Tue, 02/17/2026 10:37:47 AM SERB 0333-01
25-MED-01-0090
46605

AGREEMENT BETWEEN THE

CLERMONT NORTHEASTERN EDUCATION ASSOCIATION

FROM THE

BOARD OF EDUCATION
of the
CLERMONT NORTHEASTERN LOCAL SCHOOL DISTRICT

Effective:
September 1, 2025 through August 31, 2028

TABLE OF CONTENTS

Page

ARTICLE 1: RECOGNITION 1

ARTICLE 2: DEFINITIONS
2.00 Day 1
2.01 Good Faith 1
2.02 Party 1

ARTICLE 3: NEGOTIATION PROCEDURES
3.00 Initiating Negotiations 2
3.01 Negotiation Sessions 2
3.02 Negotiation Teams 2
3.03 Information 3
3.04 Caucuses 3
3.05 Item Agreement 3
3.06 Agreement 3
3.07 Impasse 3
3.08 Interest Based Bargaining 4

ARTICLE 4: TERMINATION OR NON-RENEWAL OF CONTRACTS
4.00 Termination of Contract 4
4.01 Non-Renewal of Contract 4
4.02 Superseding Clause 5

ARTICLE 5: FULL UNDERSTANDING 5

ARTICLE 6: COMPLAINT PROCEDURE 5

ARTICLE 7: GRIEVANCE PROCEDURE
7.00 Definitions 6
7.01 Procedure 6
Step One - Procedure A and B 6
Step Two - Procedure A and B 6
Step Three - Procedure A and B 7
Step Four - Procedure B 7
Step Five - Procedure A 7
7.02 Miscellaneous 8

ARTICLE 8: REDUCTION IN FORCE 8

ARTICLE 9: INDIVIDUAL TEACHER CONTRACTS 9

ARTICLE 10: CONTINUING CONTRACTS NOTIFICATION 10

ARTICLE 11: MULTIPLE CERTIFICATION 12

ARTICLE 12: TEACHER SUPPORT AND PROTECTION 12

ARTICLE 13: TEACHER ASSIGNMENT NOTIFICATION 13

ARTICLE 14:	VACANCIES	13
ARTICLE 15:	TEACHER AND SCHOOL COUNSELOR EVALUATION	14
ARTICLE 16:	DISPOSITION OF COMMITTEE RECOMMENDATIONS	15
ARTICLE 17:	CURRICULUM INPUT	15
ARTICLE 18:	PERSONAL LEAVE	15
ARTICLE 19:	NON-COMPENSATED LEAVE OF ABSENCE	17
ARTICLE 20:	ATTENDANCE AT PROFESSIONAL MEETINGS AND CONFERENCES	18
ARTICLE 21:	SUBSTITUTE PAY FOR REGULAR TEACHERS	19
ARTICLE 22:	PAY PERIODS	20
ARTICLE 23:	STRS PICK-UP	20
ARTICLE 24:	MILEAGE	20
ARTICLE 25:	POLICY ON STUDENT TEACHERS	20
ARTICLE 26:	SCHOOL CALENDAR	21
ARTICLE 27:	WORK YEAR	21
ARTICLE 28:	WORKWEEK	21
ARTICLE 29:	SABBATICAL LEAVE	22
ARTICLE 30:	CHILD CARE LEAVE	23
ARTICLE 31:	MEDICAL LEAVE	23
ARTICLE 32:	FAMILY AND MEDICAL LEAVE	24
ARTICLE 33:	ASSAULT LEAVE	24
ARTICLE 34:	MILITARY LEAVE	24
ARTICLE 35:	SICK LEAVE	24
ARTICLE 36:	JURY DUTY	26
ARTICLE 37:	ASSOCIATION RIGHTS	26
ARTICLE 38:	TEACHER REPRIMAND	28

ARTICLE 39: PERSONNEL FILE 28

ARTICLE 40: SEVERANCE PAY 29

ARTICLE 41: SUPER SEVERANCE 30

ARTICLE 42: MONETARY SETTLEMENT 30

ARTICLE 43: INSURANCE BENEFITS 31

ARTICLE 44: CONSOLIDATION 32

ARTICLE 45: SUPPLEMENTALS 32

ARTICLE 46: EMPLOYMENT OF RETIRED TEACHERS 33

ARTICLE 47: ESSA IMPLEMENTATION COMMITTEE 34

ARTICLE 48: CONCLUSION
48.00 Provisions Contrary to Law 34
48.01 Complete Agreement 34
48.02 Duration and Signatures 34

EXHIBIT A 2025-2028 SALARY SCHEDULES 35

EXHIBIT B SUPPLEMENTAL SALARY SCHEDULE 38

EXHIBIT C MEMORANDUM OF UNDERSTANDING ON CLASS SIZE 40

EXHIBIT D GRIEVANCE REPORT FORM 41

EXHIBIT E OTES MEMORANDUM OF UNDERSTANDING 42

ARTICLE 1:
RECOGNITION

1.00 The Clermont Northeastern Local School District Board of Education, hereinafter referred to as the Board, recognizes the Clermont Northeastern Education Association, as affiliated with the Ohio Education Association and National Education Association, hereinafter referred to as the Association, as the sole and exclusive agent representing the bargaining unit. The bargaining unit shall be defined as all certificated/licensed employees who are under contract with the Board for a full school year, including but not limited to, counselors, nurses, speech therapists, librarians, behavior specialists, technology coordinator, and dean of students, but excluding all substitute teachers and all full-time administrative staff and/or supervisory employees who have the administrative authority to employ, evaluate, transfer, assign, discipline or discharge members of this bargaining unit or have the responsibility to make recommendations thereon.

1.01 The Association recognizes that the Board is the duly elected public body charged by law with the authority and responsibility to establish the education policies of the Clermont Northeastern Local School District, and is further charged by law with the sole authority and responsibility to establish the rules and regulations by which the school district shall be governed pursuant to 3313.20 and 3313.47 of the Ohio Revised Code. In addition, and subject to the limitations specifically set forth in this Contract, the Association recognizes that the Board retains the sole and exclusive responsibility and authority with respect to the management of the Clermont Northeastern Local School District as specified in Section 4117.08 of the Ohio Revised Code.

ARTICLE 2:
DEFINITIONS

2.00 **Day** - means calendar day unless otherwise indicated.

2.01 **Good Faith** - The obligation of the parties to bargain with each other for the purpose of reaching an agreement on matters which are negotiable. All parties are obliged to deal openly and fairly with each other. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons and offer counter proposals. Such obligation shall not require either party to change its proposal on any matter being negotiated.

2.02 **Party** - Party when used shall mean the Association and/or the Board.

ARTICLE 3:
NEGOTIATION PROCEDURES

3.00 Initiating Negotiations

A. All requests for the initiation of negotiations shall be made in writing at least ninety (90) days prior to the expiration of the Agreement. The request initiated by the Association shall be directed at the Superintendent; the request initiated by the Board shall be directed at the President of the Association. The written request for negotiations shall include:

1. Date of letter
2. Statement of matters to be discussed
3. Time, place, and date of three (3) proposed dates for the initial negotiation session.

B. A written reply shall be sent by the receiving party within five (5) calendar days of receipt of said request. This letter shall include:

1. Date of letter
2. Date for the first session.

C. All negotiations shall be in accordance with the reopener provisions of this Contract.

D. The requesting party shall serve a copy of the request and the current Contract upon the SERB Board.

3.01 Negotiation Sessions

The parties shall meet at a time and place as established under Section 3.00 of this Article for the first negotiation session. A time, place and date for the next session shall be established before concluding the first and each successive negotiation session. All issues proposed for discussion shall be reduced to writing in comprehensive style by each party, the Board, and the Association, and presented to the other party at the first meeting as a complete package. Written mutual consent shall be necessary for the parties to discuss any additional proposal not presented at the first meeting.

3.02 Negotiation Teams

A. Each team shall be made up of six (6) people of the party's choice. Each team shall designate a chairperson. All bargaining shall be done exclusively by said teams.

B. The parties may call upon consultants to assist in preparing for bargaining and utilize them for consultation during bargaining sessions. The expense of the consultants shall be paid by the party requesting such. A limit of two (2) consultants may be used by each party in any one (1) session.

3.03 Information

The designated representatives of the Board agree to make available any public record for negotiations to the Association upon written request in accordance with Ohio Revised Code 149.43.

3.04 Caucuses

Either groups shall have the right to recess for independent caucus at any time. Each caucus shall be limited to one (1) hour unless otherwise mutually agreed.

3.05 Item Agreement

As negotiation items receive tentative agreement, they shall be reduced to writing and initialed by each party. Such initialing shall not be considered binding or as a final agreement by the parties until approved by the Board of Education and the Association.

3.06 Agreement

A. When an agreement is reached by the teams, that agreement shall be reduced to writing and signed by the chairperson of each team. Each team will recommend favorably to its members the acceptance of the tentative agreement. The tentative agreement shall be submitted to the Association for possible ratification and the results of the ratification vote by the Association's membership shall be communicated to the Board in writing by the President of the Association. Upon receipt of notification that the Association has ratified the agreement, the Board shall meet within fourteen (14) days to consider the approval or non-approval of the tentative agreement.

B. After the agreement is ratified and approved by both the Association and the Board it shall be executed by the parties.

3.07 Impasse

A. In the event the parties have not reached an agreement forty-five (45) days prior to the expiration of the contract, either party may declare that an impasse exists. If an impasse is declared, the parties agree that they will contact the Federal Mediation and Conciliation Service and request the appointment of a mediator to assist them in reaching an agreement.

B. If an agreement is not reached within thirty (30) days of the first meeting the parties may seek the assistance of FMCS or another agreed upon mediator. If the parties have not reached agreement within ninety (90) days of the first meeting with the mediator, either party may declare impasse. At that time ultimate impasse shall be deemed to have been reached.

D. This impasse procedure shall supersede and replace the impasse procedures contained in 4117 of the Ohio Revised Code.

3.08 Interest Based Bargaining

In addition to the traditional collective bargaining procedure outlined in this Article, the parties may, by mutual consent, negotiate by means of interest based bargaining.

ARTICLE 4:
TERMINATION OR NON-RENEWAL OF CONTRACTS

4.00 Termination of Contract

Termination of a teacher's contract shall be according to Section 3319.16 and related provisions of the Ohio Revised Code.

4.01 Non-Renewal of Contract

A. When a teacher's limited contract is not to be renewed for reasons of poor performance, the evaluation folder shall reflect the reasons. The teacher may request, and will be granted, an interview with the principal or Superintendent regarding non-renewal and the teacher may be accompanied to this conference by an Association representative or other person of his/her choice. If the teacher desires to be accompanied by a representative, the principal or Superintendent shall be given advance notice to this effect.

B. When non-renewal is for reasons other than poor performance, written reasons shall be given, upon request. If the teacher is not satisfied with the written reasons, the teacher shall have the opportunity to meet in executive session with the Board prior to official Board action.

4.02 It is agreed that this provision shall supersede and replace the provisions of 3319.11 of the Ohio Revised Code.

ARTICLE 5:
FULL UNDERSTANDING

This Contract represents the full understanding and commitment between the parties and replaces all previous oral or written contracts, agreements, or understandings. This Contract may be added to, deleted from, or otherwise changed only by an amendment properly executed by each party to this Contract.

ARTICLE 6:
COMPLAINT PROCEDURE

6.00 If a parent or other member of the public has a complaint against the teacher, the complaint shall follow these guidelines:

6.01 The principal shall refer complaining person to the teacher.

6.02 If the complainant refuses to meet with the teacher, the principal will meet with the complainant. If the principal feels there is basis for the complaint after meeting with the complainant, then they shall meet with the teacher and inform the teacher of the nature of the complaint and give the teacher the opportunity to present his/her response to the complaint.

6.03 In the event that a parent or member of the public attempts to lodge a complaint directly with the Board of Education, the Board of Education shall refer the complaining party to the building administrator in accordance with this provision. The Board shall meet with the complaining party directly only after the complaining party has met with the building administrator and the Superintendent.

ARTICLE 7:
GRIEVANCE PROCEDURE

7.00 **Definitions**

A. Grievance Procedure A - An alleged violation, misinterpretation, or misapplication of the written provisions of this Contract.

B. Grievance Procedure B - An alleged violation of a Board policy, rule, or regulation and/or an administrative policy, rule, or regulation.

C. Grievant - A grievant shall be defined as the person who has allegedly been harmed by the alleged violation, misinterpretation or misapplication of this Contract or an alleged violation of Board policy, rule, or regulation and/or an administrative policy, rule or regulation.

D. Supervisor - Supervisor shall be defined as the person who allegedly caused the grievance. Supervisor shall be the individual with the authority to resolve the grievance.

E. A grievant shall have the right of representation at any level of this procedure. This, however, shall be limited to a single representative at Steps One and Two of the procedure. If the grievant elects to be represented at these levels, the supervisor hearing the grievance may have the same.

7.01 Procedure

A. Step One - Procedure A and B

Any person having a grievance shall first discuss such grievance with his/her immediate supervisor/designee. The person shall indicate to the supervisor/designee that this is Step One of the grievance procedure.

B Step Two - Procedure A and B

1) If this discussion at Step One does not resolve the grievance to the satisfaction of the employee, such grievant shall have the right to file a written grievance with the supervisor/designee involved in Step One. If said grievance is not filed within thirty (30) calendar days after the occurrence of the act or condition which is the basis of said grievance, said grievance shall be waived. This waiver shall prevent the grievant from filing a grievance at a later date on the same issues on the basis that there is a continuing violation of the Contract. The written grievance shall contain a statement of the alleged facts upon which the grievance is based and a reference to the specific provision of the Contract allegedly violated, misinterpreted or misapplied. A copy of said grievance shall be filed with the supervisor/designee involved in Step One. The grievant shall have a right to request a hearing before the supervisor/designee at this level. It shall be at a time mutually agreeable to the grievant and his/her supervisor/designee.

2) The supervisor/designee shall take action on the grievance within seven (7) calendar days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing by the principal/designee and sent to the grievant.

C. Step Three - Procedure A and B (If supervisor is other than the Superintendent)

1) If the action taken by the supervisor/designee does not resolve the grievance to the satisfaction of the grievant, the grievant may appeal in writing to the Superintendent or his/her designee.

2) Failure to file such appeal within seven (7) calendar days from the receipt of the written decision of the supervisor/designee shall be deemed a waiver of the right to appeal. Upon request, a hearing shall be conducted by the Superintendent or designee within seven (7) calendar days of the receipt of the request or at a mutually agreed date. The grievant shall be advised in writing of the time, place, and date of said hearing and shall have the right to be represented at such hearing by a representative of the Association and the supervisor/designee may be represented by a person of his choice.

3) The Superintendent or designee shall take action on the appeal of the grievance within seven (7) calendar days after the conclusion of said hearing or within seven (7) calendar days of the receipt of the grievance if no hearing is requested. The action taken and the reasons for the action shall be reduced to writing and copies sent to the grievant and the supervisor/designee.

D. Step Four - Procedure A and B (If supervisor is the Superintendent)

1) If the action taken by the Superintendent or his designee does not resolve the grievance to the satisfaction of the grievant, the grievant may appeal in writing to the Board. The notice of appeal shall be sent to the Superintendent or his designee and a copy filed with the Treasurer of the Board. Failure to file such appeal within seven (7) calendar days of receipt of the written decision of the Superintendent or his designee shall be deemed a waiver of the right to appeal. The Treasurer shall place the matter on the agenda for the next regular meeting of the Board in executive session. The grievant and the principal/designee shall each have the right to be represented at such meeting by a representative of their choice.

2) No additional claims may be presented at this step of the grievance procedure that were not presented at Step Three.

3) The Board shall act upon such appeal not later than its next regular meeting. Copies of the written decision of the Board shall be sent to the grievant, Superintendent or his designee and the building principal/designee.

4) This is the final step of the grievance procedure for grievances filed under Grievance Procedure B.

E. Step Five - Procedure A

1) Only grievances defined under DEFINITIONS: Grievance Procedure A may be processed to this step of the grievance procedure.

2) If the teacher is not satisfied with the decision of the Superintendent, he/she may within five (5) calendar days of receipt of the written decision present the grievance to arbitration by giving written notice to the Superintendent/designee and to the American Arbitration Association.

3) The arbitrator shall be chosen from a list provided by the American Arbitration Association (AAA). Selection and hearing shall be in accordance with the voluntary rules and regulations of the AAA. The arbitrator shall hold the necessary hearing promptly and issue the decision within such time as may be agreed upon. The decision shall be in writing and a copy sent to all parties present at the hearing. The decision of the arbitrator shall be advisory in nature.

4) The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to determine 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 the determination. The arbitrator shall in no way interfere with management prerogatives involving Board discretion nor limit or interfere in any way with the powers, duties, and rules and regulations having the force and effect of law.

5) The costs for arbitration shall be shared equally by the Board and the Association (hearing and arbitrator).

7.02 **Miscellaneous**

A. A bargaining unit member who must be involved in the grievance procedure during the workday shall be excused with pay for that purpose.

B. The party requesting a stenographic record shall pay for the total cost thereof unless the other party agrees to share the cost.

ARTICLE 8:
REDUCTION IN FORCE

8.00 If it becomes necessary to reduce the total number of teaching positions from one school year to the next for declining enrollment on a district or building level, or due to a decline in enrollment at a program level over a period of two (2) of the preceding three (3) years, or for the reasons set forth in Ohio Revised Code section 3319.17, reduction by attrition will be used to the extent possible. If further reduction is required, limited contracts shall be suspended by teaching field affected. If it becomes necessary to reduce further after all limited contracts have been suspended, continuing contracts shall be suspended by teaching field affected. Seniority shall not be the basis in making any reduction except between teachers with comparable evaluations.

8.01 Seniority for the purposes of this provision shall mean the number of continuous years of district service commencing with the most recent date of employment by the Board. Approved leaves of absence shall not be considered a break in seniority. If seniority is equal for two or more teachers, the following will be used to break the tie:

1. The date of the board meeting at which the teacher was hired; and
2. The members will draw from a 52-card deck, with the Ace being highest and 2 being the lowest. The member with the highest card will have seniority.

8.02 When staff reduction is necessary, the Superintendent shall give notice of the intent to recommend action to reduce staff to the Association and the teachers prior to such action of the Board.

8.03 Teachers whose contracts have been suspended will be recalled in the reverse order the reductions were made. Seniority shall not be the basis of a recall except between teachers with comparable evaluations.

8.04 Displacement rights for those teachers whose contracts have been suspended shall be exercised by all teachers within the respective contract status (continuing or limited) with no limited contract teacher exercising displacement over continuing teachers. Displacement shall be limited to displacing the teacher with the lowest overall evaluation rating in the reduced teacher's area of licensure(s). If two teachers in the additional licensure area are equally comparable, the least senior teacher will be displaced.

8.05 Any teacher whose contract is suspended pursuant to this Section of the Contract shall be placed on a priority list for reemployment for two (2) years unless the teacher or counselor was rated an ineffective, in which case the recall period shall be for one (1) year. If a vacancy occurs in such a teacher's area of certification/licensure and if the teacher has taught within that area of certification/licensure within the last four (4) years, teachers meeting qualifications on the priority list will be offered the vacancy before

outside applicants are considered.

8.06 If a teacher is certified/licensed for the vacant position but has not taught in that certification in the last four (4) years, he/she shall be considered as an applicant for the vacant position and will be interviewed for same.

8.07 If a teacher refuses an offered vacancy, his/her name shall be removed from the priority list and the Board's obligation hereunder terminated.

8.08 The Board has fulfilled its responsibility herein by sending a written notice of vacancy to a teacher on the list by certified mail at the last address left by the member. Unclaimed, refused, or non-deliverable notices, as well as failure to respond within ten (10) days of the posting of the notice, shall constitute refusal of vacancy.

8.09 Teachers laid off shall be offered substitute positions that occur before other substitute teachers.

ARTICLE 9:
INDIVIDUAL TEACHER CONTRACTS

9.00 All teachers employed by the Board shall be issued individual contracts. The individual contracts shall include the following information:

A. Name of Board
B. Name of Teacher
C. Type of Contract …Limited/Continuing
D. Number of years, if limited
E. Salary, in ($) for first year of a multi-year or continuing contract
F. Basis for determining salary; i.e. BS + 6 years teaching experience
G. Time period of contract

9.01 A general job description shall be provided.

9.02 Supplemental contracts shall be issued to teachers assigned supplemental duties for which additional pay is to be awarded. Such supplemental contracts shall include:

A. Statement of duties
B. Time period in which supplemental duties are to be performed
C. Statement of amount of additional income for supplemental duties
D. Statement of pay schedule

9.03 Upon hire at the Superintendent's and/or Board's discretion, the Board may grant up to the total amount of years of service earned by the teacher with a public board of education in the State of Ohio, for prior teaching experience earned outside of the State of Ohio, in private or public schools. Further, newly hired teachers may be granted up to fifteen (15) years of service credit for purposes of placement on the salary schedule for experience in employment in the private sector in an area directly related to the teacher's assignment.

9.04 Newly hired teachers with less than three (3) years teaching experience may be placed

by the Superintendent and/or Board at up to Step 3 on the salary schedule. The teacher shall remain frozen at the placed step until such time as the teacher achieves the appropriate number of years of continuous service in the district, at which time the teacher will then proceed through the salary schedule according to the listed steps.

9.05 The Board and the Association shall strive to provide additional support to teachers new to the district, i.e. mentoring, and will jointly pursue the goals of improving the image of the school district and promoting unity to contribute to positive public relations for the school district.

9.06 The provisions of this Section are intended to supersede and replace any conflicting provisions of Ohio Revised Code section 3317.13 and 3317.14, and any other conflicting section of the Ohio Revised Code relating to the granting of service credit and placement on the salary schedule.

ARTICLE 10:
CONTINUING CONTRACTS NOTIFICATION

10.00 Any teacher employed by the Board who will become eligible for a continuing contract for the succeeding school year, and/or at the expiration of the current limited contract, shall provide written notice to the superintendent that the staff member is eligible for a continuing contract no later than September15th of the school year in which their current limited teaching contract with the Board shall expire. Failure to notify the Superintendent by September 15th shall be a waiver of the teacher's eligibility for the continuing contract for the following school year and may result in the staff member being issued a one (1) year limited teaching contract for the following school year rather than a continuing contract. Notice received after September 15th shall not serve as the notice required by this Section for the following school year.

10.01 A member whose initial teaching license was issued before January 1, 2011 becomes eligible for a continuing contract upon satisfaction of one of the following:

1. The member has been employed by the Board for a period of two (2) years and the member has previously attained continuing contract status in another Ohio public school district.

2. The member has been employed in the school district three (3) of the last five (5) years and has a professional, permanent, or life teacher's certificate.

3. The member has been employed in the school district three (3) of the last five (5) years and has a professional education license, and

    A. If the member held his/her master's degree at the time of issuance of the initial license, the teacher has started and completed six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of the license or license.

    B. If the member did not hold a master's degree at the time of the issuance of the initial license, the member has started and completed thirty (30) semester hours of coursework in the area of licensure or in an area

related to the teaching field since the initial issuance of the license or license.

A member whose initial teaching license was issued after January 1, 2011 becomes eligible for continuing contract upon satisfaction of the following:

1. The teacher holds a professional educator license, senior professional educator license, or lead professional educator license issued under section 3319.22 of the Revised Code.

2. The teacher has held an educator license for at least seven years.

3. The teacher has completed the applicable one of the following:

   a. If the teacher did not hold a master's degree at the time of initially receiving an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of that license, as specified in rules which the state board shall adopt;

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

10.02 A member may withdraw his/her request for a continuing contract at any time prior to Board action on the contract renewal.

10.03 The provisions of this Section are intended to and shall supersede and replace any conflicting provisions of Ohio Revised Code sections 3319.07, 3319.08, 3319.11, 3319.111, 3319.22, Chapter 3301-24 of the Ohio Administrative Code and any and all other provisions of the Ohio Revised Code or Ohio Administrative Code governing the issuance and granting of continuing contract.

ARTICLE 11:
MULTIPLE CERTIFICATION

11.00 Teachers who commence their employment with the Board of Education for the 2004-2005 school year and thereafter shall, as a condition of continued employment, renew and maintain all licenses in effect at the time of the date of initial hire, and all licenses whose effective date is on or after September 1, 2004. All teachers currently employed by the Board of Education shall be required to maintain all licenses in effect as of September 1, 2004 and any license whose effective date is on or after September 1, 2004.

11.01 The teacher shall be responsible for paying all fees associated with the renewal of the licenses of the teacher's then current assignment ("Current License"). The Board will pay all state fees for renewal of licenses in areas other than the teacher's current teaching assignment ("Additional License"). The Board of Education shall be responsible for the costs of coursework or other LPDC approved activities required to

renew the Additional License. The Board of Education shall only be responsible for the payment for the minimum amounts necessary for renewal, i.e. six (6) hours of coursework or its equivalent. The Board of Education shall also only be responsible to the extent that the coursework or LPDC activities required are in excess of the amounts necessary to renew the Current License.

11.02 The Board of Education and the Association shall encourage the LPDC to allow multiple credits for coursework or other LPDC approved activities.

11.03 The Board of Education, in its discretion, may determine whether it will require a teacher to maintain an Additional License. Should the Board of Education determine that it will not require the teacher to maintain the Additional License, the teacher may renew the Additional License but shall be solely responsible for any costs associated with that renewal.

11.04 This provision shall not apply to a conditional, alternative, substitute, or temporary license.

ARTICLE 12:
TEACHER SUPPORT AND PROTECTION

12.00 It shall be the policy of the Board and its administrative staff to support and protect teachers in their attempts to carry out Board policy and rule or regulation. In this regard teachers will be excused from duty at no loss in pay for any necessary court appearances resulting from a line of duty incident. Such absence is not to be charged to any other form of leave.

12.01 A teacher disabled as a result of a line of duty incident shall be returned to the same position as held at the time of the incident, if at all possible.

12.02 No action shall be taken upon any complaint by a parent of a student directed toward a teacher, nor shall any notice thereof be included in said teacher's personnel file unless it is done pursuant to the complaint procedure.

12.03 Special education teachers shall be given two (2) work days (covered by substitutes if necessary and available), to collaborate, complete IEPs and other paperwork, etc. These days must be approved by the building principal

12.04 If a teacher believes that his/her class size or student distribution is too high or unfairly allocated, the teacher may request a meeting with the building principal or designee to discuss the matter. The meeting shall take place within 5 calendar days of the request for the meeting. If the teacher is not satisfied with the decision of the principal, they may request a meeting with the Superintendent which shall take place within 5 calendar days.

ARTICLE 13:
TEACHER ASSIGNMENT NOTIFICATION

No later than the last day of the school year, teachers shall be informed of their specific building, grade level, and subject area assignments. Changes after the deadline shall be kept to a minimum. If the teacher prefers not to accept the change in assignment, the teacher may resign without penalty.

If a teacher is required to move classrooms and if there is a change in subject/grade level after the beginning of the school year, the teacher shall be given two (2) days of release time to accomplish the move and shall be given two days of compensation at his/her per diem rate. If there is a change in subject/grade level the teacher or a change in classroom after the beginning of the school year. the teacher shall be given two (2) days of release time.

ARTICLE 14:
VACANCIES

14.00 **Teacher Vacancies and Transfers** - Confidential requests by a teacher for transfer to a different class, building, or position for the subsequent school year shall be made in writing and submitted to the Superintendent by March 1st. The application shall set forth the building or position sought, and the applicant's academic qualifications. Requests should be reviewed by the Superintendent and the building principals in determining reassignments. Such confidential requests shall be renewed once each year to assure active consideration by the Superintendent.

14.01 Qualifications for positions shall not be changed once the posting for the positions is issued.

14.02 Whenever a vacancy arises which is to be filled, or is anticipated, the Superintendent shall promptly notify the staff through the staff email. Notices posted from the first day of school through July 10th shall not be less than five (5) days in advance of appointment. After July 10th, notices shall not require delay between posting and appointment. From the first day of summer recess to the first day of in-services for teachers, equal consideration will be given to emails or letters of request for a transfer and responses to vacancy notices. Vacancies occurring after the first day of in-services for teachers will be posted to be filled for the succeeding school year and will follow 14.03.

14.03 Recommendations to fill vacancies shall be made on the basis of experience, competency, and qualifications of the applicant, length of service in the district, and other relevant factors. All applicants will be provided an interview. The best qualified applicant should be awarded the position. An applicant with less service in the district or outside the district shall not be awarded such position unless his qualifications shall be superior. "Service" in the district, for purposes of the agreement, shall mean continuous employment in the district, irrespective of tenure status, and shall include all periods when the teacher was on professional leave of absence.

14.04 Involuntary teacher transfers shall be avoided unless, in the judgment of the Superintendent, they are in the best interests of the district.

14.05 Involuntary teacher transfers that require the transferred teacher to earn an additional license should be avoided. If an additional license is required, the Board of Education shall be responsible for the costs of the coursework or other LPDC approved activities required to obtain the additional license. The Board shall also pay for the license fee related to the license.

ARTICLE 15:
TEACHER AND SCHOOL COUNSELOR EVALUATION

15.00 Teachers not meeting the statutory definition of a teacher shall be evaluated in accordance with Article 15. Teachers or counselors meeting the statutory definition of teacher or counselor shall be evaluated in accordance with the Board adopted policy and any associated memoranda of understanding entered into by the parties. If any member is on intermittent leave, e.g., sick leave or personal leave, or any other approved leave of absence, which prevents or effectively prevents the performance of any of the observations or evaluations as required by this Article or Board Policy, those observations and evaluations may be performed outside of the time periods required.

15.01 Upon the request of either the Board or the Association there shall be a review of existing evaluation procedures. A committee shall be established consisting of three (3) Board representatives and three (3) teacher representatives appointed by the Association executive committee for the purpose of carrying out the above-mentioned review and mutually developing any desired recommendations to the Board.

15.02 Non-OTES teachers who have thirty (30) or more years of continuous service with the district may be exempted from the normal evaluation procedure at the discretion of the building principal.

15.03

A. By September 30 of each year each principal will meet with every teacher personally or in a group to explain the evaluation process. The number and frequency of observations and evaluations for teachers not meeting the statutory definition of teachers shall be the same as those for teachers meeting the statutory definition of teacher.

B. Accommodations may be made for teachers on scheduled sick leave, FMLA or child care leave which may result in the performance of any of the observations and/or evaluations outside of the time period set forth herein. Regardless of the above, the teacher and the evaluator may mutually agree to waive the evaluations and/or observations due to intermittent leave or other leaves of absence that may not be scheduled. Nothing herein shall prohibit the Board from performing more than the minimum number of observations or evaluations prescribed by this Article.

15.04 For all members, the evaluating administrator shall indicate on the summative evaluation what his/her contract recommendation will be for the following school year, where applicable.

15.05 Members who are on a leave of absence may not be non-renewed solely due to the taking of a long-term leave of absence. This prohibition shall not apply if the inability to perform any of the observations and/or evaluations continues for two (2) consecutive years.

15.06 This provision does not apply to teachers on sabbatical leave.

15.07 The evaluation procedure set forth herein and the provisions of this Article are intended to supersede any conflicting provisions of Ohio Revised Code 3319.11 and 3319.111.

ARTICLE 16:
DISPOSITION OF COMMITTEE RECOMMENDATIONS

16.00 Whenever district-wide committees commissioned by the Board of Education, Superintendent, or other administrator on which teachers are members, are formed by the Administration to study, advise, recommend, or propose changes which affect teachers, the Association President shall be notified of the formation of such committees and shall be asked to appoint three (3) teachers to serve on such committees. The Association President shall be sent copies of the committee's reports. Administrative decisions relative to the implementation of such committee reports shall be transmitted to the committee and to the Association President.

16.01 When building level committees are formed, the Association building representative will be notified in writing of the creation of the committee and asked to appoint one (1) member working in the building to the committee.

16.02 Upon request from the Association, the Association may provide Association input to the Board on possible tax levies.

ARTICLE 17:
CURRICULUM INPUT

Prior to making changes in the school curriculum, teachers who may be affected by the proposed curriculum change shall be given the opportunity to provide input on the proposed curriculum change.

ARTICLE 18:
PERSONAL LEAVE

18.00 The Board of Education recognizes that it is their responsibility to assure quality teaching every day to all students in the district, and that the experience of human affairs unavoidably requires the employee to be absent from work on rare occasion. The Board, therefore, authorizes emergency leave for special reasons with pay, not to exceed three (3) unrestricted days for personal use. This is non-cumulative and for each full time employee of the district in accordance with the conditions of this Section.

18.01 Leave will not be deducted from the number of accumulated personal sick leave days.

18.02 Leave will be granted in increments of an hour.

18.03 A maximum of ten percent (10%) of the teachers in any one (1) building shall be granted personal leave on a day when a regularly scheduled district meeting has been called

except in extreme emergencies.

18.04 Request for approval for emergency leave shall be made to the supervisor or building principal by checking the appropriate place on the approved emergency leave application form at least forty-eight (48) hours prior to the date of the beginning of the leave.

18.05 A maximum of ten percent (10%) of the teachers in any one building may be on personal leave on the same school day. Nevertheless, if the maximum number of teachers are on personal leave in any one building on any one day has been reached and an emergency occurs requiring the use of personal leave, the leave shall be granted.

18.06 The supervisor or building principal may consider staff absences for field trips, professional days and sick leave when reviewing a request for personal leave that is not an emergency request.

18.07 If time did not permit the employee to file a leave request before taking leave, verbal request, with rationale for the leave, will be communicated to the principal, the appropriate administrator or Superintendent. The leave application shall be completed immediately upon the employee's return.

18.08 At the conclusion of the school year, any unused personal days will be converted to sick leave days and added to the bargaining unit member's sick leave balance, provided that the employee does not already have the maximum number of sick days allowed.

18.09 A teacher may request up to two (2) unpaid days, which may be approved in the discretion of the Superintendent.

ARTICLE 19:
NON-COMPENSATED LEAVE OF ABSENCE

19.00 Any contract teacher, who has served in the Clermont Northeastern School District three (3) years, upon written application to the Superintendent, will be considered, and may be granted a leave of absence from the Board of Education, without pay, for a maximum of two (2) years. This leave may be granted for serious illness to his/her immediate family (spouse, children, parent(s), or other reasons(s) justifiable to the Board of Education. Such leave may be renewed at its expiration.

19.02 Teachers on leave shall have their contracts remain in full force and effect, except as provided for Ohio Revised Code section 3319.17. Teachers on leave shall have their contracts remain in full force and effect, except as provided in Ohio Revised Code 3319.17. Should the teacher be on a limited contract and elect to return, the teacher will return on a one (1) year limited contract unless the teacher is on a continuing contract This provision is intended to supersede the conflicting provisions of Ohio Revised Code Sections 3319.08 and 3319.11.

19.03 Upon return to duty, such teachers shall be reassigned to their former grade level, subject area, and classroom, if in the judgment of the Superintendent and/or principal, with good faith intent, the reassignment is in the best interest of the students of the district.

19.04 Teachers on leave of absence must notify the Superintendent by April 15 whether or not they intend to return to work in the district the following year. Failure to do so shall be deemed a resignation of employment by the teacher. The Board will notify the teacher by certified mail of the deadline.

19.05 To be granted a leave of absence, a teacher must be under contract for such period.

19.06 No increment of experience credit shall be granted during such leave of absence.

19.07 There shall not be a break in seniority.

19.08 This does not reduce the rights of individuals for a leave of absence due to illness.

19.09 Any member placed on medical leave without pay may continue to participate in any and all of the group insurance plans provided that he/she pays one hundred percent (100%) of all his/her premiums of his/her choice in advance each month.

19.10 The provisions of Article XIX are intended to and shall supersede any conflicting provisions of Ohio Revised Code including but limited to Sections 3319.08, 3319.11, 3319.111, 3319.13, 3319.131 and 3313.202.

ARTICLE 20:
ATTENDANCE AT PROFESSIONAL MEETINGS AND CONFERENCES

20.00 Absence from school, with or without pay, may be authorized by the Superintendent to permit employees to attend local, district, state and national meetings and conferences of a professional nature including the OEA Representative Assembly.

20.01 Any request for attendance at a meeting or a conference for which Board paid expenses or partial Board paid expenses are sought, shall be approved by the Board of Education in advance of attendance at such meeting or conference.

20.02 Initial requests for permission to be absent from school to attend any professional meeting will be made to the building principal. Final authorization for attendance at any professional meeting or conference shall be obtained prior to the absence from the building principal or local Superintendent. These requests can be approved or disapproved by the Board of Education. These guidelines are developed under Section 3313.20 of the Ohio Revised Code which allows school employees to receive compensation and expenses for days on which he/she is excused in accordance with the policy statement of the Board.

20.03 Professional meetings are defined as conferences, meetings, workshops, and seminars which update the employee and/or are designed to help the employee do his/her job better and/or attend the OEA Representative Assembly.

20.04 The application form requesting attendance prior to attendance at any professional meeting will be completed by the employee and given to the principal or supervisor who will then indicate in writing his approval or rejection. The principal or supervisor will then forward the application to the Superintendent.

20.05 Expenses allowable are actual reasonable expenses for motel/hotel as defined below, travel expenses equal to the prescribed Internal Revenue Service reimbursement rate per mile, or the exact bus, rail or airfare, plus actual parking charges, and required registration fees. Expenses for food shall not exceed a reasonable amount with the maximum reimbursement for food being thirty dollars ($30.00) per day, based on supporting receipts. Expenses will not be paid to teachers attending the OEA Representative Assembly.

A. All expenses for mandated meetings shall be paid by the Board.
B. Hotel or motel reimbursement at a moderately priced or convention/conference hotel adjacent to the convention facility may be allowed for non-mandatory meetings.
C. No motel or hotel expenses will be reimbursed which are incurred within fifty (50) miles of the school administration office.
D. A membership fee is an individual responsibility, registration fees may be allowed.

Forms will indicate the following:

A. Who is attending the meeting
B. Type of meeting
C. Time and place
D. Estimated and actual cost of attending the meeting
E. Evaluation and value of meeting

Criteria for consideration of requests shall include:

A. The value of the meeting to Clermont Northeastern pupils
B. The professional growth value to the person attending
C. The value to the school through oral or written communication
D. The value of improving the school program and/or general morale of the school
E. The need to keep within the budget
F. The financial condition of the school district and funds available

20.06 Upon return from professional leave, the teacher must fully complete the appropriate forms and file them with the Superintendent. If requested, the employee on leave shall share the knowledge gained by him/her at said professional meeting with the rest of the teaching and administrative staff.

ARTICLE 21:
SUBSTITUTE PAY FOR REGULAR TEACHERS

21.00 When teachers are absent from duty it shall be the policy of the district to employ substitute teachers when substitutes are available.

21.01 If substitutes are not available, the following procedures shall be followed:

Elementary School

1. Split homeroom amongst all grade level teachers; actively teaching students.

The teacher will be compensated at a rate of $40 per day per teacher.

2. If two teachers in the same grade level are absent or if a teacher from a special education unit is absent, a staff member will be removed from their normal assignment, on a rotating basis, based on a list that the building administrator(s) generate to cover part of the grade level or the special education unit. The teacher will be compensated at a rate of $80 a day. The remaining students from the absent staff members will be split in accordance with 21.01 (1).

Special Areas:

If one special area teacher is absent, the District will follow 21.01 (1) above with compensation at $40 per day per teacher. If two special area teachers are absent, follow 21.01(2) above with compensation at $80 per day.

Middle School

If no substitutes are available an email will be sent asking for volunteers, following sub plans/actively teaching. The opportunities to cover will be first come/first serve basis. Teacher may only volunteer during their plan bell. Teachers may only take one additional class each bell. Teachers shall be compensated at a rate of $30 per period. Non-teaching staff will also have the opportunity to volunteer. If no one is available, a teacher of the same grade will supervise in combination with their existing class. The teacher will be compensated at a rate of $80 per day.

High School

If no substitutes are available an email will be sent asking for volunteers, following sub plans/actively teaching. The opportunities to cover will be first come/first serve basis. Teachers may only volunteer during their plan bell. Teachers may only take one additional class each bell. Teachers shall be compensated at a rate of $30 per period. Non-teaching staff will also have the opportunity to volunteer. These will be assigned on a rotating basis; following sub plans if possible. Teachers will be compensated at a rate of $30 per period
If there are no other options for coverage, students will be sent to study hall, following sub plans. If no study hall is available, the teacher may monitor in conjunction with another class, following sub plans if possible. Teachers will be compensated at a rate of $30 per period.

ARTICLE 22:
PAY PERIODS

22.00 Members of the bargaining unit members shall be paid on the basis of twenty-four (24) pays which shall occur on the 5th and 20th day of the month. If the pay date falls on a holiday, it will be paid the previous Friday. Bargaining unit members may designate up to five (5) institutions to which subdivisions of the pay amount may be deposited.

ARTICLE 23:
STRS PICK-UP

23.00 Effective with ratification and signature of the Contract, the Board agrees to annuitize each member's total contribution to STRS by deducting that amount before each member is paid. The procedure shall be as follows:

23.01 The Board shall designate each teacher's mandatory contribution to the State Teachers Retirement System of Ohio as "picked up" by the Board, although they shall continue to be designated as employee contributions. The amount of the employee's income reported by the Board as subject to federal and state income tax shall be the employee's total gross income reduced by the then current percentage amount of the employee's mandatory STRS contribution. No employee's total salary shall be increased by such "pick up," nor shall the Board's total contribution to the STRS be increased thereby. There shall be no increased cost to the Board, except administrative costs necessary to implement this program.

23.02 This pick-up plan is to be effective upon ratification and signature of the contract by the parties, with implementation for the pay following the above action of the parties. If there is an adverse determination by courts, this pick-up provision shall be null and void.

23.03 The members of the bargaining unit acknowledge that the Board is not liable as the result of the implementation of this program and that the employees shall assume any liability as the result of an adverse ruling by the Internal Revenue Service.

ARTICLE 24:
MILEAGE

The Internal Revenue Service prescribed reimbursement rate per mile shall be the reimbursement to staff members who must drive in order to carry out the performance of school related activities.

ARTICLE 25:
POLICY ON STUDENT TEACHERS

25.00 If the Board of Education receives an honorarium or stipend directly from the college/university for services rendered by a bargaining unit member as a supervising teacher for a student teacher, the Board shall pay those monies to the supervising teacher as a stipend, with the deduction of all appropriate taxes and withholdings.

25.01 The Board Treasurer and Superintendent are authorized to enter into a written agreement with the respective college/university for such purposes.

ARTICLE 26:
SCHOOL CALENDAR

Before adopting a school calendar, the Board shall give the Association the opportunity to provide its input on this matter through the use of a survey and committee.

ARTICLE 27:
WORK YEAR

The teacher work year shall be one hundred eighty-three (183) days in length for the duration of this Contract. Of these one hundred eighty-three (183) days, up to one hundred seventy-eight (178) days shall be days when students are scheduled to attend school. The remaining days shall be for teacher in-service and/or parent conference/community engagement days.

ARTICLE 28:
WORKWEEK

28.00 The regular teacher workweek shall be thirty- seven (337 hours and thirty (30) minutes. No regular work day shall exceed eight (8) hours.

28.01 Each member of the bargaining unit shall have thirty (30) minutes uninterrupted duty-free lunch. The providing of a lunch period shall not be cause for the lengthening of the school day.

28.02 All members who work full time at an elementary school and who are classroom teachers shall be granted a minimum of two hundred (200) minutes per week of planning time during the workday which shall include time when their pupils are being instructed by special area teachers and/or at recess, except when it is the member's duty to supervise the recess. Eighty minutes per week shall be unencumbered unless otherwise agreed to by the teacher.

28.03 The administration shall arrange schedules so that each full-time elementary classroom teacher has thirty (30) continuous minutes of planning time per day during the workday.

28.04 All members who work full time in the secondary schools and who are classroom teachers shall have a daily planning period. This planning period shall be equivalent to one (1) regularly scheduled class period in length during the student day. Eighty minutes per week shall be unencumbered unless otherwise agreed to by the teacher.

28.05 When the start of school is delayed due to a calamity or an alternate schedule, it is understood and agreed that teachers whose planning period is affected may not receive a plan period or may receive a plan period less than a full period. To avoid the same teacher being affected each time, administrators shall make a reasonable effort for alternate schedules to not affect the same period each time an alternate schedule is planned.

28.06 Necessary meetings with parents may be scheduled with mutual agreement of the teacher or the principal, at the convenience of the teacher in a timely manner, within the regular teacher workday, community engagement day or in-service days.

28.07 Teachers may be required to attend one (1) professional meeting per month for a period of up to sixty (60) minutes, which may occur outside the regularly scheduled workday. A schedule of professional meeting dates shall be provided to the teachers at the beginning of the school year. If those dates need to be changed, at least five (5) days' notice will be provided in advance of the new meeting date. Time not used in one month will not carry over into succeeding months.

ARTICLE 29:
SABBATICAL LEAVE

29.00 Any member who has completed at least five (5) years of service with the district may be granted a sabbatical leave of absence with pay for professional study and/or research and/or professional improvement for one (1) full year.

29.01 A member shall submit his/her application for sabbatical leave at least sixty (60) calendar days prior to the beginning of said leave. The application for sabbatical leave shall include an outline of the program of study or research to be pursued, or the proposal for professional improvement. Applications shall be filed with the Superintendent or his designee for approval. Each applicant shall be notified by the Board of its disposition of his/her request within thirty (30) calendar days of the Superintendent's receipt of said request.

29.02 No more than five percent (5%) of the bargaining unit may be granted sabbatical leaves at any one time. No member shall be granted sabbatical leave more often than once for each five (5) years of service. Each member returning from sabbatical leave shall be returned to a position within his/her area of certification.

29.03 Upon return to service of a member at the expiration of such leave, he/she shall resume the contract status which he/she held prior to such leave with continuation of seniority.

29.04 The pay received on leave shall not exceed the difference in pay between his/her salary and the replacement.

29.05 A member returning from sabbatical leave shall serve the district through the end of the school year following the year in which sabbatical leave was taken. A member may reduce the compulsory service time by paying to the Board, for each month of reduction, an amount equal to one-ninth (1/9) of the compensation paid to the member during the leave. Members may eliminate any portion, or all, of the return service requirement by means of the prorated payback.

29.06 While on leave the teacher may maintain his/her insurance by paying monthly premiums to the Board Treasurer.

29.07 In event there is no replacement, the Board will pay the Bachelor's base salary and teacher's salary difference.

29.08 Approved sabbatical leaves of absence shall count on seniority but not on the salary schedule.

ARTICLE 30:
CHILD CARE LEAVE

30.00 A teacher desiring child care leave must request such leave within two (2) weeks after the birth of his/her child. Said leave shall commence the day after the expiration of the teacher's sick leave or medical leave without pay and shall continue for the remainder of the semester in which the leave is requested. If there are less than sixty (60) workdays

remaining in the semester in which the leave is requested, the teacher may, at his/her option, request that this leave extend to the end of the succeeding semester.

30.01 This leave shall apply to adoption, with the request for leave being made as soon as the teacher becomes aware of the placement of the child with him/her.

30.02 The leave request filed by the teacher shall specify the teacher's date of return to work which shall be at the start of a semester as provided above.

30.03 The term of an employee's contract shall not be extended by child care leave, and in the event that an employee's limited contract expires while on child care leave, the employee's contract will be renewable in accordance with Sections 3319.08 and 3319.11 of the Ohio Revised Code.

30.04 Approved leaves of absence shall count on seniority but not on salary schedule.

30.05 Teachers shall be responsible for the entire cost of the insurance premiums if the teacher elects to remain on the Board provided insurance plan during the unpaid leave period.

ARTICLE 31:
MEDICAL LEAVE

31.00 Each member of the bargaining unit who is unable to work because of illness and/or other disability, including, but not limited to, pregnancy, and who has exhausted or chosen not to utilize his/her sick leave benefits, shall be placed on an unpaid medical leave of absence for the period of time said member is medically unable to perform his/her duties to a maximum of two (2) consecutive years at his/her request.

31.01 Any member placed on medical leave without pay may continue to participate in any and all of the group insurance plans provided that he/she pays one hundred percent (100%) of all his/her premiums of his/her choice in advance each month.

31.02 At the expiration of a medical leave, the Superintendent or designee shall require a returning member to provide a medical statement from his/her physician that he/she is able to resume his/her duties.

31.03 Upon the return to service of the member at the expiration of such leave, he/she shall resume the contract status which he/she held prior to such leave with continuation of seniority.

ARTICLE 32:
FAMILY AND MEDICAL LEAVE

It is understood that the Family and Medical Leave Act (PL 103-3) applies to eligible employees of the bargaining unit. For purposes of determining eligibility, the anniversary date shall be the anniversary date of the request. To the extent the circumstances meet the employer's usual requirements for the use of sick/medical leave or personal leave, the Board may require the employee to use sick leave and/or personal leave concurrent with their use of Family Medical Leave.

ARTICLE 33:
ASSAULT LEAVE

33.00 Any service-connected case of physical assault on a member of the bargaining unit causing physical injuries to said member occurring while the member is performing his/her contractual duties shall entitle the member to use assault leave if he/she is medically unable to perform his/her duties as a result of the assault. When an assault results in absence from duty for medical reasons, such absence shall be at no loss in pay and shall not be chargeable to sick leave to a maximum of thirty (30) days per member each work year. Assault leave is not cumulative.

33.01 Medical verification shall be furnished to the Superintendent for all absences requiring more than three (3) days assault leave. The Board shall have the right to require a medical examination by a physician of its choice after the member has been absent for three (3) days per occurrence. In such event, the Board shall pay the full cost of the examination.

ARTICLE 34:
MILITARY LEAVE

Members of the bargaining unit shall be granted military leave in compliance with Ohio Revised Code Sections 3319.14 and 5923.05.

ARTICLE 35:
SICK LEAVE

35.00 Certified employees shall earn sick leave at the rate of one and one-fourth (1¼) days per month over twelve (12) months, a maximum of fifteen (15) days per year cumulative to two hundred fifty (250) days for all employees.

35.01 Sick leave (day absent with pay) will be granted to teachers for days absent due to illness, injury, exposure to contagious diseases which could be communicated to other employees, illness due to pregnancy, and other situations pertaining to the physical health and well being of the employee. Sick leave will be granted for illness in the employee's immediate family. Sick leave shall be granted for death in the immediate family for a period of five (5) work days. This may be extended at the discretion of the Superintendent. Employees may be granted up to a period of sick leave for childbirth (up to six (6) weeks for vaginal delivery and up to eight (8) weeks for caesarian delivery or as otherwise determined by the physician) and six (6) weeks of sick leave for the adoption of a child under school age. A teacher who wishes to return early may be permitted to do so at the Superintendent's discretion. An employee will not be charged for the use of sick leave on days when school is cancelled or is not scheduled to be held.

35.02 In the event of illness of a member of the family other than the employee, and other than illness due to pregnancy, immediate family is interpreted to include father, mother, spouse, child, mother-in-law, father-in-law, or persons who are making their home in the employee's household for who the employee is legally responsible. Spouses shall be entitled to full use of sick leave for birth of his/her child.

35.03 In the event of death, immediate family is interpreted to include father, mother, brother, sister, spouse, child, in-laws, grandparents, grandchildren, aunts, uncles, or persons who are making their home in the employee's immediate household.

35.04 A teacher transferring from one school system in Ohio to another will be credited with the unused balance of his/her accumulated sick leave up to a maximum accumulation permitted by Article 35.00.

35.05 An experienced teacher (a minimum of one [1] year experience), after extended illness and/or injury, whose accumulated sick leave has been exhausted may be granted up to five (5) days sick leave by the Board upon request of the teacher and upon verification by the Superintendent.

35.06 The Board shall grant teachers a minimum sick leave advance of eight (8) days beginning the first semester, the remaining days up to the maximum provided by law beginning the second semester or trimester.

35.07 Further, any teacher in an emergency may exceed the advance grants upon the approval of the Board or its representative, provided said teacher has sufficient pay in reserve to cover the excess days.

35.08 Under no circumstances can the Board grant a teacher an advance in excess of the maximum provided by law.

35.09 Sick leave may be taken in segments as small as one (1) hour in length.

35.10 Sick leave donation program – If a bargaining unit member, his/her spouse, or minor child(ren) has a catastrophic illness or injury or if there is a death of a spouse or minor child, and the member has exhausted his/her sick leave, he/she may apply to the Association Executive Board to receive donations of sick leave from other bargaining unit members. If approved, the Executive Board will solicit donations from the bargaining unit members. Each member may donate up to 3 days, with the total donation not to exceed 60 days. The Association Executive Board shall notify the Treasurer's office in writing of the teachers who donated days and to whom the donations should be credited. No additional advancement under this Section shall be made if a member is permanently disabled. A member who has applied for and been recommended for disability by an STRS physician may not apply for days to extend the date of eligibility for disability.

ARTICLE 36:
JURY DUTY

36.00 When a teacher is called for jury service, he/she shall give his/her immediate supervisor proper notice and the Board will reimburse the teacher his/her regular pay. It is the responsibility of the teacher to collect for his/her court services.

36.01 When a teacher is involved as a witness or as a party to a civil action in court arising from his/her employment, he/she shall be given a leave of absence with pay for the time required to be present at court.

36.02 If a teacher is charged as a defendant in a criminal matter arising from his/her employment he/she shall not receive leave pursuant to this provision unless he/she is

subsequently acquitted or the charges are dismissed against him/her in which event, he/she shall suffer no loss in pay for those workdays missed while attending court to defend such charge.

36.03 Any member of the bargaining unit who is required through subpoena or other means to appear before any panel for which a hearing or investigation will be conducted due to the provisions set forth in Chapter 4117, shall be released from his/her teaching assignment without loss of salary and without loss of credit from any leave policy of the district or negotiated leave policy between the parties.

ARTICLE 37:
ASSOCIATION RIGHTS

37.00 The rights granted herein to the Association shall not be granted to any competing teacher or professional labor organization.

37.01 Use of the inter-school mail system.

37.02 Use of teacher mailboxes and email for Association communications.

37.03 If a school building is not in use for school purposes and the Association wishes to hold a meeting at said building, upon the approval of the principal, which shall not be unreasonably withheld, the building may be used by the Association for said meeting. The Association must fill out the appropriate building usage paperwork.

37.04 Orientation Day: the schedule for the first full day for all teachers (Orientation Day) shall provide opportunity for an Association meeting of at least thirty (30) minutes in length during the unscheduled portion of the noon hour.

37.05 Use of teacher bulletin boards in the teachers' workrooms.

37.06 If not in use for school purposes, the Association may use the typewriters, copiers, and any other equipment provided the Association reimburses the Board for any supplies used and/or damage done to said equipment while being used by the Association.

37.07 A copy of Board policy and any amendments shall be maintained on the District website with a copy of amendments being provided to the Association President at the time of change.

37.08 A. Payroll deductions of Association dues shall be provided at no cost to the bargaining unit member. Teachers may at any time sign and deliver to the Board an authorization form requesting payroll deduction of Association membership dues and assessments. Such authorization shall continue in effect until such time that said teacher gives written notice to the Association to discontinue such deductions or employment with the Board terminates, in which case, the remainder of the member's owed dues shall be deducted from their last pay.. Association dues will be deducted in equal amounts from the first month of the school year or first month of employment by the Board to the last month of the payroll option plan chosen by the employee.

B. All money so deducted shall be remitted within five (5) days of the payroll deduction to the Association Treasurer. If a teacher gives written notice to the Association Treasurer to discontinue such deductions, the Association Treasurer shall provide to the Board Treasurer the name (s) of said member(s) and at that time the dues shall be discontinued. The Association shall be responsible for reimbursing any member any owed dues that are taken out after the notification to the Association if the Association fails to notify the Board.

37.09 Upon request of the Association, the Association shall be provided a list of newly hired bargaining unit members and their addresses by the first regular workday of the new school year. In addition, if a school directory is published, a copy will be provided to the Association President.

37.10 Teacher Directory - If the Board or the administration produces a teacher directory, the Association President will be provided with a copy of the directory as soon as it is ready for distribution.

37.11 The signed contract shall be provided to the Association President in PDF format for internal email distribution to Association members.

37.12 **Notification of School Board Meeting**

Written notice of regularly scheduled Board meetings will be sent to the Association President by September 1 of each year. The Association President will be notified of any change in the regularly scheduled meeting. The Association President will also be notified of special Board meetings. The complete agenda for the regularly scheduled meetings will be sent to the Association President at least three (3) days before the scheduled meeting. The Association President may request dialogue with the Superintendent about any item on the agenda. Copies of the Board approved minutes will be sent to the Association President within one (1) week after approval. Also, the staff has the right to see the copy of the agenda in the building administrator's office.

37.13 **Third Party Organization**

The Association officers and other members paid a stipend by the Association have the option to be paid a stipend by the Board as identified by the Association. The Association shall reimburse the Board the gross amount of the stipend, including workers' compensation, Medicare, and any applicable retirement costs payable to STRS.

By August 31 of each school year, the treasurer of the Association will identify which Association officers and standing committee members that will receive a stipend. This information will be communicated to the school district treasurer in writing. The district treasurer will set a schedule for payment of the stipends and a deadline for Association reimbursement in agreement with the Association treasurer.

37.14 The Board President and/or Vice President, Superintendent and Treasurer will meet with the Association Executive Officer(s) the morning of the day of the Board meeting to discuss the agenda and answer any questions the Association may have about the agenda items. This meeting shall not interfere in the instruction of students.

ARTICLE 38:
TEACHER REPRIMAND

38.00 Before a member is issued a verbal reprimand, written reprimand, or suspension without pay, the member shall receive written notice no later than twenty-four (24) in advance of a hearing on the possible discipline. The notice shall specify that the member is entitled to bring a CNEA and OEA representative to the meeting. If necessary, the hearing will be rescheduled by mutual agreement to accommodate the attendance of the representative(s).

During the course of the investigation, the member may be placed on paid administrative leave.

Following the hearing, the member and representative(s) shall be advised in writing of the disposition of the hearing.

The following steps of progressive discipline will be used by the Administration:

1. Verbal reprimand, to be documented in writing, with the letter noting that the discipline is a verbal reprimand.

2. Written reprimand.

3. Unpaid suspension of up to ten (10) days.

4. Termination in accordance with Ohio Revised Code 3319.16.

38.01 It is specifically agreed that the aforementioned steps may be skipped for serious violations.

38.02 It is understood and agreed that the Board of Education may issue a written conference summary to members for conduct which does not believe rises to the level of misconduct necessary to impose discipline and/or for the purposes of advising the member of the Administration's expectations. This conference summary will not be placed in the personnel file so long as the conduct does not recur.

38.03 If the Administration intends to report a matter to the Ohio Department of Education, the member shall be advised of the reporting and given a copy of the report.

ARTICLE 39:
PERSONNEL FILE

39.00 A personnel file of each member shall be maintained in the office of the Superintendent. This shall be considered a confidential file, to the extent provided by law, and the only official file of recorded information of teachers maintained by the Board and administration.

39.01 Members will be notified any time derogatory material is added to their personnel file. A member shall be able to review his/her personnel file in the office of the Superintendent during the regular business hours of the Board. The file shall be reviewed in the presence of the Superintendent or designee. The member shall have the right to be

accompanied by an Association representative. A representative of a member shall be given access to the file of said member upon presentation of written authorization from the member, including the signature of said member.

39.02 Teachers shall be notified whenever any member of the public has asked to review and/or copy any record in the teacher's personnel file. Notification shall take place within a reasonable time after the request is received.

39.03 Letters of commendation, evaluations and/or derogatory information placed in the teacher's personnel file shall include the initials of the teacher and the administrator placing material in the file, with the date of examination by the teacher and the date the material was placed in the file. If the teacher refuses to initial the material, it may be placed in his/her file as long as it has been shown to him/her first.

39.04 A member shall have the right at any time to attach a written reply or rebuttal to any material being placed in his/her file and this reply shall be attached to the material in question.

39.05 Notwithstanding the above, anonymous letters or material shall not be placed in a teacher's file nor shall they be made a matter of record unless the matter is investigated, and disciplinary action is implemented.

39.06 Any member shall have the right to obtain a copy of any item in his/her file upon the payment of the reasonable cost of photocopying said material.

39.07 The provisions of this Section of the Contract shall not be construed as limiting the rights accorded to a member pursuant to Chapter 1347 of the Ohio Revised Code.

ARTICLE 40:
SEVERANCE PAY

40.00 An employee who resigns his/her employment with the Board for the purpose of retirement and meets all of the following requirements as of his/her last workday shall be eligible for severance pay:

40.01 Retirement (disability or service) from active service with the public schools of Ohio.

40.02 At the time of resignation, the employee must have five (5) or more years of teaching service with the Board.

40.03 Eligible employees who meet all of the above criteria shall receive thirty percent (30%) of their accumulated but unused sick leave at the time of retirement. Payment of such severance shall be at the employee's daily rate of pay at the time of retirement.

ARTICLE 41:
SUPER SEVERANCE

41.00 In the event an employee resigns his/her employment with the Board for retirement

purposes effective the end of the work year that he/she first becomes eligible to retire through the State Teachers Retirement System, he/she shall receive a lump sum payment of fifty percent (50%) of his/her accumulated but unused sick leave. Payment of such severance shall be at the employee's daily rate of pay at the time of retirement. Any employee who elects not to resign his/her employment with the Board at the end of the work year in which he/she first becomes eligible to retire as noted above through the State Teachers Retirement System shall forfeit his/her right to any payment pursuant to this provision and shall be entitled to only severance pay pursuant to Article 40 of this Contract upon retirement.

41.01 A. Payment pursuant to this provision shall be made in two (2) equal installments as follows:

1. The first payment shall be made within fifteen (15) days of the Board Treasurer's receipt of written confirmation from STRS that the employee is retired and receiving STRS benefits.

2. The second payment shall be made the following January.

B. This provision will apply to employees employed and working for the Board on June 1, 1992 and thereafter.

ARTICLE 42:
MONETARY SETTLEMENT

42.00 The Board shall implement the salary schedules attached hereto and designated Exhibits "A- effective September 1, 2025.

42.01 **Tuition Reimbursement**

A. The Board will provide twenty-five thousand dollars ($25,000) annually to be utilized by the members for tuition reimbursement. Any amounts not used will not carry over into the next school year. No teacher will be reimbursed for more than two thousand dollars ($2,000) per year.

B. The course work must be with an accredited university or college and must be approved by the Superintendent and tuition reimbursement form issued prior to the member's attendance in order to be eligible for reimbursement. Accreditation must be through one of six regional accreditation agencies, the American Council for Education or National Program of Non-collegiate Sponsored Instruction.

C. The course work must be related to the teacher's current assignment and/or to the teacher's areas of licensure/certification in order to be considered for reimbursement. The course work must be graduate or post baccalaureate level in order to be eligible for reimbursement.

D. All classes taken will be reimbursed upon proof of successful completion of course and proof of payment. Successful completion is defined as receiving a passing grade in a pass/fail class or a grade of at least a "C" in a graded class.

42.02 **Tuition-Free Attendance**

If the Board of Education rescinds its open enrollment policy, any teacher's child shall be permitted to attend Clermont Northeastern Local School District tuition free for the duration of the teacher's employment.

ARTICLE 43:
INSURANCE BENEFITS

43.00 The Board shall provide the insurance benefits as provided by the Clermont County Insurance Consortium, at the following level of Board contribution:

A. Eighty percent (80%) Board contribution on single/family premium of the Anthem Blue Access Plan.

B. The Board shall provide a prescription plan with Board contribution of eighty percent (80%) on single/family plan.

C. The Board shall provide a dental plan and pay eighty percent (80%) of the premium. Employee contributions shall be deducted pre-tax through a flex spending account consistent with the manner in which employee contributions to health insurance premiums are deducted.

D. The Board shall provide thirty-five thousand dollars ($35,000) life insurance and pay one hundred percent (100%) of the premium.

E. The Board shall pay one hundred percent (100%) of the cost of health insurance for married couples working within the district who receive one (1) family plan or two (2) single plans.

43.01 Insurance Opt-Out

A. A bargaining unit member employed by the Board on a full-time basis may annually elect to withdraw from the medical/hospitalization benefits as provided in Article 43 and shall receive a monthly rebate of three hundred dollars ($300) if the employee is covered by a family plan. The rebate shall be paid monthly with the first payroll check in the school year in which the employee has "opted out." A bargaining unit member who has "opted out" shall notify the District Treasurer by August 30th. A bargaining unit member who has opted not to participate in the insurance program shall have the right to re-enter the program should a qualifying event as defined by the applicable insurance policy occur. Any bargaining unit member re-entering the insurance program during the year shall forfeit any rebate.

B. Any employee is eligible for the opt out in the school year following the year in which the employee received the health insurance, i.e., the employee must have been on the health insurance plan for one school year before they are eligible to participate in the opt-out. In addition, in order to be eligible, the employee must show proof of health insurance coverage elsewhere.

C. A husband and wife are both employed by the district, or if the spouse of the Board employee is employed by another school district which is a member of the Clermont County Insurance Consortium, they shall not be eligible for this insurance opt-out provision.

ARTICLE 45:
SUPPLEMENTALS

45.00 Beginning with the 2025-2026 school year, the supplemental pay shall be converted to a dollar amount equal to the 2024-2025 salary. Pay for service rendered under a supplemental contract shall be determined by the negotiated supplemental salary schedule. All supplemental pay, including stipends, shall be paid by separate payment. (See attached Exhibit B). In order to move service credit columns, the service must be consecutive. In the Board's sole discretion, new hires may be given credit for service in the same position at other schools.

45.01 During the course of the school year and/or sports season, the Board may create and fill additional supplemental positions for an activity or sport already listed in Exhibit B. If the addition occurs after a season or activity has begun, the pay for the supplemental shall be paid on a pro-rated basis.

45.03 Persons hired as the High School Band Teacher and Elementary Music Coordinator teachers must continue their connected supplemental contract until such time as the teacher would leave the employment of the Board.

ARTICLE 46:
EMPLOYMENT OF RETIRED TEACHERS

46.00 If the Board of Education elects to employ individuals who have retired and are receiving benefits from a retirement system, the conditions set forth in this Article and only the conditions set forth in this Article apply to the employment of these individuals.

46.01 The salary to be paid to the returning teacher shall be set at the level on the salary schedule as determined by the Board of Education through negotiations with the teacher. Salary schedule placement shall not be subject to Chapter 3317, O.R.C. or any other section of the Ohio Revised Code.

46.02 Teachers employed pursuant to this provision shall not be eligible for any of the insurance plans at Board expense.

46.03 Teachers employed pursuant to this Article shall receive limited contracts and shall not be eligible to receive continuing contracts regardless of their years of service. Initial limited contracts for rehired retirees shall be one (1) year in length. In case of reduction in force, rehired retirees shall be reduced before any regular teacher contract in the same area of certification.

46.04 Each limited contract shall automatically expire at the end of its term and it is not necessary for the Board to take formal action not to reemploy the employee pursuant to

Ohio Revised Code 3319.11 in order to non-renew the employment relationship. The employment relationship shall automatically end upon the expiration of the contract in the same manner as a supplemental contract.

46.05 Returning retirees are not entitled and/or not eligible to receive any severance benefits associated by any collective bargaining agreement in effect between the Board and the Association. Sick leave for such individuals will be earned at the rate of one and one-fourth (1¼) days per month over twelve (12) months with a maximum of fifteen (15) days per year. Sick days may accumulate from one (1) year of service to the next.

46.06 Teachers hired pursuant to this provision shall be subject to and receive the benefits of the following:

A. Article VI - Complaint Procedure
B. Article VII - Grievance Procedure
C. Article VIII - Reduction in Force
D. Article XII - Teacher Support and Protection
E. Article XVII - Curriculum Input
F. Article XVIII- Personal Leave
G. Article XX - Attendance at Professional Meetings
H. Article XXI - Substitute Pay for Regular Teachers
I. Article XXII - Pay Periods
J. Article XXIV – Mileage
K. Article XXV - Policy on Student Teachers
L. Article XXVII - Work Year
M. Article XXVIII- Work Day
N. Article XXXIII - Assault Leave

46.07 All of the terms and conditions of employment set forth in the preceding numbered paragraphs shall supersede and replace any sections of the Ohio Revised Code with which they are in conflict, including but not limited to, Sections 3313.202, 3317.13, 3317.14, 3319.08, 3319.11, 3319.111, 3319.12, 3319.141, 3319.17, and Chapter 3307.

ARTICLE 48:
CONCLUSION

48.00 **Provisions Contrary to Law**

If any provision(s) of this Contract is/are determined to be contrary to law, that provision shall be deemed null and void to the limits prescribed by law, with the remaining provisions to stay in effect.

48.01 **Complete Agreement**

This Agreement constitutes the sole and complete agreement between the parties hereto and supersedes and controls over all prior agreements, written or oral, between the parties. The parties acknowledge that during the negotiations which resulted in this agreement, each of them had the unlimited right and opportunity to make demands and

proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and Association, for the life of this agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, including any subject or matter which could have been collectively bargained but which was either not discussed in negotiations or which, if discussed, was not included in this Agreement.

48.02 **Duration and Signatures**

This contract shall become effective September 1, 2025 and expires August 31, 2028.

This contract is executed by the parties on the 15 day of July, 2025.

Amanda Bluke
Association President

Board of Education President

Megan Hahn
Association Treasurer

Board Treasurer

CLERMONT NORTHEASTERN LOCAL SCHOOLS
2025-26
EXHIBIT A
Effective September 1, 2025

STEP	BACHELORS	150 HOURS	MASTERS	MASTERS+15	MASTER+30
0	$42,857 1.0000	$44,735 1.0438	$47,023 1.0972	$48,899 1.1410	$50,082 1.1686
1	$44,842 1.0463	$46,813 1.0923	$49,453 1.1539	$51,442 1.2003	$52,689 1.2294
2	$46,715 1.0900	$48,892 1.1408	$51,883 1.2106	$53,985 1.2597	$55,297 1.2903
3	$48,600 1.1340	$50,970 1.1893	$54,313 1.2673	$56,529 1.3190	$57,904 1.3511
4	$50,486 1.1780	$53,049 1.2378	$56,743 1.3240	$59,072 1.3783	$60,512 1.4119
5	$52,372 1.2220	$55,127 1.2863	$59,173 1.3807	$61,615 1.4377	$63,120 1.4728
6	$54,257 1.2660	$57,206 1.3348	$61,603 1.4374	$64,159 1.4970	$65,727 1.5336
7	$56,143 1.3100	$59,285 1.3833	$64,033 1.4941	$66,702 1.5564	$68,335 1.5945
8	$58,029 1.3540	$61,363 1.4318	$66,463 1.5508	$69,245 1.6157	$70,942 1.6553
9	$59,915 1.3980	$63,442 1.4803	$68,893 1.6075	$71,789 1.6751	$73,550 1.7162
10	$61,800 1.4420	$65,520 1.5288	$71,323 1.6642	$74,332 1.7344	$76,158 1.7770
11	$63,686 1.4860	$67,599 1.5773	$73,753 1.7209	$76,875 1.7937	$78,765 1.8378
12	$65,572 1.5300	$69,677 1.6258	$76,183 1.7776	$79,418 1.8531	$81,373 1.8987
13	$67,457 1.5740	$71,756 1.6743	$78,613 1.8343	$81,962 1.9124	$83,980 1.9595
14	$69,343 1.6180	$73,835 1.7228	$81,043 1.8910	$84,505 1.9718	$86,588 2.0204
15	$71,229 1.6620	$75,913 1.7713	$83,473 1.9477	$87,048 2.0311	$89,195 2.0812
20	$73,115 1.7060	$77,992 1.8198	$85,903 2.0044	$89,592 2.0905	$91,803 2.1421
22				$92,135 2.1498	$94,411 2.2029
25	$73,515 Step 20+400	$78,492 Step 20+500	$86,503 Step20+600	$94,678 2.2091	$97,018 2.2637
28				$97,220 2.2685	$99,625 2.3246

CLERMONT NORTHEASTERN LOCAL SCHOOLS
2026-27
EXHIBIT A
Effective September 1, 2026

$44,143.08

STEP	BACHELORS	150 HOURS	MASTERS	MASTERS+15	MASTER+30
0	$44,143	$46,077	$48,434	$50,366	$51,584
	1.0000	1.0438	1.0972	1.1410	1.1686
1	$46,187	$48,217	$50,937	$52,985	$54,270
	1.0463	1.0923	1.1539	1.2003	1.2294
2	$48,116	$50,358	$53,440	$55,605	$56,956
	1.0900	1.1408	1.2106	1.2597	1.2903
3	$50,058	$52,499	$55,943	$58,225	$59,642
	1.1340	1.1893	1.2673	1.3190	1.3511
4	$52,001	$54,640	$58,445	$60,844	$62,327
	1.1780	1.2378	1.3240	1.3783	1.4119
5	$53,943	$56,781	$60,948	$63,464	$65,013
	1.2220	1.2863	1.3807	1.4377	1.4728
6	$55,885	$58,922	$63,451	$66,083	$67,699
	1.2660	1.3348	1.4374	1.4970	1.5336
7	$57,827	$61,063	$65,954	$68,703	$70,385
	1.3100	1.3833	1.4941	1.5564	1.5945
8	$59,770	$63,204	$68,457	$71,323	$73,071
	1.3540	1.4318	1.5508	1.6157	1.6553
9	$61,712	$65,345	$70,960	$73,942	$75,756
	1.3980	1.4803	1.6075	1.6751	1.7162
10	$63,654	$67,486	$73,463	$76,562	$78,442
	1.4420	1.5288	1.6642	1.7344	1.7770
11	$65,597	$69,627	$75,966	$79,181	$81,128
	1.4860	1.5773	1.7209	1.7937	1.8378
12	$67,539	$71,768	$78,469	$81,801	$83,814
	1.5300	1.6258	1.7776	1.8531	1.8987
13	$69,481	$73,909	$80,972	$84,421	$86,500
	1.5740	1.6743	1.8343	1.9124	1.9595
14	$71,424	$76,050	$83,475	$87,040	$89,185
	1.6180	1.7228	1.8910	1.9718	2.0204
15	$73,366	$78,191	$85,977	$89,660	$91,871
	1.6620	1.7713	1.9477	2.0311	2.0812
20	$75,308	$80,332	$88,480	$92,279	$94,557
	1.7060	1.8198	2.0044	2.0905	2.1421
22				$94,899	$97,243
				2.1498	2.2029
25	$75,708	$80,832	$89,080	$97,519	$99,929
	Step 20+400	Step 20+500	Step20+600	2.2091	2.2637
28			36	$100,137	$102,614
				2.2685	2.3246

CLERMONT NORTHEASTERN LOCAL SCHOOLS
2027-28
EXHIBIT A
Effective September 1, 2027

	$45,025.94			NEW	NEW
STEP	BACHELORS	150 HOURS	MASTERS	MASTERS+15	MASTER+30
0	$45,026	$46,998	$49,402	$51,373	$52,616
	1.0000	1.0438	1.0972	1.1410	1.1686
1	$47,111	$49,182	$51,955	$54,045	$55,355
	1.0463	1.0923	1.1539	1.2003	1.2294
2	$49,078	$51,366	$54,508	$56,717	$58,095
	1.0900	1.1408	1.2106	1.2597	1.2903
3	$51,059	$53,549	$57,061	$59,389	$60,834
	1.1340	1.1893	1.2673	1.3190	1.3511
4	$53,041	$55,733	$59,614	$62,061	$63,574
	1.1780	1.2378	1.3240	1.3783	1.4119
5	$55,022	$57,917	$62,167	$64,733	$66,313
	1.2220	1.2863	1.3807	1.4377	1.4728
6	$57,003	$60,101	$64,720	$67,405	$69,053
	1.2660	1.3348	1.4374	1.4970	1.5336
7	$58,984	$62,284	$67,273	$70,077	$71,793
	1.3100	1.3833	1.4941	1.5564	1.5945
8	$60,965	$64,468	$69,826	$72,749	$74,532
	1.3540	1.4318	1.5508	1.6157	1.6553
9	$62,946	$66,652	$72,379	$75,421	$77,272
	1.3980	1.4803	1.6075	1.6751	1.7162
10	$64,927	$68,836	$74,932	$78,093	$80,011
	1.4420	1.5288	1.6642	1.7344	1.7770
11	$66,909	$71,019	$77,485	$80,765	$82,751
	1.4860	1.5773	1.7209	1.7937	1.8378
12	$68,890	$73,203	$80,038	$83,437	$85,490
	1.5300	1.6258	1.7776	1.8531	1.8987
13	$70,871	$75,387	$82,591	$86,109	$88,230
	1.5740	1.6743	1.8343	1.9124	1.9595
14	$72,852	$77,571	$85,144	$88,781	$90,969
	1.6180	1.7228	1.8910	1.9718	2.0204
15	$74,833	$79,754	$87,697	$91,453	$93,709
	1.6620	1.7713	1.9477	2.0311	2.0812
20	$76,814	$81,938	$90,250	$94,125	$96,448
	1.7060	1.8198	2.0044	2.0905	2.1421
22				$96,797	$99,188
				2.1498	2.2029
25	$77,214	$82,438	$90,850	$99,469	$101,927
	Step 20+400	Step 20+500	Step20+600	2.2091	2.2637
28				$102,140	$104,666
				2.2685	2.3246

Clermont Northeastern Education Assocation
Master Agreement Effective 9/1/2025 - 08/31/2028
Clermont Northeastern Local Schools
Supplemental Salary Schedule
Supplemental Effective 09/01/2025

ATHLETICS

Group	Position	Salary	Longevity 6th Year*	Longevity 11th Year**
	Athletic Operations Manager	$12,000	$12,360	$12,730
	High School Varsity Football	$6,593	$6,791	$6,994
	High School Assistant Varsity Football	$4,121	$4,244	$4,371
	High School Reserve/Assistant Varsity Football	$4,121	$4,244	$4,371
	High School Freshman/Assistant Varsity Football	$4,121	$4,244	$4,371
	High School Varsity Boys Basketball	$6,593	$6,791	$6,994
	High School Reserve Boys Basketball/Assistant Varsity Boys	$4,121	$4,244	$4,371
	High School Freshman Boys Basketball/Assistant Freshman Boys	$3,091	$3,183	$3,278
	High School Varsity Girls Basketball	$6,593	$6,791	$6,994
	High School Reserve Girls Basketball/Assistant Varisty Girls	$4,121	$4,244	$4,371
	High School Freshman Girls Basketball/Assistant Varsity Girls	$3,091	$3,183	$3,278
	High School Varsity Wrestling Boys	$6,181	$6,366	$6,556
	High School Reserve Wrestling/Assistant Varsity Boys	$3,709	$3,820	$3,934
	High School Varsity Wrestling Girls	$6,181	$6,366	$6,556
	High School Reserve Wrestling/Assistant Varsity Girls	$3,709	$3,820	$3,934
	High School Varsity Baseball	$4,945	$5,093	$5,245
	High School Reserve Baseball/Assistant Baseball	$3,091	$3,183	$3,278
	High School Freshman Baseball/Assistant Varsity	$2,679	$2,758	$2,840
	High School Varsity Softball	$4,945	$5,093	$5,245
	High School Reserve Softball/Assistant Varsity	$3,091	$3,183	$3,278
	High School Freshman Softball/Assistant Varsity	$2,679	$2,758	$2,840
	High School Varsity Track	$4,018	$4,138	$4,262
	High School Assistant Track	$4,018	$4,138	$4,262
	High School Varsity Volleyball	$4,945	$5,093	$5,245
	High School Reserve Volleyball/Assistant Varsity	$3,091	$3,183	$3,278
	High School Freshman Volleyball/Assistant Varsity	$3,091	$3,183	$3,278
	High School Varsity Boys Soccer	$4,945	$5,093	$5,245
	High School Reserve Boys Soccer/Assistant Varsity Boys Soccer	$3,091	$3,183	$3,278
	High School Varsity Girls Soccer	$4,945	$5,093	$5,245
	High School Reserve Girls Soccer/Assistant Varsity Girls Soccer	$3,091	$3,183	$3,278
	High School Varsity Cheerleading	$4,121	$4,244	$4,371
	High School Reserve Cheerleading	$3,091	$3,183	$3,278
	High School Fall Tennis	$3,297	$3,395	$3,496
	High School Spring Tennis	$3,297	$3,395	$3,496
	High School Varsity Cross Country	$3,297	$3,395	$3,496
	High School Boys Golf	$3,297	$3,395	$3,496
	High School Boys Reserve Golf/Assistant	$3,091	$3,183	$3,278
	High School Girls Golf	$3,297	$3,395	$3,496
	High School Academic Quiz Team	$3,297	$3,395	$3,496
	High school Academic Quiz Team Assistant	$3,091	$3,183	$3,278
	High School Bowling	$3,091	$3,183	$3,278
	High School Bowling Assistant	$2,679	$2,758	$2,840
	Middle School 8th Grade Football	$3,091	$3,183	$3,278
	Middle School 7th Grade Football	$3,091	$3,183	$3,278
	Middle School Golf	$3,091	$3,183	$3,278
	Middle School 8th Grade Boys Basketball	$3,091	$3,183	$3,278
	Middle School 7th Grade Boys Basketball	$3,091	$3,183	$3,278
	Middle School 8th Grade Girls Basketball	$3,091	$3,183	$3,278
	Middle School 7th Grade Girls Basketball	$3,091	$3,183	$3,278
	Middle School 8th Grade Volleyball	$3,091	$3,183	$3,278
	Middle School 7th Grade Volleyball	$3,091	$3,183	$3,278
	Middle School Head Boys Track	$3,091	$3,183	$3,278
	Middle School Head Girls Track	$3,091	$3,183	$3,278
	Middle School Head Wrestling	$3,091	$3,183	$3,278
	Middle School Cheerleading	$2,679	$2,758	$2,840
	Middle School Cross Country	$2,679	$2,758	$2,840
	E-Sports	$3,297	$3,395	$3,496
Co-Curricular				
	High School Band	$6,593	$6,791	$6,994
	Assistant High School Band	$4,121	$4,244	$4,371
	Band Advisor	$1,648	$1,697	$1,747
	Color Guard	$3,297	$3,395	$3,496
	Elementary Music Coordinator	$1,648	$1,697	$1,747
	Annual Advisor	$5,357	$5,517	$5,682
Other				
	MS Yearbook Advisor	$1,648		
	ES Yearbook Advisor	$1,648		
	Drama - Two (2) Performances	$3,132		
	Assistant Drama	$1,896		
	High School National Honor Society	$1,648		
	MS National Junior Honor Society	$500		
	High School Student Senate	$1,648		
	High School Link Crew Advisor	$1,648		
	Prom Sponsor	$1,484		
	High School Mock Trial	$3,091		
	High School Instructional Leaders	$3,297		
	Middle School Instructional Leaders	$3,297		
	Elementary School Instructional Leaders	$3,297		
	PBIS	$500		
	Art Fair	$250		
	Book Fair	$250		
	LPDC	$500		

*After completion of 5 years in the same position, increase of 3%
**After completion of 10 years in the same postion, increase of 3%
***No longevity for "other" category

EXHIBIT C

MEMORANDUM OF UNDERSTANDING BETWEEN THE CLERMONT NORTHEASTERN EDUCATION ASSOCIATION AND THE CLERMONT NORTHEASTERN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

It is the goal of the district to reduce class sizes and keep class sizes appropriate for maximum student learning. If the teacher believes that his/her class size or student distribution is too high or unfairly allocated, the teacher may request a meeting with the principal to discuss the matter.

CLERMONT NORTHEASTERN EDUCATION ASSOCIATION/OEA/NEA

President

Secretary

CLERMONT NORTHEASTERN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

President

Treasurer

EXHIBIT D

CLERMONT NORTHEASTERN LOCAL SCHOOL DISTRICT
GRIEVANCE REPORT FORM

Name of Aggrieved	Assignment	Building	Date Filed

LEVEL ONE
INFORMAL DISCUSSION WITH IMMEDIATE SUPERVISOR

Briefly state the problem, indicating the alleged violation, misinterpretation, or misapplication of this Agreement.

_____

_____

_____

_____ _____
Signature of Supervisor Date

_____ _____
Signature of Aggrieved Date

LEVEL TWO
(Submitted to Immediate Supervisor)

A. Date Cause of Grievance Occurred: _____

B. 1. Statement of Grievance:

_____

_____

_____

2. Relief Sought:

_____

_____

_____

_____ _____
Signature of Aggrieved Date

C. Disposition by Supervisor _____

_____

_____

_____ _____
Signature of Supervisor Date

Exhibit E
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding entered into this the ____ day of _____, 2025 by and between the **CLERMONT NORTHEASTERN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION** (hereafter the "Board") and the **CLERMONT NORTHEASTERN EDUCATION ASSOCIATION** (hereafter the "Association"),

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement (hereafter the "Agreement"), the effective dates of which are September 1, 2025 through August 31, 2028, and

WHEREAS, the Board of Education is required to adopt an evaluation policy in consultation with the Association; and

WHEREAS, the parties wish to supplement and provide further explanation as to the evaluation process.

NOW THEREFORE, it is hereby **AGREED** as follows:

1. For the period that the Board is using OTES 2.0 as the evaluation procedure for teachers, high quality student data shall not be the sole basis for retention decisions. The parties agree that OTES 2.0 shall be the evaluation instrument.

2. The evaluation instruments and forms to be utilized for OTES teachers and guidance counselors shall be the ODE approved OTES and OSCES forms. For walkthroughs, the Board of Education shall use the OTES/OSCES General Form.

3. The dates for the completion of the observations and evaluations shall be as follows:

Step	Timeline
Training/Primary Evaluator	During Pre-School Work Days
Observation #1 (Announced)	By December 10th
Pre-Conference, if held (by mutual agreement)	No more than 5 workdays before
Observation (min. 30 minutes)	Within 5 workdays
Post-Conference Summary	After observation. Submitted within 10 workdays of post-conference.
Walk-Through (By Assigned Evaluator and not by Curriculum Coach)	No more than 20 minutes
Observation #2 (Un-announced)	By April 1
Pre-Conference	Optional, but if held, then no more than 10 workdays prior
Observation (min. 30 minutes)	
Post-Conference Summary	After observation. Submitted within 10 workdays of post-conference.
Walk-Through (By Assigned Evaluator and not by Curriculum Coach)	No more than 20 minutes

LEVEL THREE
(Submitted to Superintendent)

D. Position of Aggrieved or Association _____

_____

_____

_____ _____
Signature of Aggrieved or Association Date

E. Disposition of Superintendent or Designee _____

_____

_____

_____ _____
Signature of Superintendent Date

LEVEL FOUR
(Submitted for Arbitration)

Date _____

Observation #3 (if needed)	By May 1
Pre-Conference	No more than 5 workdays before
Observation (min. 30 minutes)	Within 5 workdays
Post-Conference Evaluation Completed	Within 10 workdays of post-conference
Evaluation Completed	By May 1
Written Report to Unit Member	By May 10

Improvement Plans: A professional improvement plan is a clearly articulated assistance program used for a teacher/school counselor who has a rating of "Ineffective" or "Developing" on any standard on their most recent observation.

The improvement plan, as outlined in this section, shall:

a) Identify, in writing, the specific area(s) for improvement, where the member was rated ineffective or developing, to be addressed in relationship to the Ohio Standards for the Teaching Profession or the Ohio Standards for the School Counselor;

b) Specify, in writing, the desired level of performance that is expected to improve and a reasonable period of time to correct the deficiencies;

c) Develop and implement a written plan for improvement that will be initiated immediately and includes resources and assistance available;

d) Determine additional education or professional development needed to improve in the identified area(s); and

e) Gather evidence of progress or lack of progress.

f) An Improvement Plan will be revisited at the request of the teacher/school counselor or administrator to see whether the teacher's/school counselor's performance has improved and whether to modify or end the plan.

4. The board may evaluate each teacher who received a rating of accomplished on the teacher's most recent evaluation conducted under this section once every three school years, so long as the teacher submits a self-directed professional growth plan to the evaluator that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan.

5. The board may evaluate each teacher who received a rating of skilled on the teacher's most recent evaluation conducted under this section once every two years, so long as the teacher and evaluator jointly develop a professional growth plan for the teacher that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan.

6. In the years when the member is not subject to the formal evaluation procedure by virtue of paragraphs 4 and 5, the principal shall conduct one off cycle walkthrough of no more than 20 minutes. A post observation conference shall be held within 10 work days. At the conference, progress on the professional growth plan and the completed walkthrough shall be discussed.

7. Notwithstanding the above, the Board reserves the right to evaluate teachers/counselors rated as skilled or accomplished in the off cycle years in accordance with Article 15, this Memorandum and the Board adopted evaluation policy. The teacher/counselor may also request to be evaluated in the off cycle years.

8. Any teacher/counselor on a leave of absence for more than 50% of the school year, or a teacher/counselor who submits his/her resignation by November 1, which is approved by December 1, shall not be subject to evaluation.

9. The OTES Committee shall remain in place for the purposes of monitoring the evaluation process. The committee shall be responsible for jointly recommending changes to the procedures to the Board and the Association. The committee shall be comprised of three building administrators and four Association members.

10. Only persons employed by the Board of Education as District Administrators who have the proper ODE credentials may perform the required evaluations for all teachers/counselors.

11. Walkthroughs utilized in the evaluation process shall not be longer than twenty (20) minutes.

12. Comparability shall be determined based upon the teacher/guidance counselor performance rating only and shall be based on a three-year average of the evaluation ratings, if available. The numerical values for the evaluation ratings shall be as follows:

    1. Accomplished – 3.0 – 4.0
    2. Skilled – 2.0 – 2.9
    3. Developing – 1.0 – 1.9
    4. Ineffective – 0.0 –0.9

13. This Memorandum of Understanding shall expire on August 31, 20__.

CLERMONT NORTHEASTERN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Board President

Board Treasurer

CLERMONT NORTHEASTERN EDUCATION ASSOCIATION

Association President

Association Treasurer