June 1st**.**

D. Teachers who believe they are eligible for Continuing Contract status must notify the Superintendent's Office in writing no later than September 15th of the school year in which they request to be evaluated for Continuing Contract status. To be considered eligible for evaluation for Continuing Contract status, the teacher must have on file in the Superintendent's Office the appropriate teacher licensure and official transcripts no later than March 1 of the school year in which they request evaluation for the Continuing Contract status.

E. Evaluations shall be conducted by a credentialed administrator employed by the district or employed by the ESC and assigned at least 50% of the time to Alliance.

The first observation shall occur on or before December 31st. The second observation shall occur on or before March 31st and the third observation, if required, shall occur on or before May 1st.

F. The teacher may request one postponement per school year if personal circumstances occur and if such a delay would not cause the administration to miss a deadline. The teacher must get approval from the evaluator.

G. After each formal observation, the Administrator who made the observation shall provide access to or provide the teacher a copy of the observation report/form. The administrator shall conduct a conference with the teacher to discuss the formal observation within ten (10) school days of the observation. The teacher shall be provided access to the completed formal observation form on or before the start of any post-observation conference. A professional conversation will take place between the evaluator and the teacher during the post-observation conference providing the teacher with feedback on the observed lesson and identifying areas of reinforcement and refinement and make recommendations for improvement. If the teacher is absent during the ten (10*)* day window, the administration shall schedule the conference for a reasonable date following his/her return, and this shall be deemed to comply with the deadline for the occurrence of the post-observation conference.

H. In the case of either an evaluatee's or evaluator's long-term absence, the evaluator's replacement shall continue the evaluation process and timelines may be extended by written mutual agreement of the evaluator and evaluatee. In the case of the evaluatee's absence, the evaluation process and timelines shall be extended by mutual agreement of the evaluator and evaluatee. If no mutual agreement is reached, the Association President and the Superintendent or their designees shall mutually establish new written evaluation timelines.

I. No video recordings shall be utilized during any observations, walkthroughs or evaluations unless both the teacher and administrator agree.

J. The teacher shall have the right to make a written response to any observation/evaluation report to be placed in the teacher's personnel file. The response shall be received within seven (7) work days of receipt of the observation/evaluation report. All written responses shall be attached to the final summative evaluation and be placed in the teacher's personnel file.

K. One (1) teacher shall not evaluate another teacher.

L. Mentors assigned to teachers under an Improvement or Remediation Plan status shall not have an evaluative role. The mentor's role is to support the growth of the teacher. Other than a notation to the effect that a teacher served as a Mentor Teacher, the teacher's activities as a Mentor Teacher shall not become part of that teacher's evaluation. A Mentor Teacher shall not be requested or directed to make any recommendation regarding high stakes decisions of the mentee.

M. The association and the board agree to establish a standing joint committee for the sole purpose of assessing and reviewing, and making recommendations to the Superintendent regarding the many facets of HQSD, evaluation procedures for those not covered by OTES or walk through forms. The committee will meet and make recommendations to the Superintendent for any required modifications to the evaluation procedures as required by the Ohio Revised Code and the Ohio Administrative Code.

N. The committee's charge is to assist in developing, maintaining, and suggesting to the Superintendent changes regarding the issues in the above paragraph.

1. Committee Composition

   a. The committee shall be comprised of up to six (6) teachers appointed by the association president who equally represent the buildings, and up to six (6) administrators appointed by the Superintendent. In addition, each party may appoint one (1) ad hoc non-voting teacher to assist and/or attend committee meetings.

   b. The terms of teachers on the committee shall be for a period of no less than two (2) years unless a teacher leaves the district, retires, requests that the association removes him/her from the committee, is no longer able to serve due to unforeseen circumstances, or is removed by action of the association.

   c. Members of the committee shall receive release time or compensation at the hourly rate of .000585 of the BA base salary in effect for each year for work outside the contractual work day for committee work and training.

   d. At the conclusion of the teacher's term, or removal therefrom, the association will appoint a successor.

2. Committee Operation

   a. The committee shall be chaired jointly by a committee member from the association and a committee member from administration.

   b. The committee shall establish by mutual agreement a meeting calendar.

   c. Committee agendas will be developed jointly by the co-chairs of the committee.

   d. At the initial meeting, the committee shall develop the ground rules by which the committee shall operate, review them at each meeting, and update them thereafter as needed.

   e. All decisions of the committee shall be achieved by consensus.

O. **<u>Mentor/Entry Year Committee</u>**

1. The composition will consist of two (2) teachers appointed by the Association President and two (2) administrators/designees appointed by the Superintendent.

2. The function(s) of this committee will be to implement, and revise the Resident Educator Program as mandated by law. The Resident Educator committee will provide a list of all teachers who are trained to be mentors to the Superintendent and Association President no later than June 1st of each year. Revisions to such list shall be provided to the Superintendent and Association President no later than September 1st of each year.

3. Mentors will receive an appropriate supplemental stipend for duties performed in addition to their regular teaching assignment. Entry Year teachers required to attend District meetings outside the school day shall be paid the hourly rate of .000585 of the BA base salary in effect for each year. A

mentor shall be reviewed in performance of their duties as a mentor. Such review shall not be part of the mentor's or entry year teacher's evaluation, as referenced in Article III A-D.

4. Selection: Mentors will be trained, experienced (minimum five (5) years' experience in the field), and certificated/licensed teachers. Attempts will be made to secure a mentor in the same assigned building as the resident educator. If this is not possible, a mentor from another building in the district or a person outside the district will be selected.

5. Responsibilities:

   a. Evaluation:

      1) It is not the responsibility of the mentor to formally or informally evaluate the resident educator's teaching performance.
      2) The responsibility for the evaluation process will remain with the administration.

NOTE: If either the mentor or resident educator believes the partnership is not beneficial to the process, they may request a replacement. This request will be presented to the program coordinator who will review options and report back to the mentor/resident educator.

6. Mentors will be paid at a rate of 1.30 of the "Mentor" supplemental salary schedule if he/she has two (2) mentees.

ARTICLE IV - GRIEVANCE PROCEDURE

A. Grievance Defined

A "grievance" is a complaint by a teacher, or groups of teachers, or the Association involving the violation, misinterpretation or misapplication of any of the provisions of this Agreement.

B. All grievances shall be filed with the grievants' immediate supervisor.

C. The fact that a teacher files a grievance shall not be recorded in his/her personnel file or in any file used in the transfer, assignment, or promotion process; nor shall such fact be used in any recommendation for reemployment or recommendation for other employment; nor shall the grievant, the Association or its officers or teachers of the district be placed in jeopardy or be the subject of reprisal or discrimination for having followed or participated in this grievance procedure.

D. Party In Interest

The lodging of any grievance shall be the exclusive right of the grievant.

The grievance procedure begins with the grievant and may move up through the various levels of Administration. Beginning at Step One, the grievant may request representation by the Association.

E. "Days" shall mean teacher work days according to the District calendar throughout this Article.

F. Procedure

Informal

Within thirty (30) days of the time a grievance arises, the grievant will present the grievance to his/her Immediate Supervisor during non-teaching hours. Within five (5) days after presentation of the grievance, the Immediate Supervisor shall give his/her answer orally to the grievant.

Step One

a. Within five (5) days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and lodged with the Immediate Supervisor on the form provided.

b. The "Statement of Grievance" shall name the teacher involved, shall state the facts giving rise to the grievance, shall identify by appropriate reference all the provisions of this Agreement alleged to have been violated, shall state the contention of the grievant with respect to these provisions, and shall indicate the specific relief requested.

c. Within five (5) days after receiving the grievance, the Immediate Supervisor shall communicate his/her answer in writing to the grievant.

Step Two

a. Within ten (10) days after receiving the decision of the Immediate Supervisor, an appeal from the decision may be made to the Superintendent. It shall be in writing and accompanied by a copy of the decision at Step One.

b. No later than ten (10) days after receiving the appeal, the Superintendent shall investigate the grievance and give a written response to the grievant and the Association President.

Step Three

If the grievant is not satisfied with the disposition at Step Two and wishes to proceed with his/her grievance, he/she must secure approval of the Association's Grievance Committee to appeal to arbitration. Within five (5) days of the receipt of the written decision at Step Two, the Association may request that the grievance shall be referred to a disinterested third party for arbitration. Such request shall be in writing. Not later than ten (10) days after such notice is given, representatives of the Board and of the Association shall meet to select the third party; if unable to agree, either party or the parties jointly shall petition in writing the American Arbitration Association to provide a list of seven (7) names. An arbitrator shall be selected in accordance with AAA rules. The person so selected shall hold the necessary hearings promptly and issue his/her findings and recommendations in writing. Decisions of the arbitrator shall be binding on both parties.

The arbitrator shall not have authority to add to, subtract from, modify, change or alter any of the provisions of this Collective Bargaining Contract, nor add to, detract from or modify the language therein in arriving at his/her decision concerning any issue presented that is proper within the limitations expressed herein. Nor shall the arbitrator have any authority to rule contrary to the law of the State of Ohio unless provided to the contrary by ORC 4117.

The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching his/her decision.

The arbitrator shall not interfere with management prerogatives involving the Board's discretion, nor limit or interfere in any way with the powers, duties and responsibilities of the Board under its policies, applicable law, including ORC 4117.08, and rules and regulations having the force and effect of law, except where limited or restricted by the terms of this Agreement.

The cost for arbitration shall be paid by the loser.

G. Time Limits

1. Any grievance not advanced from one step to the next within the time limits of that step, shall be deemed resolved at the previous step. Grievance procedure timelines may be extended by mutual agreement of both parties.

2. If the grievance procedure is initiated near the end of the school year, the number of days in the grievance steps may be reduced by mutual agreement.

3. A grievance may be withdrawn by the grievant at any step without prejudice.

4. Before a grievance is taken to arbitration, the Association has the option of withdrawing its support and the grievance procedure stops.

ARTICLE V - INSURANCE

In order to be eligible for insurance, a teacher must be contracted for at least thirty (30) hours per week.

If both spouses work in the district or for another COG employer and have no dependents only two single plans (health, dental) will be provided. If the teacher has dependents, only one family plan (health, dental) will be provided.

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

Coverage: See Plan Booklet for COG adopted coverage information

Medical

2025-2028 The Board will pay 80% of the premium and the teacher will pay 20% for full time teachers.

A. Stark County Schools Council of Governments

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 of Governments (COG). The Board shall provide health, dental and life insurance through the COG. The coverage shall be the standardized COG specifications.

B. Preferred Provider - Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall 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 mutually determined by the representative of the COG and the Stark County OEA office representative.

C. 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 teacher 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 teacher's 20% co-payment.

3. The deductible will be waived.

4. The list of covered expenses shall be agreed upon by the COG and the Stark County/Canton OEA office representative.

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.

Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount of $70,000 for each teacher.

Teachers 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.

Dental Insurance

The Board shall provide dental coverage and pay 90% of the premium and the employee shall pay 10% of the premium.

Section 125-Tax Shelter

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided, under Internal Revenue Code (IRC) Section 125.

All COG employers must offer the IRC Section 125 tax shelter provided through the COG. The IRC Section 125 Tax Shelter allows for health insurance premiums to be deducted on a pre-tax basis. IRC Section 125 also governs Flexible Spending Accounts (FSAs). All COG employers must offer a Health Care FSA and a Dependent Care FSA which will allow pre-tax payroll deductions for certain medical and dependent care expenses. There is no separate administrative fee for these services.

Premium Holiday

If the employer receives a premium holiday(s), the teachers 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.

Enrollment

A teacher whose contract is non-renewed or who resigns at the end of the school year will receive insurance coverage through June, July, and August.

ARTICLE VI - LEAVES

Each teacher who has used or donated any combination of sick and/or personal time that totals 3 or less days shall be reimbursed on the following schedule:

- Zero (0) days of Sick Leave and Zero (0) days of Personal Leave during the school year shall receive One Thousand Dollars ($1,000).
- One (1) day of Sick Leave or Personal Leave during the school year shall receive Seven Hundred-Fifty Dollars ($750.00).
- Any combination of Two (2) days of Sick Leave and/or Personal Leave during the school year shall receive Five Hundred Dollars ($500.00).

- Any combination of Three (3) days of Sick Leave and/or Personal Leave during the school year shall receive Two Hundred-Fifty Dollars ($250.00).

To be eligible, a teacher must have been employed for the full school year. Half-time teachers shall receive one-half (½) of the above amounts.

This pay shall be issued in a separate check no later than July 31st.

A. Reporting of Absences

1. Teachers shall utilize the electronic system as provided by the Board to document all leave usage. Teachers must also call the school extension of their building principal and provide the name of the absent teacher, reason for absence, and expected duration of leave. If the teacher calls the principal's extension outside of work hours or if the principal is unavailable, he/she must leave a voicemail containing the above information.

B. Assault Leave

1. A teacher of the District who, without fault, must be absent due to physical disability resulting from an assault which occurs in the course of Board employment while on duty on school grounds during school hours or where required to be in attendance at a school sponsored function shall be eligible for assault leave.

   Assault leave shall be granted for the period of physical disability not to exceed one-hundred eighty (180) school days upon the teacher's delivering to the Superintendent a signed statement indicating the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault and the facts surrounding the assault. If medical attention is required, the teacher shall supply a certificate from a licensed physician stating the nature of the disability and its anticipated duration.

2. Full payment for assault leave, less Worker's Compensation, shall not exceed the teacher's per diem rate of pay exclusive of supplementary pay and will not be approved for payment unless and until the statement and certificate, as provided above, are submitted to the Superintendent. Falsification of either the signed statement or a physician's certificate is grounds for suspension or termination of employment under Section 3319.16 of the Ohio Revised Code.

3. Where the teacher exhausts his/her assault leave, he/she may use sick leave for the period of physical disability. If sick leave and the assault leave provided for herein become exhausted, the teacher may apply for further assault leave. Whether such additional assault leave is granted shall be determined solely by the Board in its discretion. Where the assaulted teacher becomes eligible for benefits under the State Teachers' Retirement System because of any disability or because of age or where the teacher's employment by the Board ceases for any reason whatsoever, this leave provision shall no longer apply and any assault leave payments shall automatically terminate.

C. Child Care Leave

A teacher who is the parent of the child needing care may request, and shall be granted, a child care leave of absence without pay or benefits on the conditions set forth in this policy.

1. The teacher shall have been employed for at least one (1) full year by the Board.

2. Child care leave may start at the end of the use of FMLA. Each teacher shall be eligible for child care leave for the remainder of the school year and may be granted up to two (2) additional consecutive semesters of child care leave. These requests must be submitted to the Superintendent by June 15th.

3. A written request for child care leave must be filed with the Superintendent at least thirty (30) days before the anticipated delivery date. The request shall state the duration of the requested child care leave [end of semester or end of school year]. Once child care leave is elected by filing a request, the teacher cannot return prior to the stated expiration date of the leave except by mutual agreement of the teacher and Superintendent. A teacher who fails to file a timely request under this paragraph waives their right to child care leave; however, the Superintendent could still grant a child care leave at his/her discretion.

4. Upon return from child care leave, the teacher shall be placed in a position for which they are certified/licensed with the same contractual status which was held prior to the leave.

5. When the group insurance policy permits, a teacher on child care leave may continue to participate in those benefits which are provided to other teachers by payment in advance of the group rate for such benefits.

6. If a Reduction in Force (RIF) takes place while the teacher is on leave, the teacher's position is subject to the RIF policy.

7. A teacher who adopts a child, provided the child is one year of age or less at the time of adoption, shall be entitled to child care leave under the conditions stated in this Section. In the case of adoption, reference in this Article to delivery or delivery date shall be deemed to refer to the arrival of the child in the teacher's home.

D. <u>Sick Leave</u>

1. Sick leave shall be granted in compliance with Ohio Revised Code Section 3319.141. Routine doctor, dental and/or other health service provider visits, which are not an emergency or related to a current illness or injury, should be scheduled on non-work days, if possible. If you are submitting an absence to see a doctor or for a doctor's appointment for yourself or a family member, you must furnish the following information to Central Office following your appointment: Name of attending physician; address of attending physician; date(s)/time(s) physician consulted. This is in accordance with ORC 3319.141. Nothing in this section shall be construed to waive the physician-patient privilege provided by Section 2317.02 of the ORC.

   After five (5) accumulative days of absence per semester, the Superintendent may require medical documentation of illness. The medical documentation shall be limited to requiring the teacher to provide a medical statement from a physician or other professional, verifying the absence and the teacher's expected date of return to work. The statement must be presented upon the teacher's return to work, and in no case later than the 3rd day after the teacher's return to work, if requested.

2. Sick leave shall be cumulative to a maximum of 300 days.

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

"Immediate family" is defined as: father, mother, husband, wife, domestic partner, sister, brother, son, daughter, parent-in-law, son-in-law, daughter-in-law, stepchild, foster child, and stepparent, or other "family member" as determined by the Superintendent on an individual basis.

3. A teacher shall be allowed two (2) days under sick leave to attend the funeral of a near relative or to render such ministration as the relationship may require. In exceptional cases, further days may be approved by the Superintendent. Time so lost will be counted as a part of leave allowed for sickness.

   "Near relative" is defined as: uncle, aunt, first cousin, nephew, niece, brother-in-law, sister-in-law, grandparents and grandchildren.

4. A teacher employed by the Alliance Board of Education who becomes pregnant shall notify the Superintendent in writing of her pregnancy as soon as possible but no less than ninety (90) calendar days prior to the due date. Sick leave may be used for pregnancy leave purposes as authorized by 3319.141 of the Revised Code.

5. Teachers whose sick leave accounts have been incorrectly reduced shall have their sick leave account re-credited within ten (10) days of documentation of the error being provided to the Payroll Office.

6. <u>Donation of Sick Leave</u>

A teacher, after three (3) years of employment, may contribute one day of his/her accumulated sick leave per year to a designated teacher who is out of sick leave and faces a catastrophic illness/injury as certified in writing by the teacher's physician and approved by the Administration.

The operational procedure shall be as follows:

a. The teacher must be employed three (3) years to either contribute to or receive this benefit.
b. The teacher facing such illness shall request of the Superintendent that such a plea be made publicly to all teachers.
c. The number of days requested and used by the teacher shall not exceed a total of fifty (50). This benefit is available twice in a teacher's career.
d. Each teacher willing to donate a day of sick leave shall notify the office of the Treasurer, in writing.
e. The days shall be deducted on a first-come/first-served basis, and notice will be given by the Treasurer to the teacher donating sick leave if such sick leave is used.
f. Donated sick leave days will not be repaid and will be permanently subtracted from the teacher donating such days.
g. Each individual donation shall not exceed one day per donor, per year. A maximum of six (6) days per career will be allowed.
h. The use of sick leave days by the person making the request will be limited to personal illness/injury only.
i. Exceptions to "h" can be made by mutual agreement of the Superintendent and the Association President.

7. Falsification of a sick leave statement is grounds for suspension or termination under Section 3319.16 of the ORC.

E. Personal Leave

Three (3) days per year of unrestricted personal leave with pay in addition to sick leave may be granted to all full-time teachers of the Board, upon written notification to the Superintendent.

Teachers shall have their unused personal leave days rolled into sick leave days at the end of each year.

Leave under this Section shall not be requested for situations covered by sick leave or to attend Association affiliated meetings, conferences and conventions, or for gainful employment during school hours.

Adoption of Child

Any teacher who provides documentation that he/she is in the process of adopting a child shall be granted an additional ten (10) days of personal leave.

Fostering a Child

Any teacher who provides documentation that he/she is in the process of providing foster care for a child shall be granted an additional five (5) days of personal leave restricted to legal purposes related to the foster parenting process. A teacher may be granted this benefit once per year.

Procedure For Personal Leave With Pay

1. Requests for personal leave must be submitted to the Superintendent's Office five (5) days in advance of the absence. In case of an emergency, written explanation via email must be made within two (2) work days following the absence.

2. Standard absence notification procedure should be followed in all cases.

3. All requests must be submitted using the districts' official process.

4. Personal leave shall not be cumulative from year to year. Personal leave notification forms must be completed for any day used.

5. Personal leave shall not be taken on the first or last day of school nor the day before or after a school holiday or vacation, except by the special permission of the Superintendent or his/her designee. When there is an in-service day or non-student work day immediately prior to a holiday, the day before the in-service day shall be deemed the "last day of school" before a holiday. e.g. the Tuesday prior to Thanksgiving.

6. No more than four percent (4%) of the teachers shall be absent on personal leave on the same day with the exception of the month of May in which no more than two percent (2%) of teachers shall be absent on personal leave on the same day.

7. Special circumstances may be considered by the Superintendent for waiving the restriction on the number of teachers who may be absent on the same day.

8. The misuse of personal leave by a teacher shall be grounds for disciplinary action.

9. The Superintendent or designee shall notify the Association when a day meets the limit in paragraph 6 and is no longer available for personal leave.

F. Family Medical Leave

1. If a teacher takes a leave granted under this Article for a reason covered by the Family and Medical Leave Act, the leave shall be administered under the provisions of the FMLA and board policy.

2. Upon approval of the Superintendent and Association President, this Section may be modified as necessary to comply with federal law and rules and regulations.

3. The Board shall provide a link on the district website to https://www.dol.gov/agencies/whd/fmla

G. Legal Leave

1. Any teacher who is absent due to a court appearance to testify on behalf of the District or who is subpoenaed to testify because of an incident which arose out of the teacher's being a witness to events at work, shall be granted paid legal leave upon the teacher submitting to the Administration a copy of the subpoena as verification for the leave.

2. Any teacher absent as a result of a subpoena to attend grand or petty jury service shall be granted paid legal leave so long as the teacher submits a request for such leave with supporting documentation..

H. Sabbatical Leave

Teachers, up to a maximum of two (2) per year, shall be eligible for sabbatical leave after five (5) years of employment in the District. The teacher must submit a plan for professional growth to the Superintendent for his/her approval before application is made to the Board. Final approval for sabbatical leave will rest with the Board.

Upon return from the leave, the teacher shall be restored to his or her original or an equivalent position in the same classification with equivalent pay, benefits, and other employment terms. No additional time added to steps.

ARTICLE VII - LENGTH OF WORK DAY/WORK YEAR

A. Work Day

The defined workday for teachers shall not exceed seven and one-half (7 1/2) hours.

The day shall include:

1. No less than thirty (30) minutes uninterrupted duty-free lunch.

2. One planning period each day during the student day of at least 40 continuous minutes. Each building shall create an Alternative School Day schedule for late starts, early dismissals,

assemblies, pep rallies, and testing. The Alternative School Day schedules shall be effective with the 2026-2027 school year.

3. During a five-day student week, two days will include thirty (30) minutes of teacher directed time for the purpose of collaboration and progress toward building and District initiatives. The remaining three days will be District directed. On weeks of less than five (5) days, one (1) day will include thirty (30) minutes of teacher directed time for the purpose of collaboration and progress toward building and District initiatives. In the first and third marking periods, teachers will direct the thirty (30) minute periods for the five days before the deadline for completion of grades.

4. At the principal's discretion, monthly staff meetings, up to a maximum of six (6) meetings (without additional compensation), not to exceed 6.0 hours total and no meeting may last longer than 60 minutes. A meeting schedule will be distributed by August 30th of each year. Changes to this schedule may be made by the principal and rescheduled for a future date with at least one week's notice.

5. In the event a high school English, Math, Reading, Social Studies, Foreign Language or Science teacher has an enrollment of 170 or more students in their combined English, Math, Reading, Social Studies, Foreign Language or Science classes per day for the majority of a nine week grading period, said teacher shall receive a $175.00 stipend per nine week grading period for each nine week grading period where their total class enrollment exceeds 170 students. The teacher shall be paid their stipend at the end of the quarter.

   Prior to September 15th, a building representative of the Association and the building administrator will review the master schedule of their building in terms of student and class distribution. If a problem should arise, it will be discussed by the building representative of the Association and the building administrator in an effort to resolve the problem.

   In the event any grade 4-8 teacher has an average of thirty (30) or more students in his/her combined classes for the majority of a nine (9) week grading period, such teacher shall receive a One Hundred Seventy Five Dollar ($175.00) stipend at the end of the quarter.

   In the event any Foreign Language teacher at the middle school levels has an enrollment of 170 or more students in his/her combined classes for the majority of a nine (9) week grading period, such teacher shall receive a One Hundred Seventy-Five Dollar ($175.00) stipend at the end of the quarter.

   In any event any grade K-3 teacher has an average of twenty-eight (28) or more students in his/her combined classes for the majority of a nine (9) week grading period, such teacher shall receive a One Hundred Seventy Five Dollar ($175.00) stipend at the end of the quarter.

   Class load for an Intervention Specialist is the number of students who are assigned to the teacher per class period. In the event the total class load for an Intervention Specialist exceeds 170 students per day for the majority of a nine week grading period, the Intervention Specialist shall receive a ($175) stipend at the end of the quarter.

   A teacher will receive a maximum of Seven Hundred Dollars ($700.00) per year pursuant to this Section of the Contract.

6. Teachers may be required to attend three (3) evening activities per school year (without additional compensation) above and beyond the seven and one-half (7-1/2) hour day, so long as the total hours required do not exceed six (6). Principals shall not schedule a mandatory evening event without at least fourteen (14) calendar days notice.

7. Certified teachers hired on a teacher contract who are working in a non-teaching assignment are not eligible for the personal planning time outlined in VII A.2.

8. Traveling teachers will be told their home school and an appropriate amount of time will be provided to travel between their assigned areas.

B. <u>Work Year</u>

1. The work year for teachers shall not exceed a total of one hundred eighty-five (185) days, except as otherwise indicated in this Agreement.

   A. The defined work year for the positions posted as Program Specialists, School Psychologists and Speech Language Pathologists shall not exceed 205 days.

   B. The defined work year for School Counselors shall not exceed 195 days.

   C. These additional work days will be compensated at the teacher's per diem rate.

2. In exchange for attending parent-teacher conferences, which will not exceed 7 ½ hours, teachers are not required to report on the teacher work day prior to Thanksgiving. If a teacher is unable to attend parent-teacher conferences, the teacher must reschedule parent-teacher conferences and report to work for the equivalent time.

3. Two (2) days before the student year begins will be teacher driven. The last teacher work day of the school year will be teacher driven.

4. A District Calendar Committee shall be created which will consist of (4) four District representatives appointed by the Superintendent and (4) four Association representatives appointed by the Association President. The Committee shall present the Association two (2) calendar options. Prior to the Board hearing on the school calendar, the option approved by a majority of the Association will be presented to the Board, along with calendar options presented by the Superintendent. The Board retains the right to select the final school calendar.

5. Administration may schedule two (2) professional development days in addition to the 185 work day school year. Each professional development day will not exceed six and one-half (6 ½) hours per day and teachers who are in attendance will be compensated at a rate of two hundred dollars ($200) per day. These professional development days shall be scheduled within two (2) workdays prior to the first teacher day and staff will be informed of the mandatory professional development dates and topics for the following school year by January 15th. These days are mandatory for all teachers and may only be missed with the special permission of the Superintendent or his/her designee.

ARTICLE VIII - PRINTING OF THE CONTRACT

When negotiations are completed, the entire agreement between the parties shall be reduced to writing and posted in a PDF format on the District's website. The Association and Board shall each receive twenty five (25) additional copies.

Cost of reproduction shall be borne equally by the Board and the Association.

ARTICLE IX - REDUCTION IN FORCE

Under ORC 3319.17, seniority may not be used unless evaluations are comparable. Comparable shall be determined on the basis of the most recent evaluation with each of the categories of 1) Accomplished 2) Skilled 3) Developing and 4) Ineffective. Decisions regarding the ineffective teachers are at management's discretion.

Associate Degreed pre-school teachers may not displace nor may they be displaced by a four year degreed teacher.

The reasons for reduction are those listed in ORC 3319.17 or for financial reasons.

For the duration of this Agreement, if the Board institutes a reduction in force, neither the Association nor any teacher may file a grievance. The only exception is if there is a dispute over whether the correct individual was laid off.

A. The Board shall provide the Association President a copy of the following information:

1. A list of all teachers in the system by contract status, teaching field, continuous years of system-wide service in District, and all areas of certification;

2. A list of specific positions to be reduced;

3. The reasons for the reduction.

B. The following procedure for reduction in force and restoration shall apply:

1. Attrition

   The number of teachers affected by a reduction in force will be kept to a minimum by not employing replacements, insofar as practicable, for teachers who retire or resign or whose limited contracts are not renewed for performance.

2. Layoff

   a. Any reduction not achieved by attrition shall be accomplished first by laying off teachers who do not have continuing contracts through suspension of contract, as appropriate, and second, if necessary, by suspending those holding continuing contracts. Among teachers within each of these two groups retention shall be on the basis of all areas of certification and seniority.

      Reductions under this procedure will be effectuated at the beginning of the following school year and shall be accomplished through the suspension of a teacher's contract. Notice will be given on or before June 1st.

b. A teacher, except those operating under an alternative license, may displace a least senior teacher in any area(s) of the more senior teacher's certification/licensure. All such certificates must be on file with the Board by the time individuals are notified of the layoff.

c. "Seniority" is defined as continuous service on a contracted basis as a teacher in the District. Teachers operating under an Alternative License shall not accrue seniority. Approved leaves of absence shall not break continuous service but neither shall they count for years of service. Should a tie occur, seniority will be determined first by the date a teacher accepts an offer of employment as documented by the teacher signing and being provided a copy of the offer of employment form as a teacher in the District and second on date a continuing contract is issued, effective for all teachers hired after July 1, 2000. Thereafter, ties will be broken by discretion of the Board.

3. Restoration

Teachers suspended as defined above and who are qualified in terms of certification/license shall be restored first. No new teacher shall be employed so long as there are teachers with the proper certification/license on the reduction list.

Teachers whose contracts were suspended and become certificated/licensed in another teaching field shall be placed on the recall list for that area.

Teachers whose contracts are suspended and become certified/licensed in another area shall be placed on the recall list for the additional certification/licensed area immediately upon verification of the new certificate/license. The teacher is responsible for providing proper verification. Additional certification/license applies for recall back rights, not displacement rights.

4. Notification of Restoration

a. Persons to be restored shall be notified by certified mail and/or receipted methods to last known address. It is the teacher's responsibility to keep the Superintendent informed of his/her current address, email address and phone number. Any teacher who fails to respond in writing affirmatively to the Superintendent's office within ten (10) business days, or declines a full-time position, shall forfeit all recall rights.

b. The Association will receive a Restoration List in the order of recall.

c. The Restoration List for limited contract teachers is to be maintained for two (2) years from the time the teacher would have reported for work if no layoff had occurred. The Restoration List for continuing contract teachers is to be maintained for three (3) years from the time the teacher would have reported for work if no layoff had occurred.

ARTICLE X - SALARY

A. Salary Schedule

2025-2026 index; 3% on the base, retroactive from July 1, 2025
2026-2027 index; 3% on the base
2027-2028 index; 3% on the base

Associate Degreed pre-school teachers: will be placed on the non-degree scale.

B. Supplemental Schedule (See Appendix B)

A committee of two representatives of the Board and two representatives of the Association shall meet and make recommendations to the Superintendent and Association President for any changes to the supplemental schedule. If the Superintendent and Association President agree, the changes will become part of this Agreement.

Pay for extracurricular positions shall be in accordance with the schedule attached as Appendix B. The Board and Administration expressly reserve the right to decide whether or not to fill a position and how many teachers to assign to a position.

Six months prior to the end of this Contract, a study committee shall review all the supplemental positions and make recommendations for changes in the pay rates to the negotiation teams. This committee will be composed of six members, three selected by the Superintendent and three selected by the Association President. The report will be completed prior to the commencement of bargaining.

C. STRS Pick-Up With Reduction

Annuitization of the employee's share of retirement shall be as follows:

The District shall designate each teacher's mandatory contributions to the State Teachers Retirement System of Ohio as "picked up" by the Board as interpreted by the Internal Revenue Service Rulings 77-462 and 81-36. Contributions "picked up" shall continue to be designated as teacher contributions as permitted by Attorney General's Opinion 82-097. In order that the amount of the teacher's income reported by the Board as subject to federal and Ohio income tax shall be the teacher's total gross income reduced by the then current percentage amount of the teacher's mandatory State Teachers Retirement System contribution which has been designated as "picked up" by the Board, and that the amount designated as "picked up" by the Board shall be included in computing final average salary, provided that no teacher's salary is increased by such "pick up", nor is the Board's total contribution to the State Teachers Retirement System of Ohio increased thereby.

1. The amount to be picked-up and paid on behalf of each teacher shall be the percentage required by STRS of the teacher. The teacher's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.

2. The pick-up percentage shall apply uniformly to all teachers.

3. No teacher covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the Board pickup.

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

5. For Federal and State tax purposes, the W-2 form shall show the total amount of compensation reduced by the percentage required of the teacher by STRS. For STRS purposes the total amount of compensation shall not be reduced.

6. STRS pick-up shall in no way affect unemployment compensation, sick leave, workers' compensation, severance pay, daily rate of pay, or any other calculation based on appropriate salary schedule. (See Appendix A)

D. Placement and Progression On the Salary Schedule

Board Policy #3411 as of Oct. 17, 2023 shall be the procedures for placement and progression on the salary schedule for teachers. The Association will be given no less than thirty (30) days written notice of any change in the Board policy or procedure in regard to the placement and movement on the salary schedule.

All part-time teachers working 900 hours or more will progress one year on the salary schedule the following year. If a teacher works less than 900 hours he/she shall move every other year for such part-time work.

ARTICLE XI - SEVERANCE PAY

Certificated teachers shall become eligible for severance pay when they retire from District in compliance with the regulations of the State Teachers' Retirement System of Ohio. Payment will be made upon receipt of evidence that the State Retirement has been consummated within sixty (60) days of retiring from the District. The following formula will be used to determine the amount of severance pay due retiring teachers:

		Final Salary		Accumulated Days
39%	X	contract	X	(maximum 120 days)
		salary		120 days Severance Pay

Final salary is defined as salary earned for the number of days the teacher is compensated at their per diem rate.

ARTICLE XII - PERIOD SUB PAY / TEACHER COVERAGE

As per building protocol, when directed by the Superintendent or his designee, a teacher shall substitute or cover for another teacher.

When a teacher substitutes, during his/her personal planning period, for another teacher, he/she shall be paid the hourly rate of .000585 of the BA base salary in effect for each year. Reimbursement shall be paid on a quarterly basis. In the event a teacher is assigned to a supervision and is requested to cover another absent teacher, the teacher asked to cover will be compensated at the hourly rate of .000585 of the BA base salary in effect for each year. In the event the class is divided between two (2) teachers, each teacher shall receive .0002925 of the BA base salary per hour for covering the additional students. This does not apply to duty period assignments when assignment to cover a class is during duty period. Building administrators will not use co-teachers to fill an assignment until all other options are exhausted.

ARTICLE XIII - TUITION REIMBURSEMENT

The Board will reimburse college or university tuition, as an incentive for continuing the educational process, in the amount of up to two thousand dollars ($2,000) per teacher per school year for tuition expenses actually incurred for a total district expenditure per school year of $35,000. The request for tuition reimbursement must be submitted within ninety (90) days of the last scheduled day of the course. Requests will be paid in the fiscal year they are submitted. Course reimbursement cannot exceed the cost of the course. The teacher must pass this work for reimbursement. All coursework approved by the LPDC shall qualify for reimbursement. The district shall have the right to deny payment should it deem the coursework or CEU's not to be high quality.

A. Teachers must have at least a Provisional Certificate to receive tuition reimbursement for additional credit earned in any appropriate field. The guidelines contained herein must be met before proceeding with work.

B. Any training secured by Study Grants and Needs, endowments, scholarships, or other expense paid programs will not be reimbursed.

C. A teacher must fulfill his/her contract the following year those on leave of absence must return to duty at the end of the leave] or the Board has the right to reclaim money paid for tuition.

D. To be eligible for tuition reimbursement, a teacher must have rendered at least one year's service on a contract with the Board.

E. The tuition reimbursement will be made during the succeeding semester when an official transcript is submitted to the Superintendent's Office.

F. This provision will also apply to non-university courses/seminars which are taken to fulfill CEU requirements.

G. In addition, the District should also provide substitutes for teachers to attend District Professional Development Programs during the school day. All such Professional Development Programs should be voluntary beyond five (5) days per year, except for curriculum development.

ARTICLE XIV - ASSIGNMENTS, TRANSFERS AND VACANCIES

A. Assignments

1. Definition of Assignment

   An assignment is the designated instructional position for a teacher.

2. By May 15th, the Administrator will advise each teacher of his/her assignment for the following school year, if the Administrator expects the assignment to be different than the teacher's current assignment. An assignment will be considered different if the teacher is to teach a different grade at the elementary level or a different grade or course at the middle school level, or a different course at the high school level. Notwithstanding this provision, the right of the Superintendent to reassign personnel as needed throughout the school system shall not be abridged.

3. If two teachers within a building desire a grade level change, they will be given an opportunity to meet with the principal to discuss such a change. The principal may grant such a change.

B. Definition of Vacancy

1. Definition of Vacancy

   A "vacancy" is a newly created position; promotional openings; or a position arising as a result of deaths, resignations, terminations, retirements, non-renewals, or transfers. A teacher position will be considered vacant as soon as the position is created or the contracted teacher leaves the position.

2. A vacancy only exists when there is no teacher on the Restoration List who is eligible to fill a bargaining unit position. If the eligible teacher(s) refuse this position, then it is considered a vacancy.

C. Transfers

1. Definition

   A "transfer" is the movement of a teacher from one building to another.

2. Involuntary Transfer

   An involuntary transfer is one that is initiated by the Administration. Prior to an involuntary transfer, the Superintendent or designee will meet with the teacher and explain the reasons for the transfer.

   No teacher shall be involuntarily transferred more than once every three years, unless necessary to prevent a reduction in force or if a building is closed, if there is a district wide reorganization, or to comply with provisions of federal mandates, i.e. school choice, school improvement requirement.

3. Voluntary Transfer

   Qualified teachers who apply for a vacancy shall be considered for the vacancy.

   A teacher requesting a transfer who is not transferred may meet with the Superintendent and be given the reasons why the transfer request was not approved.

   In exceptional circumstances where a transfer has not been carried out after the third school year a request has been made, the Association President and the Superintendent shall confer to attempt a workable solution.

D. Posting

1. When the Board or Administration decide to fill a vacancy in a teacher position, the vacancy will be advertised to teachers through school email at least seven (7) days in advance of filling the vacancy. Notice of vacancies will be posted on the District's website for at least seven (7) calendar days. During the summer recess:

   a. If the vacancy occurs after June 30, these timelines may be waived by the Administration.

2. If a teacher has indicated in writing that he/she wants a different assignment, the teacher will automatically be considered for that position if it becomes vacant and is to be filled.

3. Each notice of bargaining unit vacancy shall be dated and shall include the building, the grade level(s), or subject(s) to be taught, and the deadline for submitting the application.

ARTICLE XV - INDIVIDUAL RIGHTS AND RESPONSIBILITIES

A. Personnel File

1. There will be established and maintained one (1) official file for each teacher. This file shall be maintained by the office of the Superintendent or designee. A teacher and a witness of his/her choice, if requested, shall have the right to inspect, with an Administrator present, his/her personnel file during the regular office hours.

2. A teacher shall receive a copy of any letter of reprimand if such item is placed in his/her file.

3. If a teacher feels that the file contains information that is inaccurate, irrelevant, outdated, or incomplete, such teacher shall have the right to attach a written statement to the disputed information in accordance with ORC 1347.

B. Free Athletic Pass

All teachers, upon request, shall be provided a free athletic pass good for all home Alliance athletic events each year. The athletic pass is to be used by the teacher.

C. Health and Safety

1. The Administration shall provide a safe, clean, and healthy working environment for all teachers.

2. The Administration and the teachers shall comply with Section 4167.06 of the Revised Code should there be any question about the propriety of the working conditions to which a teacher is assigned.

3. No teacher shall be required to deal with any blood-borne pathogens unless adequate protective equipment is available for the teacher at that time.

4. All teachers identified as "at risk" to blood-borne pathogens will be provided Hepatitis B inoculation protection at no cost, as defined in the Stark County School Blood-Borne Pathogen Control Guidance Policy or by the Alliance School Health/Safety Council.

5. The Building Principal will direct the Guidance Department to notify any teacher who has a student in his/her class where the District has knowledge of the student's history of dangerous or violent behavior, provided the District is legally permitted to disclose this information.

6. Except for school nurses or appropriately trained teachers (when a trained aide is unavailable), no teacher shall be required to perform any nursing or medical procedures and/or dispense any medication to students.

7. No teacher shall be in any way discriminated against as a result of reporting any condition regarding safety, health, and sanitation.

D. Inclusion

1. The Board will be in compliance with Federal and State laws and regulations regarding inclusion. Teachers will be offered the opportunity to be included in IEP meetings on the placement of special

needs students in their classroom before such placement occurs. Special education teachers will be part of IEP teams.

2. Training will be provided for teachers newly participating in an inclusion model or responsible for a student's medical needs prior to the teacher's assignment when feasible. A teacher shall have the ability to convene an IEP team of which he/she is a member, at any time he/she believes a pupil has been inappropriately placed. All teachers will be given a list of the students in their classroom that have an IEP by the end of September.

3. Teachers with IEP-writing responsibilities may choose between being paid $50 each, $800 maximum, for writing IEP's or taking one-half (.5) of a release day for writing 1-4 IEPs, one (1) day for 5-8 IEPs, one and one-half (1.5) days for 9-12 IEPs and two (2) days for 13-16 IEPs The schedule of these days shall be determined by mutual agreement between the IEP teacher and the building principal/assistant principal. Half days will only be granted when they can be taken in conjunction with another IEP teacher's half day. Teachers shall inform the Superintendent or designee of their choice before October 1. Payment shall be made on or before the last pay of a contract year. Teachers shall not be given payment for IEP's that are deemed to not be compliant.

4. Teachers responsible for the ODE Alternate Assessment Collection of Evidence process shall be granted up to one (1) day of release time per school year, during which time substitutes shall be secured to cover the typical daily duties of the teachers conducting the mandated Alternate Assessment Collection of Evidence process. The identified release day will be determined by the Administration.

E. School Based Decision Making

Where the Administration and seventy-five percent (75%) of the teachers of a particular building agree on a school based decision making plan for their building and, after submission of the plan in writing to the Association Executive Committee and the Superintendent, they agree, provisions of this contract which are in conflict with the plan are, without more, expressly waived as to this plan and of no effect as to that building for the agreed time period.

F. Teachers Supervising Student Teachers

The Administration shall seek volunteers to accept student teachers/interns/or practicum students. In co-taught classrooms, both teachers must agree to accept the student teachers/interns/practicum students. Teachers supervising student teachers shall have at least three years of experience as a teacher. If a college, university or other requesting agency provides the District compensation for hosting a student teacher, intern or practicum student, the District will provide the volunteer teacher with net compensation (reduced by taxes and benefits).

G. Local Professional Development Committees

1. The Superintendent and the Association President will decide on the number of LPDC committees within the District. In total, there will be 9 teachers and 6 administrators. If there are multiple committees, each shall be comprised of at least one teacher and one administrator.

2. The composition of the committee shall ensure that a majority of the members of each LPDC are classroom teachers selected by the Association President. The other members will be selected by the Superintendent or designee.

3. A vacancy will be filled during the term of an LPDC member who vacates the position by the Association President and/or Superintendent or designee, as applicable. The appointment shall be for the remainder of the term.

4. The length of the terms of LPDC members shall be three (3) years and the terms shall be staggered.

5. The hourly rate of .000585 of the BA base salary in effect for each year will be provided during which LPDC members are handling LPDC responsibilities outside their defined 7-1/2 hour workday**.**

6. The criteria required when an Individual Professional Development Plan (IPDP) is submitted will be established by the Committee.

7. By the end of his/her second year of a certificate or license, an individual must submit his/her IPDP to the LPDC. The plan may be amended once between the second and fourth year.

8. A majority vote of the LPDC members will decide whether an IPDP is approved or disapproved. The IPDP will be returned to the submitter within thirty (30) calendar days. Rationale/ Recommendations will be given if the plan is disapproved.

9. Training for members of the LPDC shall be provided through the District.

10. The Appeals Board shall consist of three (3) teachers, appointed by the Association President, and two (2) administrators appointed by the Superintendent. Their decision is final, unless the State establishes a different mandatory appeals vehicle.

11. Timetables and locations for meetings of the LPDC, as well as the Appeals Board, will be established by the Committee(s) with at least two (2) weeks prior notification provided to all LPDC members.

H. ESEA

1. Before identifying an elementary school or a secondary school for school improvement under 20 USC 6316(b), paragraph (1) or (5), or for corrective action under paragraph (7), or for restructuring under paragraph (8), the Employer shall provide the Association with an opportunity to review the school-level data, including academic assessment data, on which the proposed identification is based. If the Association believes that the proposed identification is in error for statistical or other substantive reasons, the Association may provide supporting evidence to the Employer, which shall consider that evidence before making a final determination.

2. Title I, Section 1116(d), of the ESEA provides that: "Nothing under this Section (Title I. Academic Assessment and Local Educational Agency and School Improvement) shall be construed to alter or otherwise affect the rights, remedies, and procedures afforded school or school district employees under Federal, State, or local laws (including applicable regulations or court orders) or under the terms of collective bargaining agreements, memoranda or understanding, or other agreements between such employees and their employers."

3. No School Improvement Plan (SIP) provisions shall alter, modify, violate or supersede this agreement except as mutually agreed in writing by the Board and the Association.

I. Career/Technical Professional Development

Career/Technical Education teachers shall be granted one (1) day of release time per school year for the purposes of field observation in workplaces related to their career/technical field. The release day can be scheduled as one (1) full day or two (2) half days when agreed upon between the teacher and building administrator.

J. Student Conduct

1. Teachers shall have the right to discipline students in accordance with state and federal law, Board Policy and the Student Code of Conduct. Teachers shall report student misconduct and make misconduct referrals through the District's electronic reporting system.

2. Administrators shall update the status of misconduct referrals using the District's electronic reporting system. When a teacher has been assaulted by a student, disciplinary action shall be taken by the Administration consistent with state and federal law and Board Policy.

ARTICLE XVI - CONTRACTS

A. Teaching contracts shall be issued in the form attached hereto as Appendix D.

B. Limited teaching contracts of teachers with five (5) or more years' experience in the District shall not be non-renewed for "arbitrary and capricious" reasons. This shall not apply to supplemental contracts.

C. **Certification**

Teachers who drop their certification for subjects they are currently teaching cannot displace a less senior teacher in another area of certification.

ARTICLE XVII - MANAGEMENT RIGHTS

Except as otherwise provided in this Agreement, the Board and Administration reserve and retain all managerial authority vested in them by law including those rights enumerated in Section 4117.08 of the Ohio Revised Code.

ARTICLE XVIII - REHIRING/HIRING RETIREES

The Board may, in its sole discretion, choose to hire/rehire individuals who have retired with any public retirement system. If such individual is hired/rehired, the following terms and conditions shall govern:

1. The individual shall be issued a one year limited contract which shall automatically expire and as a condition of employment, the teacher waives his/her right to a continuing contract under Ohio law.

2. The teacher must waive any rights he/she may have or accrue under 3319.11 ORC, 3319.111 ORC, 3319.17 ORC.

3. Insurance benefits will be compliant with STRS regulations.

4. The teacher waives any rights he/she may have or accrue to severance pay either under Ohio law or board policy.

5. The teacher waives any right he/she may have or accrue to any type of retirement incentive program.

6. The teacher agrees to be placed on the salary schedule at the step and column as if he/she was a new hire to the district, i.e. five years experience and five military to a maximum of ten.

7. The following articles of the collective bargaining agreement shall not be applicable to individuals hired/rehired under this Article:

   Article III – Evaluation – unless required by 3319.111 ORC, 3319.11 ORC
   Article V – Insurance (unless otherwise modified by #3)
   Article IX – Reduction in Force
   Article X – Salary
   Article XI – Severance Pay

8. The maximum number of retirees that may be hired under the provisions of this article shall not exceed 5% of the bargaining unit.

ARTICLE XIX –EFFECTS AND DURATION OF CONTRACT

A. This Contract shall be in effect from July 1, 2025 through June 30, 2028.

B. In the event that any provision or any part of a provision of this Contract shall at any time be declared invalid by any Court of competent jurisdiction, such decision shall not invalidate the entire agreement, it being the express intent of the parties hereto that all provisions, or any part of the provisions, not so declared invalid shall remain in full force and effect.

C. The Board of Education shall change its personnel policies and practices as may be necessary in order to give full force and effect to this contract. Should there be a conflict between this contract and any such policy or practice, then the terms of this Contract shall prevail.

D. Individual contracts of employment with teachers shall in all respects be consistent with this contract which shall be deemed incorporated by reference in such individual contracts.

E. If the parties voluntarily decide to negotiate a change in this Agreement during its term, the amendment shall not become effective unless it is reduced to writing and properly approved, signed, and dated by both parties.

F. If during the term of this Agreement, the Board is required by law to negotiate mid-term, then the parties will meet to negotiate within thirty (30) days.

G. In the event agreement is not reached, the Board is not required to participate in dispute resolution process prior to Board action on any changes in terms and conditions of employment not contained in the Agreement. When impasse is reached over items not contained in the contract, the board may implement its last best offer.

FOR THE BOARD OF EDUCATION

Superintendent — Date: 2/17/2026

President, Alliance Board of Education — Date: 2/17/2026

Treasurer — Date: 2/17/2026

FOR THE ASSOCIATION

Association President — Date: 2/16/26

Bargaining Team Member — Date: 2/16/26

Bargaining Team Member — Date: 2/16/26

Bargaining Team Member — Date: 2/16/26

Appendix A

YEAR	25/26	BASE =	42,743			
	NON DEG	B.A.	FIVE YR	MASTERS	MASTER+15	MASTER+30
1	39,922	42,743	47,616	48,513	49,411	49,411
2	41,503	47,146	49,667	50,779	51,676	51,676
3	43,085	48,941	51,719	53,044	53,942	53,942
4	44,666	50,736	53,771	55,309	56,207	56,207
5	46,248	52,531	55,822	57,575	58,472	58,472
6	47,829	54,326	57,874	59,840	60,738	60,738
7	49,411	56,122	59,926	62,106	63,003	63,003
8	50,992	57,917	61,977	64,371	65,269	65,269
9	52,574	59,712	64,029	66,636	67,534	67,534
10	54,155	61,507	66,081	68,902	69,799	69,799
11	55,737	63,302	68,132	71,167	72,065	72,065
12	57,318	65,525	71,381	74,800	77,792	77,792
13	58,900	67,363	73,518	77,151	80,357	80,357
14	58,900	69,201	75,655	79,502	82,921	82,921
15	58,900	69,201	75,655	81,853	85,486	85,486
16	58,900	69,201	75,655	81,853	85,486	85,486
17	58,900	69,201	75,655	81,853	85,486	85,486
18	60,481	71,039	77,792	84,204	88,051	88,393
19	60,481	71,039	77,792	84,204	88,051	88,393
20	60,481	71,039	77,792	84,204	88,051	88,393
21	61,600	72,158	78,912	85,323	89,170	89,810
22	61,600	72,158	78,912	85,323	89,170	89,810
23	61,600	72,158	78,912	85,323	89,170	89,810
24	61,600	72,158	78,912	85,323	89,170	89,810
25	61,600	72,158	78,912	85,323	89,170	89,810
26	61,600	72,158	78,912	85,323	89,170	89,810
27	61,600	72,158	78,912	85,323	89,170	89,810
28	62,880	73,438	80,191	86,602	90,450	91,427
29	62,880	73,438	80,191	86,602	90,450	91,427
30	62,880	73,438	80,191	86,602	90,450	91,427
31	63,508	74,172	80,993	87,468	91,354	92,342

YEAR	26/27	BASE	44,025			
	NON DEG	B.A.	FIVE YR	MASTERS	MASTER+15	MASTER+30
1	41,119	44,025	49,044	49,968	50,893	50,893
2	42,748	48,560	51,157	52,302	53,226	53,226
3	44,377	50,409	53,270	54,635	55,560	55,560
4	46,006	52,258	55,383	56,968	57,893	57,893
5	47,635	54,107	57,497	59,302	60,226	60,226
6	49,264	55,956	59,610	61,635	62,560	62,560
7	50,893	57,805	61,723	63,968	64,893	64,893
8	52,522	59,654	63,836	66,302	67,226	67,226
9	54,151	61,503	65,949	68,635	69,560	69,560
10	55,780	63,352	68,063	70,968	71,893	71,893
11	57,409	65,201	70,176	73,302	74,226	74,226
12	59,038	67,490	73,522	77,044	80,126	80,126
13	60,666	69,383	75,723	79,465	82,767	82,767
14	60,666	71,276	77,924	81,887	85,409	85,409
15	60,666	71,276	77,924	84,308	88,050	88,050
16	60,666	71,276	77,924	84,308	88,050	88,050
17	60,666	71,276	77,924	84,308	88,050	88,050
18	62,295	73,170	80,126	86,729	90,692	91,044
19	62,295	73,170	80,126	86,729	90,692	91,044
20	62,295	73,170	80,126	86,729	90,692	91,044
21	63,448	74,323	81,279	87,882	91,845	92,504
22	63,448	74,323	81,279	87,882	91,845	92,504
23	63,448	74,323	81,279	87,882	91,845	92,504
24	63,448	74,323	81,279	87,882	91,845	92,504
25	63,448	74,323	81,279	87,882	91,845	92,504
26	63,448	74,323	81,279	87,882	91,845	92,504
27	63,448	74,323	81,279	87,882	91,845	92,504
28	64,766	75,640	82,596	89,199	93,163	94,169
29	64,766	75,640	82,596	89,199	93,163	94,169
30	64,766	75,640	82,596	89,199	93,163	94,169
31	65,413	76,397	83,422	90,091	94,094	95,111

YEAR	27/28	BASE =	45,346			
	NON DEG	B.A.	FIVE YR	MASTERS	MASTER+15	MASTER+30
1	42,353	45,346	50,515	51,468	52,420	52,420
2	44,031	50,017	52,692	53,871	54,823	54,823
3	45,709	51,921	54,869	56,274	57,227	57,227
4	47,387	53,826	57,045	58,678	59,630	59,630
5	49,064	55,730	59,222	61,081	62,033	62,033
6	50,742	57,635	61,398	63,484	64,437	64,437
7	52,420	59,539	63,575	65,888	66,840	66,840
8	54,098	61,444	65,752	68,291	69,243	69,243
9	55,776	63,348	67,928	70,694	71,647	71,647
10	57,453	65,253	70,105	73,098	74,050	74,050
11	59,131	67,157	72,282	75,501	76,453	76,453
12	60,809	69,515	75,728	79,356	82,530	82,530
13	62,487	71,465	77,995	81,850	85,250	85,250
14	62,487	73,415	80,262	84,344	87,971	87,971
15	62,487	73,415	80,262	86,838	90,692	90,692
16	62,487	73,415	80,262	86,838	90,692	90,692
17	62,487	73,415	80,262	86,838	90,692	90,692
18	64,165	75,365	82,530	89,332	93,413	93,776
19	64,165	75,365	82,530	89,332	93,413	93,776
20	64,165	75,365	82,530	89,332	93,413	93,776
21	65,352	76,553	83,717	90,519	94,601	95,279
22	65,352	76,553	83,717	90,519	94,601	95,279
23	65,352	76,553	83,717	90,519	94,601	95,279
24	65,352	76,553	83,717	90,519	94,601	95,279
25	65,352	76,553	83,717	90,519	94,601	95,279
26	65,352	76,553	83,717	90,519	94,601	95,279
27	65,352	76,553	83,717	90,519	94,601	95,279
28	66,709	77,910	85,075	91,876	95,958	96,995
29	66,709	77,910	85,075	91,876	95,958	96,995
30	66,709	77,910	85,075	91,876	95,958	96,995
31	67,376	78,689	85,925	92,795	96,918	97,965

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(Indexed to base salary)

	INDEX
Ticket Manager	.161
Equipment Manager	.086
Faculty Manager	.190
Study Table Monitor	.075
Middle School Events Monitor Fall	.018
Middle School Events Monitor Winter	.025
Middle School Events Monitor Spring	.012
Middle School Events Supervisor	.106
Weight-lifting Coach, Boys	.051
Weight-lifting Coach, Girls	.051
Intramurals, Boys	.048
Intramurals, Girls	.048
Youth Sports Coordinator	.363
Varsity Cheerleader Advisor	.165
Varsity Asst. Cheerleader Advisor	.100
9th Grade Cheerleader Advisor	.100
Middle School Cheerleader Advisor	.079
E-Sports Coordinator	.100

FALL SPORTS

Head Football Coach	.222
Varsity Assistant Football Coach	.125
9th Grade Football Coach	.125
Middle School Head Football Coach	.100
Middle School Assistant Football Coach	.096
Head Volleyball Coach	.165
Varsity Assistant Volleyball Coach	.100
9th Grade Volleyball Coach	.100
Middle School Volleyball Coach	.079
Head Boys' Soccer Coach	.165
Assistant Boys' Soccer Coach	.100
Head Girls' Soccer Coach	.165
Assistant Girls' Soccer Coach	.100
Head Boys' Cross Country Coach	.145
Head Girls' Cross Country Coach	.145
Varsity Asst. Cross Country Coach	.079
Middle School Cross Country Coach	.069
Head Boys' Golf Coach	.145
Head Girls' Golf Coach	.145
Middle School Golf Coach	.069
Head Girls' Tennis Coach	.145
Girls' Varsity Asst. Tennis Coach	.079

WINTER SPORTS

	INDEX
Head Boys' Basketball Coach	.222
Varsity Assistant Boys' Basketball Coach	.125
9th Grade Boys' Basketball Coach	.125
8th Grade Boys' Basketball Coach	.100
7th Grade Boys' Basketball Coach	.100
Head Girls' Basketball Coach	.222
Varsity Assistant Girls' Basketball Coach	.125
9th Grade Girls' Basketball Coach	.125
8th Grade Girls' Basketball Coach	.100
7th Grade Girls' Basketball Coach	.100
Head Wrestling Coach	.222
Varsity Assistant Wrestling Coach	.125
9th Grade Wrestling Coach	.125
Middle School Wrestling Coach	.100
Head Swimming Coach	.165
Varsity Assistant Swimming Coach	.127
Head Girls' Bowling Coach	.145
Head Boys' Bowling Coach	.145

SPRING SPORTS

Head Baseball Coach	.165
Varsity Assistant Baseball Coach	.100
JV Baseball Coach	.100
9th Grade Baseball Coach	.100
Head Girls' Softball Coach	.165
Varsity Assistant Girls' Softball Coach	.100
JV Girls' Softball Coach	.100
9th Grade Girls' Softball Coach	.100
Head Boys' Track Coach	.165
Varsity Assistant Boys' Track Coach	.100
9th Grade Boys' Track Coach	.100
Head Middle School Boys' Track Coach	.079
Middle School Boys' Track Coach	.079
Head Girls' Track Coach	.165
Varsity Assistant Girls' Track Coach	.100
9th Grade Girls' Track Coach	.100
Head Middle School Girls' Track Coach	.079
Middle School Girls' Track Coach	.079
Head Boys' Tennis Coach	.145
Boys' Varsity Asst. Tennis Coach	.079

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Marching/Concert Band Director	.235
Assist. HS Marching/Concert Band Director	.130
Marching Instructor	.079
Auxiliary Flag/Majorette Advisor	.100
High School Pep Band	.040
High School Jazz Band	.040

High School Orchestra Director	.100
Assistant HS Orchestra Director	.040

HS Choir/Competitive Show Choir Director	.222
Assistant HS Choir Director	.040
Assistant Director Show Choir	.100
Show Choir & Musical Choreographer	.040

On-Line Teacher (per semester)	.016
On-Line Stark State Class Facilitator	.015

Dramatics	.100
Pit Orchestra Director	.040
Assistant Pit Orchestra Director	.023
Head Set Builder & Designer	.040
Assistant Dramatics	0.05

(If assistance is needed for Art and Choreography, services may be purchased from production proceeds. No additional district monies are available.)

Speech Language Pathologist/ School Psychologist Stipend	.183

High School Department Head	.078
Class Advisor, 9th Grade	.030
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Academic Challenge	.100
Key Club	.030
National Honor Society	.060
Power of the Pen	.030
Red & Blue Advisor	.060
Robotics Coach	.050
Science Fair Chair	.015
Skills USA Career/Tech Student Group Advisor	.030
Speech/Debate	.100
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Yearbook Advisor	.060

Appendix C

ALLIANCE CITY SCHOOLS
TEACHER GRIEVANCE PROCEDURE FORM

Subject Level _____

Grade Level _____

Building _____

Grievant: _____

Address:

_____

_____

Phone: _____

Date Event Giving Rise to Grievance Occurred: _____

Person or Persons To Whom Grievance Is Directed:_____

_____ Initiated at Step:_____

Statement of Grievance and Section of Article of the Negotiated Agreement alleged to have been violated:

_____

_____

_____

_____

Remedy Sought:

_____

_____

_____

_____

Signature of Grievant: _____

Appendix D

TEACHER'S CONTRACT – LIMITED

AN AGREEMENT entered into between _____of _____ and THE BOARD OF EDUCATION OF ALLIANCE CITY SCHOOLS in Stark County, Ohio, hereby agrees to teach in the Public Schools of said District for a period of ONE (1) year on the days designated in the officially adopted school calendar _____. The teacher further agrees to abide by and maintain the rules and regulations adopted by said Board of Education for the government of the Schools of said District.

It is understood that this contract does not constitute any obligation, either written or implied, for reemployment beyond the term stated in this contract.

TEACHING ASSIGNMENT:

IN CONSIDERATION of and for such services, the said Board of Education agrees to pay, at the office of its Treasurer to the above-named teacher the sum of _____ Dollars per year.

Said salary will be payable in biweekly installments beginning _____, _____, 20___.

Entered into at Alliance, Ohio, this _____day of _____, 20 ___.

_____
Teacher

THE BOARD OF EDUCATION

By_____
Superintendent

_____
Treasurer

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