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Settlement Agreement

between

The Grandview Heights Board of Education

and

The Grandview Heights Education Association

Effective August 26, 2025 through August 25, 2028

GRANDVIEW HEIGHTS EDUCATION ASSOCIATION

NEGOTIATED AGREEMENT

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ARTICLE I – *PREAMBLE*

A. Recognition

1. The Grandview Heights Board of Education (herein after referred to as the "Board") hereby recognizes the Grandview Heights Education Association (herein after referred to as the "GHEA"), an affiliate of the Ohio Education Association and the National Education Association, as the sole and exclusive representative of the bargaining unit defined as all full-time, part-time, non-administrative, certificated/licensed personnel under regular contract with the Board. The term "party" may also be used to refer to the Board or the GHEA.

2. Hereinafter, employee(s) in the defined unit will be referred to as bargaining unit member(s) or employee(s).

3. The Board and the GHEA agree that all members of the bargaining unit have the right to join, participate in, or assist the GHEA and the right to refrain from such without intimidation or coercion. Membership in any organization, or the payment of any fee or assessment to an organization, shall not be a condition of employment or continued employment for any employee.

B. Scope of Bargaining/Negotiations Procedure

1. The above recognition constitutes an Agreement to attempt to reach mutual understandings and Agreement regarding matters of salary, hours, terms and other conditions of employment and the continuation, modification or deletion of an existing provision of this Agreement.

2. The Board and the GHEA agree to negotiate in good faith. Good faith requires the parties to be willing to meet at reasonable times and places and to be willing to react to each other's proposals. If a proposal is unacceptable, the other party is obligated to give its reasons. Nothing in this Agreement shall compel either party to agree to a proposal or make a concession.

C. Procedures

1. The Board and the GHEA shall each designate a bargaining team of up to four members, including consultants. Each bargaining team shall identify one chief spokesperson. The teams shall have the necessary power and authority to conduct negotiations. All bargaining shall be conducted exclusively between the teams.

2. After February 1 of the final year of this Agreement, either party may notify the other in writing of a desire to commence bargaining. This request shall contain a list of issues proposed for negotiations. A written response shall be

made from the other party, which contains its issues proposed for negotiations. A planning meeting shall be scheduled within 15 calendar days.

3. Necessary subsequent meetings shall be held at times and places mutually agreed to by the parties. All negotiations are to be completed within forty-five (45) calendar days, unless mutually agreed otherwise.

4. Either team may request a caucus of up to thirty (30) minutes during negotiations.

5. Prior to and during the period of bargaining, each party will provide the other, upon request, all regularly and routinely prepared information concerning issues under consideration.

6. Negotiations between parties shall remain confidential.

7. The bargaining teams shall have the authority to indicate non-binding tentative Agreement. When tentative Agreement has been reached on all items which have not been dropped by mutual consent, the items shall be reduced to writing and submitted to the GHEA and then to the Board for approval. Following approval, the Agreement shall be binding on both parties.

8. If an Agreement is not reached, the matter shall be submitted to mediation upon the request of either team.

9. The GHEA and the Board agree that an alternative bargaining procedure may be used. If Agreement on an alternate bargaining procedure cannot be reached, both the GHEA and the Board will exchange text of actual proposals for negotiation purposes.

D. Mediation

Either party may request the use of mediation at any time during the negotiations period in an effort to reach an acceptable settlement. The negotiation teams may agree on any person to serve as a mediator. If no Agreement is reached, a mediator will be requested from the Federal Mediation and Conciliation Service, if available, whose rules and regulations will govern the mediation. If not available, the parties will request a mediator from the State of Ohio, State Employment Relations Board, whose rules and regulations will govern the mediation. The expenses of using the mediator, if any, will be shared equally by the parties.

E. Complete Agreement/Savings Clause

1. The Board and the GHEA agree that this Agreement constitutes the entire Agreement between them for the period of time indicated.

2. The terms of this Agreement are binding upon both parties and may not be changed by either party without the Agreement of the other.

3. Any section of this Agreement found contrary to law shall be deemed invalid except to the extent permitted by law. All other provisions shall continue in full force and effect. If a change in any law renders any section of this Agreement invalid, renegotiation shall occur, provided the Board and the GHEA agree to renegotiate the section.

F. Continuity of Operations

The GHEA and the Board recognize the desirability of continuous and uninterrupted operation of the instructional program during the school year. The GHEA and the Board further recognize the desirability of avoiding disputes, which would threaten such operation. Accordingly, the Board agrees to honor the terms of this Agreement, and the GHEA agrees that it will not, during the period of this Agreement, engage in or assist in any way a work stoppage, strike, slowdown, or other concerted refusal to perform contracted services.

ARTICLE II - *PROFESSIONAL OPERATIONS*

A. Association Rights

The GHEA shall have the right to:

1. Use school buildings at all reasonable hours for meetings. Permission of the principal or their designee shall be required. Such permission shall not be withheld unreasonably.

2. Use school equipment and technology at reasonable times when such equipment is not in use and in compliance with the District Technology Acceptable Use Policy. No equipment shall be removed from school property without approval by the principal. The GHEA will pay for any damage, loss, or theft of borrowed property.

3. Use interschool mail facilities. Permission of the principal or their designee shall be required. Such permission shall not be withheld unreasonably.

4. Use space on an appropriate bulletin board in each school building. The location of such bulletin boards shall be agreed upon mutually by the GHEA and the principal.

5. Store paper and supplies, purchased by the Association, in convenient locations. The GHEA agrees to reimburse the Board for photocopy costs at the normal rate.

6. The Board agrees to furnish the GHEA with a current roster of its employed personnel with addresses, one copy of agendas and minutes of all public Board meetings, and to make available such other public information that shall assist the Association in developing intelligent, accurate, informed and constructive programs.

7. Prior to the creation of the master schedule in their building, the GHEA president will consult with their building principal to create a mutually agreed upon method for and the amount of release time for the president. The amount of release time and the method used to provide release time will most likely vary by president and building depending on the president's teaching assignment and specific building needs. Release time shall be granted only when it can be done without incurring additional operating costs to the district.

B. District Development Council

1. The DDC is composed of the superintendent and five members of the Administrative Council and the GHEA president and five at-large faculty members selected by GHEA. The DDC will be chaired by the superintendent and will address district wide programs and issues.

2. The purpose of the DDC will include assuring continued educational effectiveness for all children within the district through shared leadership and responsibility.

3. With more direct communication under the DDC, it is further hoped that a wider mutual understanding of the needs and goals of the district's educational process develops.

4. The DDC shall meet monthly unless the Superintendent and Association President or their designee agree to cancel a meeting.

5. The work of the DDC shall not replace any authority lawfully given to the superintendent.

6. The Board shall budget $9,000.00 annually to be distributed to the GHEA representatives to the DDC. The GHEA president will receive $2500.00, the GHEA vice president will receive $1500.00, and the other representatives will receive $1250.00 each.

C. Tuition and Licensure Renewal Reimbursement Program

1. The Tuition and Licensure Renewal Reimbursement Program is to provide monetary support for bargaining unit members to reimburse coursework that is reasonably related to the bargaining unit member's current license/teaching assignment, or for coursework taken as part of a licensure program from an accredited university and for licensure renewal. Professional growth shall be encouraged through tuition reimbursements. The Board shall budget annually $90,000 for committee distribution. Any balance will not be carried over to the next fiscal year.

2. Tuition and Licensure Renewal Reimbursement Program:

   a) Tuition and licensure renewal reimbursement will be administered by the Vice President of the GHEA, and any other member of the Association as chosen, if deemed necessary, by the GHEA Executive Committee.

   b) Coursework eligible for tuition reimbursement must be reasonably related to the bargaining unit member's current license/teaching assignment. Tuition reimbursement can also be made for coursework taken as part of a licensure program from an accredited university.

   c) All tuition and licensure renewal reimbursement requests will be made to the GHEA Vice President pursuant to the guidelines established by the GHEA Executive Committee and shared with all GHEA members.

   d) The GHEA Vice President shall send notice of tuition and licensure renewal reimbursement approval to the District Treasurer for completion of reimbursement to members.

3. If the Board has reimbursed an employee in the amount of more than $5,000 in tuition in any one year, the bargaining unit member agrees to maintain active employment with the District for the following school year. If the employee fails to fulfill this commitment, the employee agrees to repay fifty (50%) of the reimbursed amount from the prior year. This obligation to repay will be waived and not applied in the event of the death of the employee, employee's involuntary loss of district employment, to be with or join a family member outside the central Ohio area, or as determined by the Superintendent, in consultation with the Association President. Any repaid amount will be put back in the budgeted amount for tuition reimbursement in Section C (1) to be applied to any shortage from the year in which the bargaining unit member was reimbursed and then any remaining balance applied to the tuition reimbursement allocation for the following year.

D. Credit for Undergraduate and Graduate Course Work

Salary Schedule credit for undergraduate and graduate course work at an accredited institution of higher education approved by the Ohio State Board of Education may be obtained under the following conditions:

1. When taking a course, the employee shall submit a request for prior approval to the Local Professional Development Committee (LPDC). This request shall contain:

   a) Name of employee.

   b) Name of institution where course will be taken.

c) Brief synopsis of course content, including number of hour's credit and method of grading.

d) Statement of expected benefit to the employee and/or the Grandview Heights Schools.

2. Upon completion of the course(s), the employee shall present to the LPDC a transcript of satisfactory proof of completion of the course with a grade of at least "C", "Pass", "Satisfactory", or the equivalent.

3. If the LPDC is unable to make a determination regarding approval of a member's course work, the Superintendent or designee will make a final determination. Requests for salary advancement must be submitted by September 30th and will be applied retroactively to the teacher's current year contract pay.

E. Local Professional Development Committee (LPDC)

The Professional or Associate License Renewal Law (O.R.C. 3319.22; OAC 3301-24-08), governs the credential renewal process for all Ohio teachers. The intent of the law is to professionalize the renewal process itself and to require much closer connection between renewal activities and classroom practice. Therefore, the law establishes a local licensure board and expands the definition of acceptable credits toward license/certificate renewal, making it possible to receive credit for professional development activities that are designed and conducted within the working, collegial environment of the school district.

The purpose of the Grandview Heights Schools (GHS) Local Professional Development Committee (LPDC) is to:

- Approve Individual Professional Development Plans.
- Grant prior approval and final approval for professional development activities for recertification/licensing credit.
- Evaluate professional development activities for Continuing Education Units (CEU's) credit.
- Consult on District Approved Professional Development Credits (DAPDCs) toward advancement on the salary schedule.
- Recommend teachers for certificate/license renewal to the Ohio State Board of Education.
- Evaluate and approve Master Teacher portfolios as well as Master Teacher Renewal Submissions.
- Maintain a spreadsheet to track licensure renewal dates, Orton Gillingham certification and renewal dates, National Board Renewal dates, Master Teacher certification and renewal dates, Currently High Performing Teacher certification and renewal dates and RESA completion. LPDC will maintain and communicate this information to teachers.

A DAPDC is a unit of measure of professional growth, which is accepted as equivalent to one semester hour of accredited college or university work. All teachers must get pre-approval of the DAPDCs from the Chief Academic Officer.

The Grandview Heights Schools Local Professional Development Committee, operating under the requirements of O.R.C. 3319.22 and policies established by the GHS Board of Education, must review all certificate/license renewal applications for all certificated employees. This includes reviewing semester hours, CEU's and "other approved activities" that are submitted for credit toward license renewal. The LPDC bases recommendations for license/certificate renewal on a teacher's Individual Professional Development Plan's compliance with the guidelines of the law and the GHS Standards for professional development.

The Grandview Heights LPDC has five members: three teachers, one administrator, and one other certificated/licensed employee of the district. The existing LPDC members will fill any open teacher positions on the LPDC. The administrative member is appointed by the Administrative Council (A.C.). The other certified licensed employee is appointed by the superintendent. Oversight of the LPDC is provided by DDC. The LPDC Coordinator position is filled in the manner of other supplemental positions.

The LPDC will meet when necessary on the second Tuesday of each month (or another designated day), or in case of a scheduling conflict, will meet at a time agreed to by the members. Up to one half-day release time per teacher member shall be set aside for the LPDC monthly meetings.

F. Seniority

Seniority shall be measured from the first day of paid status from the most recent employment by the Board as a member of the bargaining unit. In case of a tie, the date of Board action to employ shall determine seniority.

ARTICLE III – *EMPLOYMENT PRACTICES AND CONDITIONS*

A. Transfers

The superintendent has the right to assign, reassign and transfer personnel for the benefit of the school district. The decision of the superintendent is final and nongrievable.

Voluntary Transfer:

Requests for voluntary transfer shall be filled in the following manner:

1. Any bargaining unit member who has an interest in a posted position shall apply in writing to the superintendent or designee within the posting period. If the bargaining unit member is credentialed for the position, then the bargaining unit member shall be granted an interview. A bargaining unit

member may also express interest in writing to the superintendent or designee in anticipation of a possible vacancy.

2. The superintendent/designee will respond to all requests to indicate acceptance or give reasons for denial of the position.

Involuntary Transfer:

1. When it is determined a need exists to transfer a bargaining unit member involuntarily from one building to another, the superintendent will notify the GHEA president. Seniority will be given consideration in the selection process of the employee to be transferred.

B. Limited Contracts Sequence/Mentoring

Employees new to the district and not eligible for tenure shall abide by the following contract procedures:

1. For each of the first three years an employee is under contract with the Board, they shall be offered one-year probationary limited contracts.

2. Following the successful completion of three (3) one-year limited contracts in which the employee has actually worked at least one hundred ten (110) contractual days each year, employees not eligible for tenure shall be offered a two-year limited contract. All other employees will continue to be offered one-year probationary limited contracts until such time they have completed three (3) one-year limited contracts in which they have actually worked at least one hundred ten (110) contractual days.

3. The above procedure does not limit the Board's rights to non-renew under O.R.C. 3319.11.

C. Employees who have successfully completed a two-year limited contract shall be offered three-year limited contracts. Employees who have successfully completed two (2) three-year contracts shall be offered five-year contracts.

1. At the conclusion of any contract period, an employee who has been found deficient in some area(s) via the Board Approved Evaluation Process may be placed on a one (1) year probationary limited contract. If the employee has not made satisfactory progress, the Board may choose to offer a second probationary contract. If satisfactory progress is made on the probationary contract, the Board shall again offer a multi-year contract. Following the initial three-year probationary period, employees will not be offered more than two consecutive probationary contracts. Employees on probationary contracts may be offered the opportunity to participate in the mentorship program.

2. If an employee on a multi-year contract, who has been recommended for a probationary contract, disagrees with that evaluation, the employee will first

attempt to work out differences with their principal. If the principal still recommends a probationary contract, the employee may present their case to the GHEA Executive Council. The findings of the GHEA Executive Council will be presented to the superintendent along with the recommendation of the principal.

3. If an employee is in the final year of a multi-year contract and does not actually work at least one hundred ten (110) contractual days during that year, then that employee's contract may be extended for one additional year at the superintendent's discretion.

4. If an employee terminates their employment with the Board and subsequently returns, they may be considered a new employee for purposes of this section.

5. The above procedure does not limit the Board's rights to non-renew under O.R.C. 3319.11.

6. Employees new to the district will be involved in mentor relationships with bargaining unit members. Mentors will be recommended by building principals to the superintendent.

D. Continuing Contracts (Tenure)

Eligibility for a continuing contract is determined by O.R.C. 3319.08 and O.R.C. 3319.11. Each year, the LPDC will be responsible to provide all bargaining unit members with a comprehensive outline of the requirements for the attainment of a continuing contract. No one that earned an initial teaching license after January 1, 2011 is eligible for a continuing contract.

Tenure Process:

1. Eligible bargaining unit members must notify the building principal in writing of their intention to apply for tenure by September 5 of that Academic Year.

2. Bargaining unit members must be observed by the principal throughout the year as specified in the Board Approved Evaluation Process.

3. At the end of the observation year, the principal may write a letter of recommendation for tenure to the superintendent.

4. The superintendent may recommend eligible bargaining unit members for tenure to the Board of Education.

5. Tenure is granted upon approval by Board resolution.

E. Hiring Retired Employees

With the superintendent's recommendation, the Board of Education may hire retired employees.

1. If an employee would like to be considered for rehire, a letter of resignation must be submitted by March 1 to the superintendent with a copy to the president of the GHEA. The letter should include a statement of the desire to be rehired. Positions of retired employees will be posted internally for five (5) days before interviews are conducted.

2. The following conditions apply to all hired retirees:

   a) Placement on the pay scale shall be at the ten-year step or at their previous salary step level (whichever is lower), and at the employee's current education level.

   b) A rehired retiree will receive no further step increases beyond ten years.

   c) Rehired retirees will receive a one-year limited contract that is automatically non-renewed. A subsequent contract may be awarded at the discretion of the Board and administration. Rehired retirees will not receive tenure.

   d) Rehired retirees will be placed annually at the bottom of the seniority classification in which they are certified/licensed to teach.

   e) Sick leave will be granted at 15 days per year. The District will pay one-fourth of the value of the employee's unused sick leave at the end of each year. Sick leave cannot accumulate from year to year.

   f) Personal leave will be granted at 3 days per year. Personal leave cannot be carried over from year to year.

   g) The district will provide health insurance coverage only if it is not available through an STRS plan. The Board will not provide any other form of insurance coverage.

F. Pay Periods and Deductions

1. All bargaining unit members shall be paid on the 15th and last day of each month.

2. Bargaining unit members will be paid in 24 pay periods.

3. All bargaining unit members will enroll in an automatic direct payroll deposit program and will receive payroll notification through e-mail.

4. Annuity and credit union deductions will be deposited in the appropriate employees' accounts on a semi-monthly basis. All other payroll deductions will be withheld and/or distributed as evenly as possible.

Optional deductions include:

Health Insurance	Credit Union
Life Insurance	Annuity Policies
NEA / OEA Dues	
FCPE	

G. School Calendar

1. The school calendar shall not exceed the following total of required days:

   a) 180 student attendance days,

   b) Provided the current building schedules remain constant, employees shall arrive no later than 8:00 a.m. and shall leave not earlier than 3:00 p.m. unless other arrangements are made with the building principal(s). Employees shall work 37.5 hours per week inclusive of an uninterrupted one-half (1/2) hour duty free lunch per work day. The Board recognizes that employees will perform some of their work and duties outside the student school day.

   c) 5 teacher professional days. In the Superintendent's sole discretion, up to one (1) day for bargaining unit members in grades 4-12 may be designated as a remote day and up to two (2) days for bargaining unit members in grades K-3 may be designated as remote days.

   d) If a bargaining unit member is asked to work outside of the school calendar, the bargaining unit member is not mandated to accept the request. If the bargaining unit member does accept the request, the member will be compensated at $100 for half day (3.5 hours) or $200 for full day (7 hours).

2. After appropriate notice and as scheduled at the discretion of an administrator, employees are expected to attend reasonable parent-teacher conferences, open houses, collaboration opportunities, meetings, development activities, instructional and building-level data team meetings and to perform other reasonable duties outside of the regular work day, which are an integral part of the employee's assigned professional responsibilities. Employees shall stay for the entirety of any such activities, unless other arrangements are made with the administrator with appropriate notice in advance.

3. In January of each year a six (6) member calendar committee shall be appointed. The superintendent/designee shall appoint three (3) members and the Association president shall appoint three (3) members. In keeping with the provisions of this Agreement, the committee shall study and make

recommendations regarding the school calendar for upcoming school years. All information and recommendations shall be submitted to the superintendent/designee and to the Association president on or prior to February 28. No calendar may be adopted which is not in compliance with the provisions of this Agreement. The Board retains the final decision-making authority over the selection of the school calendar, provided it is in compliance with the above procedures.

4. As recognition of the work bargaining unit members do outside of the contract year in developing curriculum and structuring engaging learning environments, all members (except those who are on an unpaid leave for the entire school year) shall annually receive a stipend amount of $175 no later than the first pay period in October.

5. All bargaining unit members new to the District must attend new teacher orientation up to two days as scheduled by the District before the beginning of the school year. The members will receive a stipend amount of $200 per day no later than the first pay period in October.

H. Personnel Files

1. The personnel file of each bargaining unit member in the Board of Education Office shall be the only official file of recorded personnel information.

2. As it pertains to discipline, information may be placed in a bargaining unit member's personnel file only after notifying the bargaining unit member and supplying them with a dated copy of the information. A bargaining unit member may attach a written statement to any item placed in their file.

3. A bargaining unit member shall have access to their file and/or be entitled to a copy of any specific materials in their file upon written request.

4. If a bargaining unit member disputes the inclusion of information in their file, they may submit to the superintendent a written appeal specifying the reason(s) why the information is inaccurate, irrelevant, untimely or incomplete. The superintendent will decide whether the disputed information will remain in the file. The bargaining unit member will receive notification of the superintendent's decision.

I. Unsafe Working Conditions

When the conditions in a school building create an unhealthy/unsafe environment, the building principal and the Director Operations will be notified in writing by the bargaining unit member to review the issue(s). Unresolved health and safety issues will be referred to DDC in writing before being subject to the grievance procedure.

J. Complaint Procedure

When a complaint is made by the parent of a student or any other member of the public concerning a bargaining unit member's conduct, service, character, personality, or other reason, to a Board member, central office administrator, building principal, or other supervisor, without having first met with the bargaining unit member, the following procedure shall be followed:

1. If the complaint is reported to the building principal or supervisor, they will determine the validity and/or seriousness of the complaint. The principal or supervisor shall determine if the complaint should be disregarded or brought to the attention of the bargaining unit member within ten (10) contractual days.

2. If the complaint is referred to the bargaining unit member, they will be given the opportunity to discuss the details of the situation with their principal or supervisor. Prior to any directive, oral or written, being given to a bargaining unit member, the bargaining unit member has the right to request and receive the identity/source of the complaint.

3. If the complaint is not discussed with the bargaining unit member, then such complaint shall be disregarded and may not be used in any subsequent conference, evaluation, or other assessment of the bargaining unit member involved.

4. Nothing in this procedure limits or restricts the authority of the administration or Board to investigate professional misconduct and to make determinations or take actions based on the administration's investigation.

5. The failure to identify a person making a complaint shall not prevent the Board of Education or its representative from reporting instances of alleged bullying or suspected abuse or satisfy any other reporting obligation upon a school district or its representatives by law or regulation.

K. Non-Discrimination

1. The provisions of this agreement shall be applied uniformly to all bargaining unit members and neither the Board nor the Association shall discriminate against bargaining unit members on the basis of race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, economic status, age, disability, military status or legally acquired genetic information.

2. The above paragraph (K)(1) is subject to the grievance procedure in Article V of this Agreement. However, in the interest of precluding a Grievant from asserting a claim in multiple forums, it is further understood and agreed that the Association will not pursue an appeal to arbitration (Step 3 of the grievance procedure) to a hearing (1) if the Grievant has exercised their right to pursue such claim of discrimination in any other forum (administrative,

judicial, or otherwise), or (2) the limitations period within which the Grievant may pursue such a claim in another forum has not run out (in which case scheduling an arbitration hearing will be held in abeyance until the limitations period runs out). It is also understood that this provision is solely applicable to the above paragraph (K)(1).

L. Discipline

1. Bargaining unit members shall only be disciplined for just cause and only in compliance with the discipline procedures contained in this Agreement. Verbal redirection, letters of direction, evaluations and other similar communications with a bargaining unit member do not constitute formal discipline.

2. Discipline will normally be progressive but will be decided on an individual basis.

   Forms of discipline include:

   a. Written reprimand.
   b. Suspension with pay (1-3 days).
   c. Suspension without pay (1-3 days).
   d. Suspension without pay (more than 3 days).
   e. Termination.

3. A bargaining unit member may prepare a written rebuttal to any disciplinary action, which will be attached and placed in the bargaining unit member's personnel file.

4. Appeal of formal disciplinary action, up to and including suspension without pay shall be made exclusively through the grievance procedure. Grievances of suspensions shall be initiated at Step 2 of the procedure. Termination shall be according to Section 3319.16 of the Ohio Revised Code.

5. Prior to any suspension without pay, the Superintendent or designee shall give the bargaining unit member written notice of intent to suspend, the grounds for the intended suspension, an explanation of the evidence in support of the proposed suspension and an opportunity for a conference for the member to challenge the reason for the intended suspension and/or otherwise respond. The member may be accompanied in the conference with the Superintendent or designee by a representative of the Association.

ARTICLE IV - *REDUCTION IN FORCE*

In the event that a reduction in work force is necessary for any of the reasons specified by O.R.C. 3319.17, reductions will be made in accordance with the following procedures:

A. The GHEA will make every effort to encourage bargaining unit members who will be on leave, returning from leave, resigning or retiring, to notify the superintendent in writing on or prior to March 1 of the current school year.

B. When the Board determines in any school year that there is a need to suspend employee contract(s) for the following year, the GHEA will be given written notice of such possibility on or prior to April 5 of the current school year. Upon giving notice, the Board will provide the GHEA president with written data concerning student enrollment, bargaining unit members' seniority and areas of certification, names of employees on leaves of absence, and financial information.

C. The GHEA president will be given the opportunity to make suggestions to the superintendent before the recommendation for suspensions of contracts is made to the Board.

D. The Board shall notify the GHEA and any employee initially affected by the reduction in force, in writing, as soon as the Board reasonably determines that such a reduction shall be necessary. Any and all affected employees will be notified no later than May 1.

E. In making any such reduction, the board shall proceed to suspend contracts in accordance with the recommendation of the district's superintendent and under provisions of this section.

1. Each employee affected by the reduction, based on area of licensure, shall be placed in one of the following categories:

(a) Category 1, which shall contain all employees on limited or extended limited contracts with an evaluation rating of ineffective;

(b) Category 2, which shall contain all employees on limited or extended limited contracts with an evaluation rating of developing;

(c) Category 3, which shall contain all employees on limited or extended limited contracts with an evaluation rating of skilled;

(d) Category 4, which shall contain all employees on limited or extended limited contracts with an evaluation rating of accomplished

(e) Category 5, which shall contain all employees on continuing contracts with an evaluation rating of ineffective;

(f) Category 6, which shall contain all employees on continuing contracts with an evaluation rating of developing;

(g) Category 7, which shall contain all employees on continuing contracts

with an evaluation rating of skilled;

(h) Category 8, which shall contain all employees on continuing contracts with an evaluation rating of accomplished.

2. Reductions in the affected area of licensure shall be made starting with employees in Category 1 and shall proceed sequentially through employees in Category 8, until all necessary reductions have occurred.

3. For the purpose of this section, Evaluation Rating shall consist solely of the rating earned on the Evaluation Rating assigned to an employee in accordance with the evaluation procedures adopted under O.R.C. Chapter 3319.

4. Within each category, reductions will be made based on seniority as defined in section F of this article.

5. If the Employee Evaluation Systems would add additional ranking categories, new categories would be appropriately placed in the proper sequence as agreed by the board and the GHEA.

F. Seniority for purposes of this section will be defined as the length of continuous service as a certified/licensed employee under regular contract in the Grandview Heights Schools.

1. The Board approved leaves of absence and time on RIF will not interrupt seniority.

2. Resignations, terminations, non-renewals (if the employee is <u>not</u> hired at the beginning of the following school year), and other leaves not approved by the Board will interrupt seniority for purposes of reduction in force and recall.

3. If two or more employees have the same length of continuous service, seniority will be determined by:

a) The date of the Board meeting at which the employee was hired; and then by

b) The date the employee signed the initial contract in the district and then by

c) The total years of teaching service in Ohio; and then by

d) The total years of teaching service; and then by

e) The recommendation of the principal, using the Formal Evaluation Process, attendance, commitment to professional growth, and subjective analysis of other professional competencies.

G. To the extent bumping rights are permitted by O.R.C. 3319.17, an employee who has been notified of their contract suspension shall notify the superintendent in writing within ten (10) days of said notification of the employee's desire to exercise their displacement rights. In order to displace an employee in another teaching field, the employee must hold a license or certificate in the teaching field at the time of the displacement and may only displace an employee with a lower evaluation rating.

1. The names of employees whose contracts are suspended will be placed on a recall list for up to eighteen (18) months from the date of reduction.

2. Employees on the recall list will be recalled, in reverse order of the layoff for vacancies in areas for which they are licensed as described below.

3. If a position initially abolished is reinstated, a new position(s) becomes available, or a vacancy occurs, an attempt will first be made to fill the vacancy with employees on the recall list.

4. If a position initially abolished is reinstated, a new position(s) becomes available, or a vacancy occurs, the Board will send an announcement by certified mail to the last known address of each employee on the recall list who is qualified according to this provision.

5. It is the employee's responsibility to keep the Board informed of their current address, course work in areas of their certification/licensure and teaching experience. The Board shall not be held liable for the employee's failure to comply with the provisions of the preceding sentence. Each employee is required to respond by certified mail to the district office as to whether the position will be accepted. The most senior of those from the recall list responding will be given the vacant position. Any employee who fails to respond or who declines to accept the position within ten (10) calendar days will forfeit all rights to said position. An employee may withdraw their name from the recall list.

6. An employee on the recall list, upon acceptance of a position, shall return to active employment status with the same accumulation of sick leave and salary schedule placement as they enjoyed at the time of the RIF.

7. Where group insurance policies permit, an employee whose contract has been suspended may continue to participate in those benefits which are provided to those employees in active employment provided that the employee pays the total premium to the Board's treasurer one week prior to the date the Board normally pays the premiums to the company.

8. These procedures apply only to the suspension of contracts for reasons as set forth in the first paragraph of this Article. This Article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel practice in the district.

H. The GHEA president will be sent a list of the names of employees who have been sent recall notices at the time of such recall mailings.

I. Affected employees not working full-time in another school system will be eligible for available fee waivers in order to qualify for recall under Section G under the Article or to receive certification/licensure in a new teaching field. This provision is subject to contractual conditions and regulations, which apply to the distribution of fee waivers.

ARTICLE V - *GRIEVANCE PROCEDURE*

During the course of this Agreement, problems may arise concerning the interpretation or application of the provisions of this Agreement. When such problems arise, an attempt should be made to settle them informally by the principal and employee or employees involved. A problem, which cannot be resolved informally, will be processed as a grievance. All days referred to as "days" within this Article shall be interpreted to mean "school days."

Procedure

Informal Step

A. Within 15 days of the occurrence of the problem in question, the employee or employees involved shall meet to resolve the issue informally by working directly with the employee's or employees' direct supervisor.

Step 1

B. If, after ten (10) days of the informal meeting, the problem remains unresolved, the employee or employees shall file a written grievance with the employee's or employees' direct supervisor. The direct supervisor shall meet with the aggrieved party within five (5) days of the receipt of the written grievance. Within five (5) days of this meeting, the direct supervisor shall deliver to the aggrieved party a written statement in response to the grievance.

Step 2

C. If the grievance is not satisfactorily resolved at Step 1, the aggrieved party may submit a copy of the written grievance to the superintendent not later than five (5) days after receipt of the answer under Step 1. The superintendent shall meet with the aggrieved party within five (5) days and shall deliver to the aggrieved party a written statement of position not later than five (5) days after such meeting.

Step 3

D. If the grievance is not satisfactorily resolved at Step 2, it may be appealed according to the following procedures:

1. Grievances regarding an alleged violation, misapplication, or misinterpretation of a specific item of this Agreement that does not include Board policies and regulations may be appealed to binding arbitration within five (5) days of the receipt of the superintendent's decision.

a) An arbitrator shall be selected by the parties within fifteen (15) days of the written appeal by using the voluntary rules of the American Arbitration Association.

b) The arbitrator shall be empowered only to base their decision upon some specific Article and Section of this Agreement and shall have no power to add to, subtract from, or modify this Agreement by implication or otherwise.

c) The decision of the arbitrator, if rendered within and in accordance with the above stated power, shall be final and binding on the GHEA, its members, the employee or employees involved, and the Board.

d) Arbitrator's Decision - There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth above. It shall be final and binding on the GHEA, its members, the employee or employees involved and the Board.

e) Cost of Arbitration - The fees and expenses of the arbitrator shall be the responsibility of the party that loses the decision. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

ARTICLE VI - *CHEMICAL DEPENDENCE POLICY*

Employee Chemical Abuse

The Grandview Heights School District recognizes that chemical abuse (drugs and alcohol) can result in a primary disease which is progressive, chronic and fatal if left untreated. This illness can affect any group or age.

A. Chemical abuse by bargaining unit members may result in problems, which interfere with the school's ability to promote an effective and safe learning environment; therefore, the school district shares in the responsibility of intervening with certified/licensed bargaining unit members who abuse chemicals.

B. District employees who are diagnosed as having an illness resulting from chemical abuse shall receive the same consideration and opportunity for treatment that is extended to employees with other types of illnesses. For purposes of this policy, this illness is defined as one in which an employee's consumption of mood altering chemicals interferes with job performance or adversely affects health. On the basis of professional diagnosis, employees who have this illness and who receive fringe benefits shall qualify for employee benefits covered in group health and medical insurance policies.

C. If the employee refuses to accept diagnosis and/or treatment, or fails to respond to treatment, and job performance or health continues to be affected, the supervising administrator(s) will initiate action deemed appropriate. Implementation of this policy will not require or result in any special regulations, privileges, or exemptions

from the standard administrative practice application to job performance requirements.

D. Supervisors will implement this policy in such a manner that an employee's chemical dependency problem or request for treatment will not affect job security or promotional opportunity.

E. The confidential nature of any records of employees shall be preserved in the same manner as for all other medical records.

ARTICLE VII - *PAID LEAVES*

A. Assault Leave

1. An employee who must be absent due to disability resulting from an unprovoked or unjustified assault on such employee which occurs in the course of Board employment, or in attendance at a school sponsored function, shall be granted assault leave providing all of the standards in Section 2 below are met. Full pay status (days not charged to sick leave) under Assault Leave shall be granted up to a maximum of ten (10) days of said disability. At the end of the ten (10) days, the employee may at their option use sick leave or receive worker's compensation (if eligible) for the period of the disability. An employee may use sick days which would be converted to assault leave once all of the standards in Section 2 have been met.

2. An employee requesting assault leave will, as soon as possible, complete and submit to the superintendent a form, which shall include the following:

   a) Date and time of occurrence.

   b) Identification of the individual or individuals causing the assault (if known).

   c) Facts and circumstances surrounding the assault.

      A certificate from a licensed physician describing the nature of injury sustained causing absence as soon as possible.

   d) A statement indicating a willingness to participate and cooperate with the Board if the Board decides to pursue legal action against the assaulter(s).

   e) Signature of the assaulted employee if physically able.

3. A disability resulting from assault shall terminate when the employee can return to the assignment held prior to the disability or the employee becomes eligible and takes disability retirement provided under the provisions of the retirement program.

4. An employee disabled as a result of assault will be returned to the same position held at the time of the incident whenever possible. If the employee desires another position, such selection shall be in accord with the established administration transfer procedure.

5. If a student threatens or physically assaults a bargaining unit member, then an education team, which shall include the affected bargaining unit member and school counselor or mental health specialist, shall convene as soon as practicable to assess the situation and discuss any appropriate steps.

B. Association Leave

From time to time, it becomes necessary for Association leadership to fulfill their roles during the school day. In such instances, the president or their designee will be granted up to three (3) days release time from their normal responsibilities. Any days beyond three (3) days may or may not be granted release time by the superintendent.

C. Personal Leave

1. A bargaining unit member who does not use all of the three (3) personal days to which they are entitled in a school year may carry over up to two (2) unused days into the succeeding school year, with the further understandings that: (A) in no school year can the member have more than a total of five (5) accrued days, and (B) in no school year can more than three (3) personal days be used consecutively.

2. Submission of a request indicates that the employee is in compliance with the criteria for personal leave.

3. The following conditions shall apply to the use of personal leave:

   a) Personal leave may be used in 1/2 day or full day increments.

   b) Personal leave may not be approved for seeking or engaging in gainful employment.

   c) Requests must be made at least three (3) days in advance of the requested leave. In cases of emergency or extenuating circumstances, the building principal may grant an exception and approve a personal leave without at least three (3) days advance request.

   d) Personal leave may not be used when ten percent (10%) (rounded up to the nearest whole number) or more of the bargaining unit staff in the member's building is scheduled to be absent that day unless the principal determines there is appropriate substitute personnel in order

to maintain meaningful classroom instruction during the employee's absence.

4. As of June 30 of each school year, or upon official STRS retirement, personal leave that has not been utilized by an employee shall be converted as follows:

   a) Conversion to sick leave of any unused personal leave days beginning July 1 of the upcoming school year.

   b) A stipend check that equals the number of unused personal leave days times $200. This amount will be prorated for bargaining unit members who are 0.5 FTE or less.

   c) Carryover up to two (2) unused personal leave days.

   The employee must notify the treasurer's office in writing by June 10 of their desire to exercise the conversion option identified in (a) or (c) above; otherwise, the unused personal leave will be paid out consistent with (b) above. Payment will be made to the employee no later than October 15 following the conclusion of the school year.

D. Sick Leave

Each full-time employee of the Board shall accrue sick leave of one and one fourth (1-1/4) workdays with pay for each completed calendar month of service unless on approved leave of absence. No employee shall receive credit for more than fifteen (15) days of sick leave in any one-year of service, and such unused sick leave as earned shall be cumulative.

All employees shall be entitled upon employment to a minimum of five (5) days sick leave credited to the employee at the beginning of the term of service in lieu of accumulated sick leave.

An employee who has accumulated days of sick leave in another district in Ohio, or while in the service of the state, county or municipal government in Ohio, shall furnish a properly certified record of these days upon employment in this district. This number of unused days of sick leave on such record shall be credited to the employee's accumulated record, provided that such re-employment takes place within ten (10) years of the date of the last termination from public service.

Employees may "assign" unused sick leave days to any employee who is imminently subject to a loss of compensation because of absence from work due to illness or absences otherwise pertaining to sick leave. The employee requesting the "assigned" days must have fewer than five (5) days in their own sick leave accumulation. Written notification of the assignment is encouraged whenever possible in advance of the absence for which the assignment is being made. An employee may receive only as many assigned sick days as immediately needed up to a maximum of twenty (20) days. In extreme circumstances, additional days will be considered by the superintendent.

No salary payment for days of absence under the sick leave provision shall be made to any employee except as provided below in the following paragraph:

1. Illness/Injury: For absence of the employee due to personal illness, injury, exposure to contagious disease which could be communicated to other employees or school children, or for illness or injury of an immediate family member of the employee, or at the discretion of the superintendent, any other person living with the employee.

    a) Each employee shall furnish a written, signed statement on forms prescribed by the Board to justify the use of sick leave. Entering sick leave request on the AESOP system or similar absence notification system PRIOR to the scheduled absence will fulfill this requirement.

    b) When absence exceeds three consecutive days, the employee will be responsible for discussing the circumstances necessitating the absence with the building principal. The building principal may request a physician's statement justifying the absence and/or providing a clearance for return.

2. Parental Leave and Adoption: The Board recognizes the inherent responsibilities of the onset of parenthood. It further recognizes that in the statutory provisions of the Ohio Revised Code and the Family and Medical Leave Act of 1993, the following avenues are available to employees regarding parental leave:

    a) A Grandview Heights Schools employee may use accumulated sick leave during the period. Up to forty (40) working days of accrued sick leave may be used by the birth parent or fifty (50) working days of accrued sick leave for birth by Cesarean section for this purpose within eight (8) weeks of the birth. Eligible use of accumulated sick leaves begins the day after the birth of the child. The non-birth parent may take up to twenty (20) working days of accrued sick leave after the birth of the child within fifteen (15) weeks of the birth. The non-birth parent may choose to take time partially or entirely after the birth parent returns to work. The non-birth parent must provide thirty (30) days written notice before taking this leave to the principal or supervisor unless the principal or supervisor agrees otherwise due to emergency circumstances. In the case of adoption, an adoptive parent may take up to forty (40) working days of accrued sick leave for placement of the adoptive child within eight (8) weeks of the placement.

    b) Up to thirty working days of additional accrued sick leave may be taken if accompanied by a doctor's statement.

3. Death: For absence of the employee due to a death in the employee's immediate family. Immediate family is defined as: spouse, children, stepchildren, parents, stepparents, parents-in-law, brothers, sisters, brother-

in-law, sister-in-law, grandparents, grandchildren, step-grandchildren, aunts, uncles, any other person living with the employee and any other immediate relative at the discretion of the superintendent.

a) Submission of a request indicates that the employee is in compliance with the criteria for leave.

b) When absence exceeds three (3) days, the employee will be responsible for discussing the circumstances necessitating the absence with the building principal.

ARTICLE VIII - *UNPAID LEAVES*

A. Employees may be granted a maximum of two (2) unpaid leave days per year. This leave is non-accumulative.

B. The following conditions shall apply to the use of unpaid leave:

1. Written request to the principal at least ten (10) school days in advance.

2. The leave will be granted subject to the school district's ability to provide appropriate substitute personnel in order to maintain meaningful classroom instruction during the employee's absence.

3. Salary deductions for unpaid leave will be at the employee's daily rate. Deductions will be taken from the paycheck following the leave.

4. Personal leave must be exhausted before taking unpaid leave to the extent allowed under Article VII(C)(1), that is no more than three (3) personal days may be used consecutively.

C. Family and Medical Leave Act (1993)

The Board shall provide leave to eligible employees consistent with the Family and Medical Leave Act, provided that such leave does not diminish the obligation of the Board to comply with any and all provisions of this collective bargaining Agreement.

If a married couple are eligible for leave and are employed by the district, their combined amount of leave under the FMLA shall be limited to 12 weeks.

Upon employee's return to duty, the employee shall be placed on the proper step of the existing salary schedule, allowing appropriate credit for the service rendered prior to or following the family leave during the school year, provided that service equals one semester for one half year service credit or 120 days minimum for one year's service credit.

D. Unpaid Leave

A bargaining unit member, upon written request to the Board, may be granted a leave of absence without pay for one school year in accordance with the following provisions:

1. A bargaining unit member who wishes to undertake training in a new career may apply for an unpaid leave. If granted, such leave shall be without pay and without experiential credit on the salary schedule. A bargaining unit member may remain a member of all or any group insurance plans at the individual's expense after the effective date of the unpaid leave in accordance with federal and state regulations.

2. An unpaid leave may be granted if the following requirements are fulfilled:

   a) The bargaining unit member must have been employed by the Board at least five consecutive full school years prior to the leave.

   b) A replacement (if needed) is available for the bargaining unit member who is taking the leave.

   c) The bargaining unit member has not been granted this type of leave in the past.

   d) The request for an unpaid leave must be submitted by March 1. The Board will respond to said request by April 30.

3. Any bargaining unit member currently on an unpaid leave must notify the Board in writing by March 1 if they intend to return to active employment. Failure of the bargaining unit member to provide such written notice shall be considered as the bargaining unit member's resignation from employment, and ORC 3319.16 will not apply. The Board's approval of this Agreement constitutes its acceptance of the bargaining unit member's resignation, so no further action or written notice of acceptance is necessary from the Board.

4. If a bargaining unit member returns from an unpaid leave, they will resume the contract status held prior to the leave. Bargaining unit members returning from leave shall, when possible, and in consideration of the best interest of the district as determined by the superintendent, be returned to the same or similar assignment held prior to such leave. If said assignment no longer exists, the bargaining unit member will be assigned to a position within their area of certification. Nothing herein shall prevent the bargaining unit member who is on such leave to seek a transfer or to be transferred in accordance with the transfer policy.

5. If the requested leave is not granted, an appeal may be taken to the Board, but such decision is not subject to the grievance procedure.

E. Extended Unpaid Parental Leave

Bargaining unit members may be granted a leave of absence for the birth or adoption of a child without pay for up to one school year in accordance with the following provisions:

1. A request is made in writing to the superintendent 60 days prior to the leave start date.

2. An acceptable replacement (if needed) is available for the bargaining unit member who is taking leave.

3. If granted, such leave shall be without pay and without experiential credit on the salary schedule. The bargaining unit member may remain a member of any and all group insurance plans at the individual's expense after the effective date of the unpaid leave in accordance with federal and state regulations.

4. All unpaid leave will be granted in semester increments. The duration of leave shall be as follows:

   a) If the leave is effective during the first semester, it shall be for the balance of that semester or the balance of the year.

   b) If the leave is effective during the second semester, it shall be for the balance of the school year, or the balance of the school year plus the next semester. Bargaining unit members, who request the next semester option, must do so in writing by March 1.

   c) If the leave is effective during the summer recess, it shall be for the following semester or the following school year.

   d) If a leave begins on or after December 1 in the first semester or on or after May 1 in the second semester, the leave shall be for the balance of that semester and may be for the next two semesters. The bargaining unit member must give notice at the time of initial leave whether the member is going to take one or two additional semesters.

5. Any bargaining unit member on unpaid parental leave must notify the superintendent in writing of their intent to return to active employment 90 days prior to the leave end date. The end of the leave date shall coincide with the last student day within the semester of the requested leave. Failure of the bargaining unit member to provide such written notice shall be considered as the bargaining unit member's resignation from employment, and ORC 3319.16 will not apply. The Board's approval of this Agreement constitutes its acceptance of the bargaining unit member's resignation, so no further action or written notice of acceptance is necessary from the Board.

6. If a bargaining unit member returns from parental leave, they will resume the contract status held prior to the leave. Bargaining unit members returning from unpaid parental leave shall, when possible and in consideration of the best interest of the district as determined by the superintendent, be returned to the same or similar assignment held prior to such leave. If said assignment no longer exists, the bargaining unit member shall be assigned to a position with their area of licensure. Nothing herein shall prevent the bargaining unit member who is on such leave to seek transfer or to be transferred in accordance with the transfer policy.

7. In the event of a RIF, bargaining unit members on unpaid parental leave are subject to the same RIF procedures as active employees. (see Article IV)

F. Unpaid Professional Sabbatical Leave

To be eligible for sabbatical leave:

1. The bargaining unit member shall have had five (5) consecutive years of service in the district as a certificated/licensed employee.

2. A written plan of professional improvement shall be furnished prior to Board approval. Upon return from sabbatical leave, a report shall be filed by the bargaining unit member as proof that said plan was followed.

3. Professional improvement plans must be submitted by March 1. The Board will respond to said request by April 30.

4. The leave is considered unpaid leave. The bargaining unit member may choose to participate in the employee benefits at their own expense.

5. No more than two bargaining unit members shall be granted sabbatical leave at one time. If more than two employees apply, those not previously granted sabbatical leave with the greatest seniority shall be granted such leave.

6. Additional sabbaticals may be made available to a bargaining unit member after completion of five (5) additional consecutive years of teaching experience.

7. Bargaining unit members returning from sabbatical leave shall, when possible, and in consideration of the best interest of the district as determined by the superintendent, be returned to the same or similar assignment held prior to such leave.

8. An employee may make their retirement contributions and secure retirement credit for the period of the sabbatical leave within the two-year period immediately following the leave. If such contributions are not made within the time period, such eligibility is lost.

9. If the requested leave is not granted, an appeal may be taken to the Board, but such decision is not subject to the grievance procedure.

10. A year of sabbatical leave shall count as a year on the salary schedule and for purposes of length of service in the district.

ARTICLE IX – *EVALUATION*

The evaluation policy adopted by the Board of Education pursuant to Ohio Revised Code Chapter 3319 is attached hereto as Appendix A and may be grieved under Article V.

ARTICLE X – *INSURANCE*

All employees who are employed at 0.5 FTE or more are eligible to participate in the Grandview Heights group insurance plans.

A. Dental Insurance

1. The Board of Education shall pay the cost of dental insurance during the length of this contract.

2. All eligible employees/family members may participate in a dental plan. The Board shall select the carrier to provide such coverage.

B. Life Insurance

1. The Board shall provide term life insurance for each eligible employee in an equal amount.

2. The Board shall provide a $49,000.00 Term Life Insurance policy for each employee.

3. Conditions for employee option to purchase additional term life insurance under this group plan will be made available to employees.

C. Medical Insurance

Employees who work at least half-time (0.5 FTE) but less than 0.75 FTE shall be eligible for 50% of the medical insurance benefits provided by the Board to full-time employees.

Employees who work at least 0.75 FTE shall be eligible for full medical insurance benefits provided by the Board to full-time employees.

1. All bargaining unit members shall participate in the Consumer Driven Plan unless the bargaining unit member is enrolled in Medicare.

2. Insurance Committee - The GHEA and the Board of Education agree to continue to study cost saving measures regarding health insurance coverage.

The insurance committee will meet to study insurance programs should premium increases or decreases occur.

a) It is the mission of the Insurance Committee to assist the Board in its efforts to exercise the Board's responsibility to provide employee group insurance plans and to support the Board's desire for employee group input on insurance matters. The committee will research information and investigate options available to the school district and present reports and advisory recommendations to the Board, the Grandview Heights Education Association (GHEA), and the Grandview Heights Education Support Staff Association (GHESSA). This will promote the most comprehensive and cost effective group insurance program possible that maintains a single group of viable size.

b) The Insurance Committee shall consist of three (3) representatives from the GHEA, two (2) representatives from the GHESSA, the school district superintendent, and the school district treasurer. The treasurer shall serve as facilitator by presiding over all meetings of the insurance committee. The superintendent may serve as facilitator in the absence of the treasurer.

c) The Insurance Committee shall meet prior to the renewal of the district's employee group health insurance plan. The facilitator shall select places and times convenient to all Insurance Committee members and call meetings of the Insurance Committee. Meetings may be called by the facilitator or jointly by a majority of at least four (4) Insurance Committee members. A valid meeting of the Insurance Committee shall include attendance of at least two (2) Insurance Committee members from the GHEA; at least one (1) Insurance Committee member from the GHESSA; and the facilitator.

d) The Insurance Committee shall attempt to reach consensus of those members in attendance when making decisions. If the committee is unable to reach consensus, a vote shall be taken (paper ballot if necessary). At the occasion of an official vote, passage of issues shall be decided by a simple majority of the members present. These actions shall be recorded by the facilitator and shall be presented to the Board, DDC, GHEA and GHESSA.

e) The facilitator shall act as the official and exclusive representative of the Insurance Committee and the Board when exchanging information with organizations or individuals in or outside the school district. The facilitator shall provide information to other members of the Insurance Committee including correspondence, proposals, responses to RFPs (requests for proposals), and similar documents relating to the district insurance plan. Upon request of members of the committee, the facilitator shall also provide other information pertinent to the committee's mission, which may be reasonably assembled and distributed. The facilitator shall present information to the Board of

Education, DDC, GHEA and GHESSA regarding findings, recommendations, and actions of the Insurance Committee.

3. The Board shall establish a Section 125 Plan, such plan to remain in effect as long as laws and Internal Revenue Service rules remain the same.

4. The Board shall establish a high deductible/health savings account (HSA) medical insurance option.

   a) The Board shall pay 90 % of the medical insurance premium for single coverage for the duration of this contract.

   b) The Board shall pay 80% of the medical insurance premium for family coverage (any coverage beyond single coverage) for the duration of this contract.

   c) The Board shall contribute $1000.00 per year to the HSA for single coverage. Said contribution shall be made in full on or before the conclusion of the first pay period in July.

   d) The Board shall contribute $2000.00 per year to the HSA for family coverage. Said contribution shall be made in full on or before the conclusion of the first pay period in July.

   e) The Board shall contribute to the HSA a one-time incentive of $500 for either single or family coverage at the time a new employee is hired. Additional frontload contributions shall be prorated.

   f) The Board shall not make the HSA contribution identified in subparagraph (c) and (d) above for those employees who resign prior to July 15.

5. In the event of a premium renewal increase greater than 10%, the employee and board will equally share the excess increase.

ARTICLE XI - *SUPPLEMENTAL SALARIES/STIPENDS*

A. Supplemental salaries will be computed according to the attached index as applied to the base employee salary for the current year. Class, Position, Percent, and Service Credit appear on the attached supplemental salary schedule.

B. The DDC will be charged with the responsibility of making any mutually acceptable recommendations for changes in the supplemental salary schedule during the term of this Agreement. In the event that Agreement cannot be reached, the attached supplemental salary index shall continue for the term of this contract.

C. The Board is not required to fill any supplemental position. Revisions to supplemental positions shall be discussed with DDC.

D. Nothing in this article shall be subject to the grievance procedure as to whether or to whom a supplemental duty contract is to be issued, terminated, or renewed.

E. Employees shall be given placement credit on the supplemental salary schedule for all years in which they actually perform the same duty under a supplemental contract.

F. If the administration determines that volunteers are not available to assume duties as assigned at athletic contests and other school activities, then those bargaining unit members employed on supplemental contracts, as part of their contractual Agreement, will be responsible to assume those duties. The bargaining unit members will not receive compensation beyond their supplemental contract. The staffing schedule will be developed so that each person holding a supplemental contract is responsible to staff up to five (5) events as assigned each school year.

G. Stevenson Elementary and Grandview Heights High School will each be granted seven (7) stipend positions per year. Five (5) of these positions will be compensated at $600.00 per year, two (2) of these positions will be compensated at $1000.00 per year. Larson Middle School will be granted ten (10) stipend positions per year. Seven (7) of these positions will be compensated at $600.00 per year, three (3) of these positions will be compensated at $1,000.00 per year. The building principal, after consulting with staff and the GHEA Building Representative, will determine the best use of these stipends based on building needs. The principal may choose not to assign any or all of these stipends. No other stipends will be granted.

H. The following positions shall be filled as needed at the set rate indicated:

$1,000.00	$1,250.00	$1,500.00
Art Club-LMS	Art Club-HS	Science Olympiad (4)
French Club Advisor	Student Council-SE	Lego League 4-8
Spanish Club Advisor	Chess Club Advisor (3)	LPDC Building Representative (2)
Teacher Mentor (1st year)	In The Know Advisor	
Science Club-LMS	Science Club-GHHS	
Best Buddies	Key Club Advisor	
Inclusivity Club	Resident Educator Mentor	
Youth-to-Youth GHHS	Model OMUN 6-8	
Green Dot Bystander Initiative	Builder's Club	
Digital Display Manager-SE	DC Trip Coordinator	
Yarn Club	Student Council-LMS	
Mindfulness	Garden Club	
Start Talking Grandview	International Club	

$2,200.00
Mentor Coordinator (2)
Site Manager Fall
Site Manager Winter
Outdoor Education (4)

Others:

Camp Grade 5 (as needed)	$600.00
Camp Grade 6 (as needed)	$750.00
DC Chaperones	$750.00
Chemical Storage Supervisor	$300.00
Ski Club (4)	$300.00
Middle School Athletic Director	$8,000.00
Non-School Event Coordinator	$4,500.00
Cooking Club	$500.00
Sewing Club	$500.00
Yarn Club LMS	$500.00
Debate Club LMS	$500.00
PTO Liaisons (2)	$500.00
MTSS Member (5 per bldg.)	$600.00
MTSS Coordinator (1 per bldg.)	$1,000.00
AM/PM Duty (outside teacher day):	
LMS – AM (4)	$450.00/semester
SE – AM (1), PM (1)	$450.00/semester

I. For the duration of this contract, asterisk (*) denotes, any bargaining unit member currently paid (in the 2015-2016 school year) at a percentage of the base rate, will continue to be paid at the percentage of the base rate.

SUPPLEMENTAL SALARY SCHEDULE
2025-2026

Base
Salary: $49,167

Class	Position	STEP 1 1-4 Yrs. Serv.	STEP 2 5-9 Yrs. Serv.	STEP 3 10+ Yrs. Serv.
		12.00%	**14.50%**	**17.50%**
I	Basketball, Head Coach, Varsity, Boys	5,900.04	7,129.22	8,604.23
I	Basketball, Head Coach, Varsity, Girls	5,900.04	7,129.22	8,604.23
I	Football, Head Coach	5,900.04	7,129.22	8,604.23
I	Marching Band Director	5,900.04	7,129.22	8,604.23
I	Track, Head Coach, Boys & Girls	5,900.04	7,129.22	8,604.23
I	Vocal Music Director	5,900.04	7,129.22	8,604.23
I	Wrestling, Head Coach	5,900.04	7,129.22	8,604.23
		9.50%	**11.50%**	**14.00%**
II	Baseball, Head Coach	4,670.87	5,654.21	6,883.38
II	Softball, Head Coach	4,670.87	5,654.21	6,883.38
II	Soccer, Varsity Coach, Boys	4,670.87	5,654.21	6,883.38
II	Soccer, Varsity Coach, Girls	4,670.87	5,654.21	6,883.38
II	Swimming, Head Coach	4,670.87	5,654.21	6,883.38
II	Volleyball, Head Coach	4,670.87	5,654.21	6,883.38
		8.50%	**10.50%**	**13.00%**
III	Artistic Director, HS Musical	4,179.20	5,162.54	6,391.71
III	Bowling, Head Coach, Boys	4,179.20	5,162.54	6,391.71
III	Bowling, Head Coach, Girls	4,179.20	5,162.54	6,391.71
III	Cross Country Coach	4,179.20	5,162.54	6,391.71
III	Golf, Head Coach, Boys	4,179.20	5,162.54	6,391.71
III	Golf, Head Coach, Girls	4,179.20	5,162.54	6,391.71
III	Robotics Coordinator (3)	4,179.20	5,162.54	6,391.71
III	Model UN Advisor	4,179.20	5,162.54	6,391.71
III	Tennis, Head Coach, Boys	4,179.20	5,162.54	6,391.71
III	Tennis, Head Coach, Girls	4,179.20	5,162.54	6,391.71
		7.00%	**8.50%**	**11.00%**
IV	Basketball, Asst. Coach, Varsity Boys	3,441.69	4,179.20	5,408.37
IV	Basketball, Asst. Coach, Varsity Girls	3,441.69	4,179.20	5,408.37
IV	Basketball Coach, JV Boys	3,441.69	4,179.20	5,408.37
IV	Basketball Coach, JV Girls	3,441.69	4,179.20	5,408.37
IV	Fall Play Director	3,441.69	4,179.20	5,408.37
IV	Football, Assistant Varsity Coach (6)	3,441.69	4,179.20	5,408.37
IV	Football, Middle School Coach (1)	3,441.69	4,179.20	5,408.37
IV	Marching Band, Assistant Director	3,441.69	4,179.20	5,408.37
IV	Student Council Advisor, Hs	3,441.69	4,179.20	5,408.37
IV	Volleyball, Assistant Varsity Coach	3,441.69	4,179.20	5,408.37
IV	Volleyball, JV Coach	3,441.69	4,179.20	5,408.37
IV	Wrestling, Assistant Varsity Coach	3,441.69	4,179.20	5,408.37
IV	Wrestling, JV Coach	3,441.69	4,179.20	5,408.37
IV	Yearbook Advisor	3,441.69	4,179.20	5,408.37
IV	BARC Advisor (2)	3,441.69	4,179.20	5,408.37
IV	E-Sports Advisor (4) - 2 MS, 2 HS	3,441.69	4,179.20	5,408.37

		6.00%	7.50%	10.00%
V	Baseball, Assistant Varsity Coach	2,950.02	3,687.53	4,916.70
V	Baseball, JV Coach	2,950.02	3,687.53	4,916.70
V	Baseball, Middle School Coach (2)	2,950.02	3,687.53	4,916.70
V	Basketball, Freshman Coach, Boys	2,950.02	3,687.53	4,916.70
V	Basketball, Freshman Coach, Girls	2,950.02	3,687.53	4,916.70
V	Basketball, 8th Grade Coach, Boys	2,950.02	3,687.53	4,916.70
V	Basketball, 8th Grade Coach, Girls	2,950.02	3,687.53	4,916.70
V	Basketball, 7th Grade Coach, Boys	2,950.02	3,687.53	4,916.70
V	Basketball, 7th Grade Coach, Girls	2,950.02	3,687.53	4,916.70
V	Cheerleader, Head Coach, Fall	2,950.02	3,687.53	4,916.70
V	Cheerleader, Head Coach, Winter	2,950.02	3,687.53	4,916.70
V	District Electric and Sound Tech.	2,950.02	3,687.53	4,916.70
V	LPDC Coordinator	2,950.02	3,687.53	4,916.70
V	Junior Class Advisor	2,950.02	3,687.53	4,916.70
V	Senior Class Advisor	2,950.02	3,687.53	4,916.70
V	Music Director, High School Musical	2,950.02	3,687.53	4,916.70
V	Football, Middle School Asst Coach (3)	2,950.02	3,687.53	4,916.70
V	Soccer, Assistant Varsity Coach, Girls	2,950.02	3,687.53	4,916.70
V	Soccer, Assistant Varsity Coach, Boys	2,950.02	3,687.53	4,916.70
V	Soccer, JV Coach, Girls	2,950.02	3,687.53	4,916.70
V	Soccer, JV Coach, Boys	2,950.02	3,687.53	4,916.70
V	Soccer, Middle School Coach, Boys (2)	2,950.02	3,687.53	4,916.70
V	Soccer, Middle School Coach, Girls (2)	2,950.02	3,687.53	4,916.70
V	Softball, Middle School Coach (2)	2,950.02	3,687.53	4,916.70
V	Softball, Assistant Varsity Coach	2,950.02	3,687.53	4,916.70
V	Softball, JV Coach	2,950.02	3,687.53	4,916.70
V	Wellness For Life, Fall	2,950.02	3,687.53	4,916.70
V	Wellness For Life, Winter (2)	2,950.02	3,687.53	4,916.70
V	Wellness For Life, Spring (2)	2,950.02	3,687.53	4,916.70
V	Wellness For Life, Summer	2,950.02	3,687.53	4,916.70
V	Swimming, Assistant Varsity Coach (2)	2,950.02	3,687.53	4,916.70
V	Swimming, Asst. Varsity Coach (Diving) (.5)	2,950.02	3,687.53	4,916.70
V	Track, Assistant Varsity Coach (4)	2,950.02	3,687.53	4,916.70
V	Track, Middle School Coach (2)	2,950.02	3,687.53	4,916.70
V	Volleyball, 7th Grade Coach	2,950.02	3,687.53	4,916.70
V	Volleyball, 8th Grade Coach	2,950.02	3,687.53	4,916.70
V	Volleyball, Freshman Coach	2,950.02	3,687.53	4,916.70
V	Wrestling, Middle School Coach	2,950.02	3,687.53	4,916.70

		4.00%	5.00%	6.00%
VI	Cheerleading, Asst. Varsity Coach, Fall	1,966.68	2,458.35	2,950.02
VI	Cheerleading, Asst. Varsity Coach, Winter	1,966.68	2,458.35	2,950.02
VI	Cheerleading, MS Coach, Fall	1,966.68	2,458.35	2,950.02
VI	Cheerleading, MS Coach, Winter	1,966.68	2,458.35	2,950.02
VI	Cross Country, Assistant Coach	1,966.68	2,458.35	2,950.02
VI	Cross Country, Middle School Coach (2)	1,966.68	2,458.35	2,950.02
VI	Golf, JV Coach	1,966.68	2,458.35	2,950.02
VI	Key Club Advisor *	1,966.68	2,458.35	2,950.02
VI	Tennis, JV Coach, Boys	1,966.68	2,458.35	2,950.02
VI	Tennis, JV Coach, Girls	1,966.68	2,458.35	2,950.02
VI	Wrestling, Assistant MS Coach	1,966.68	2,458.35	2,950.02
VI	Mentoring & More Advisor (2)	1,966.68	2,458.35	2,950.02
VI	Mock Trial Advisor	1,966.68	2,458.35	2,950.02
VI	Jazz Club Advisor	1,966.68	2,458.35	2,950.02

		3.00%	4.00%	5.00%
VII	Math Counts	1,475.01	1,966.68	2,458.35
VII	Percussion Instructor	1,475.01	1,966.68	2,458.35
VII	National Honor Society Advisor	1,475.01	1,966.68	2,458.35
VII	Newspaper Advisor, (1st Semester)	1,475.01	1,966.68	2,458.35
VII	Newspaper Advisor, (2nd Semester)	1,475.01	1,966.68	2,458.35
VII	Pep Band Advisor	1,475.01	1,966.68	2,458.35
VII	Power Of The Pen Advisor (MS)	1,475.01	1,966.68	2,458.35
VII	Technical Director/Advisor, High School Musical	1,475.01	1,966.68	2,458.35
VII	Costume Design Advisor, High School Musical (2)	1,475.01	1,966.68	2,458.35

		2.00%	3.00%	4.00%
VIII	Art Club Advisor *	983.34	1,475.01	1,966.68
VIII	French Club Advisor *	983.34	1,475.01	1,966.68
VIII	Freshman Class Advisor	983.34	1,475.01	1,966.68
VIII	Science Club Advisor *	983.34	1,475.01	1,966.68
VIII	Sophomore Class Advisor	983.34	1,475.01	1,966.68
VIII	Costume Design Advisor, Fall Play	983.34	1,475.01	1,966.68
VIII	Either/Or Literary Writing Club Advisor	983.34	1,475.01	1,966.68
VIII	Creative Writing Advisor	983.34	1,475.01	1,966.68
VIII	Students Demand Action Advisor (2)	983.34	1,475.01	1,966.68
VIII	Drone Club Advisor	983.34	1,475.01	1,966.68
VIII	Computer Science Advisor	983.34	1,475.01	1,966.68

SUPPLEMENTAL SALARY SCHEDULE
2026-2027

Base
Salary: $50,642

Class	Position	STEP 1 1-4 Yrs. Serv.	STEP 2 5-9 Yrs. Serv.	STEP 3 10+ Yrs. Serv.
		12.00%	**14.50%**	**17.50%**
I	Basketball, Head Coach, Varsity, Boys	6,077.04	7,343.09	8,862.35
I	Basketball, Head Coach, Varsity, Girls	6,077.04	7,343.09	8,862.35
I	Football, Head Coach	6,077.04	7,343.09	8,862.35
I	Marching Band Director	6,077.04	7,343.09	8,862.35
I	Track, Head Coach, Boys & Girls	6,077.04	7,343.09	8,862.35
I	Vocal Music Director	6,077.04	7,343.09	8,862.35
I	Wrestling, Head Coach	6,077.04	7,343.09	8,862.35
		9.50%	**11.50%**	**14.00%**
II	Baseball, Head Coach	4,810.99	5,823.83	7,089.88
II	Softball, Head Coach	4,810.99	5,823.83	7,089.88
II	Soccer, Varsity Coach, Boys	4,810.99	5,823.83	7,089.88
II	Soccer, Varsity Coach, Girls	4,810.99	5,823.83	7,089.88
II	Swimming, Head Coach	4,810.99	5,823.83	7,089.88
II	Volleyball, Head Coach	4,810.99	5,823.83	7,089.88
		8.50%	**10.50%**	**13.00%**
III	Artistic Director, Hs Musical	4,304.57	5,317.41	6,583.46
III	Bowling, Head Coach, Boys	4,304.57	5,317.41	6,583.46
III	Bowling, Head Coach, Girls	4,304.57	5,317.41	6,583.46
III	Cross Country Coach	4,304.57	5,317.41	6,583.46
III	Golf, Head Coach, Boys	4,304.57	5,317.41	6,583.46
III	Golf, Head Coach, Girls	4,304.57	5,317.41	6,583.46
III	Robotics Coordinator (3)	4,304.57	5,317.41	6,583.46
III	Model UN Advisor	4,304.57	5,317.41	6,583.46
III	Tennis, Head Coach, Boys	4,304.57	5,317.41	6,583.46
III	Tennis, Head Coach, Girls	4,304.57	5,317.41	6,583.46
		7.00%	**8.50%**	**11.00%**
IV	Basketball, Asst. Coach, Varsity Boys	3,544.94	4,304.57	5,570.62
IV	Basketball, Asst. Coach, Varsity Girls	3,544.94	4,304.57	5,570.62
IV	Basketball Coach, JV Boys	3,544.94	4,304.57	5,570.62
IV	Basketball Coach, JV Girls	3,544.94	4,304.57	5,570.62
IV	Fall Play Director	3,544.94	4,304.57	5,570.62
IV	Football, Assistant Varsity Coach (6)	3,544.94	4,304.57	5,570.62
IV	Football, Middle School Coach (1)	3,544.94	4,304.57	5,570.62
IV	Marching Band, Assistant Director	3,544.94	4,304.57	5,570.62
IV	Student Council Advisor, HS	3,544.94	4,304.57	5,570.62
IV	Volleyball, Assistant Varsity Coach	3,544.94	4,304.57	5,570.62
IV	Volleyball, JV Coach	3,544.94	4,304.57	5,570.62
IV	Wrestling, Assistant Varsity Coach	3,544.94	4,304.57	5,570.62
IV	Wrestling, JV Coach	3,544.94	4,304.57	5,570.62
IV	Yearbook Advisor	3,544.94	4,304.57	5,570.62
IV	BARC Advisor (2)	3,544.94	4,304.57	5,570.62
IV	E-Sports Advisor (4) - 2 MS, 2 HS	3,544.94	4,304.57	5,570.62

		6.00%	7.50%	10.00%
V	Baseball, Assistant Varsity Coach	3,038.52	3,798.15	5,064.20
V	Baseball, JV Coach	3,038.52	3,798.15	5,064.20
V	Baseball, Middle School Coach (2)	3,038.52	3,798.15	5,064.20
V	Basketball, Freshman Coach, Boys	3,038.52	3,798.15	5,064.20
V	Basketball, Freshman Coach, Girls	3,038.52	3,798.15	5,064.20
V	Basketball, 8th Grade Coach, Boys	3,038.52	3,798.15	5,064.20
V	Basketball, 8th Grade Coach, Girls	3,038.52	3,798.15	5,064.20
V	Basketball, 7th Grade Coach, Boys	3,038.52	3,798.15	5,064.20
V	Basketball, 7th Grade Coach, Girls	3,038.52	3,798.15	5,064.20
V	Cheerleader, Head Coach, Fall	3,038.52	3,798.15	5,064.20
V	Cheerleader, Head Coach, Winter	3,038.52	3,798.15	5,064.20
V	District Electric and Sound Tech.	3,038.52	3,798.15	5,064.20
V	LPDC Coordinator	3,038.52	3,798.15	5,064.20
V	Junior Class Advisor	3,038.52	3,798.15	5,064.20
V	Senior Class Advisor	3,038.52	3,798.15	5,064.20
V	Music Director, High School Musical	3,038.52	3,798.15	5,064.20
V	Football, Middle School Asst Coach (3)	3,038.52	3,798.15	5,064.20
V	Soccer, Assistant Varsity Coach, Girls	3,038.52	3,798.15	5,064.20
V	Soccer, Assistant Varsity Coach, Boys	3,038.52	3,798.15	5,064.20
V	Soccer, JV Coach, Girls	3,038.52	3,798.15	5,064.20
V	Soccer, JV Coach, Boys	3,038.52	3,798.15	5,064.20
V	Soccer, Middle School Coach, Boys (2)	3,038.52	3,798.15	5,064.20
V	Soccer, Middle School Coach, Girls (2)	3,038.52	3,798.15	5,064.20
V	Softball, Middle School Coach (2)	3,038.52	3,798.15	5,064.20
V	Softball, Assistant Varsity Coach	3,038.52	3,798.15	5,064.20
V	Softball, JV Coach	3,038.52	3,798.15	5,064.20
V	Wellness For Life, Fall	3,038.52	3,798.15	5,064.20
V	Wellness For Life, Winter (2)	3,038.52	3,798.15	5,064.20
V	Wellness For Life, Spring (2)	3,038.52	3,798.15	5,064.20
V	Wellness For Life, Summer	3,038.52	3,798.15	5,064.20
V	Swimming, Assistant Varsity Coach (2)	3,038.52	3,798.15	5,064.20
V	Swimming, Asst. Varsity Coach (Diving) (.5)	3,038.52	3,798.15	5,064.20
V	Track, Assistant Varsity Coach (4)	3,038.52	3,798.15	5,064.20
V	Track, Middle School Coach (2)	3,038.52	3,798.15	5,064.20
V	Volleyball, 7th Grade Coach	3,038.52	3,798.15	5,064.20
V	Volleyball, 8th Grade Coach	3,038.52	3,798.15	5,064.20
V	Volleyball, Freshman Coach	3,038.52	3,798.15	5,064.20
V	Wrestling, Middle School Coach	3,038.52	3,798.15	5,064.20

		4.00%	5.00%	6.00%
VI	Cheerleading, Asst. Varsity Coach, Fall	2,025.68	2,532.10	3,038.52
VI	Cheerleading, Asst. Varsity Coach, Winter	2,025.68	2,532.10	3,038.52
VI	Cheerleading, MS Coach, Fall	2,025.68	2,532.10	3,038.52
VI	Cheerleading, MS Coach, Winter	2,025.68	2,532.10	3,038.52
VI	Cross Country, Assistant Coach	2,025.68	2,532.10	3,038.52
VI	Cross Country, Middle School Coach (2)	2,025.68	2,532.10	3,038.52
VI	Golf, JV Coach	2,025.68	2,532.10	3,038.52
VI	Key Club Advisor *	2,025.68	2,532.10	3,038.52
VI	Tennis, JV Coach, Boys	2,025.68	2,532.10	3,038.52
VI	Tennis, JV Coach, Girls	2,025.68	2,532.10	3,038.52
VI	Wrestling, Assistant MS Coach	2,025.68	2,532.10	3,038.52
VI	Mentoring & More Advisor (2)	2,025.68	2,532.10	3,038.52
VI	Mock Trial Advisor	2,025.68	2,532.10	3,038.52
VI	Jazz Club Advisor	2,025.68	2,532.10	3,038.52

		3.00%	4.00%	5.00%
VII	Math Counts	1,519.26	2,025.68	2,532.10
VII	Percussion Instructor	1,519.26	2,025.68	2,532.10
VII	National Honor Society Advisor	1,519.26	2,025.68	2,532.10
VII	Newspaper Advisor, (1st Semester)	1,519.26	2,025.68	2,532.10
VII	Newspaper Advisor, (2nd Semester)	1,519.26	2,025.68	2,532.10
VII	Pep Band Advisor	1,519.26	2,025.68	2,532.10
VII	Power Of The Pen Advisor (MS)	1,519.26	2,025.68	2,532.10
VII	Technical Director/Advisor, High School Musical	1,519.26	2,025.68	2,532.10
VII	Costume Design Advisor, High School Musical (2)	1,519.26	2,025.68	2,532.10

		2.00%	3.00%	4.00%
VIII	Art Club Advisor *	1,012.84	1,519.26	2,025.68
VIII	French Club Advisor *	1,012.84	1,519.26	2,025.68
VIII	Freshman Class Advisor	1,012.84	1,519.26	2,025.68
VIII	Science Club Advisor *	1,012.84	1,519.26	2,025.68
VIII	Sophomore Class Advisor	1,012.84	1,519.26	2,025.68
VIII	Costume Design Advisor, Fall Play	1,012.84	1,519.26	2,025.68
VIII	Either/Or Literary Writing Club Advisor	1,012.84	1,519.26	2,025.68
VIII	Creative Writing Advisor	1,012.84	1,519.26	2,025.68
VIII	Students Demand Action Advisor (2)	1,012.84	1,519.26	2,025.68
VIII	Drone Club Advisor	1,012.84	1,519.26	2,025.68
VIII	Computer Science Advisor	1,012.84	1,519.26	2,025.68

SUPPLEMENTAL SALARY SCHEDULE
2027-2028

Base
Salary: $52,161

Class	Position	Step 1 1-4 Yrs. Serv.	Step 2 5-9 Yrs. Serv.	Step 3 10+ Yrs. Serv.
		12.00%	**14.50%**	**17.50%**
I	Basketball, Head Coach, Varsity, Boys	6,259.32	7,563.35	9,128.18
I	Basketball, Head Coach, Varsity, Girls	6,259.32	7,563.35	9,128.18
I	Football, Head Coach	6,259.32	7,563.35	9,128.18
I	Marching Band Director	6,259.32	7,563.35	9,128.18
I	Track, Head Coach, Boys & Girls	6,259.32	7,563.35	9,128.18
I	Vocal Music Director	6,259.32	7,563.35	9,128.18
I	Wrestling, Head Coach	6,259.32	7,563.35	9,128.18
		9.50%	**11.50%**	**14.00%**
II	Baseball, Head Coach	4,955.30	5,998.52	7,302.54
II	Softball, Head Coach	4,955.30	5,998.52	7,302.54
II	Soccer, Varsity Coach, Boys	4,955.30	5,998.52	7,302.54
II	Soccer, Varsity Coach, Girls	4,955.30	5,998.52	7,302.54
II	Swimming, Head Coach	4,955.30	5,998.52	7,302.54
II	Volleyball, Head Coach	4,955.30	5,998.52	7,302.54
		8.50%	**10.50%**	**13.00%**
III	Artistic Director, HS Musical	4,433.69	5,476.91	6,780.93
III	Bowling, Head Coach, Boys	4,433.69	5,476.91	6,780.93
III	Bowling, Head Coach, Girls	4,433.69	5,476.91	6,780.93
III	Cross Country Coach	4,433.69	5,476.91	6,780.93
III	Golf, Head Coach, Boys	4,433.69	5,476.91	6,780.93
III	Golf, Head Coach, Girls	4,433.69	5,476.91	6,780.93
III	Robotics Coordinator (3)	4,433.69	5,476.91	6,780.93
III	Model UN Advisor	4,433.69	5,476.91	6,780.93
III	Tennis, Head Coach, Boys	4,433.69	5,476.91	6,780.93
III	Tennis, Head Coach, Girls	4,433.69	5,476.91	6,780.93
		7.00%	**8.50%**	**11.00%**
IV	Basketball, Asst. Coach, Varsity Boys	3,651.27	4,433.69	5,737.71
IV	Basketball, Asst. Coach, Varsity Girls	3,651.27	4,433.69	5,737.71
IV	Basketball Coach, JV Boys	3,651.27	4,433.69	5,737.71
IV	Basketball Coach, JV Girls	3,651.27	4,433.69	5,737.71
IV	Fall Play Director	3,651.27	4,433.69	5,737.71
IV	Football, Assistant Varsity Coach (6)	3,651.27	4,433.69	5,737.71
IV	Football, Middle School Coach (1)	3,651.27	4,433.69	5,737.71
IV	Marching Band, Assistant Director	3,651.27	4,433.69	5,737.71
IV	Student Council Advisor, HS	3,651.27	4,433.69	5,737.71
IV	Volleyball, Assistant Varsity Coach	3,651.27	4,433.69	5,737.71
IV	Volleyball, JV Coach	3,651.27	4,433.69	5,737.71
IV	Wrestling, Assistant Varsity Coach	3,651.27	4,433.69	5,737.71
IV	Wrestling, JV Coach	3,651.27	4,433.69	5,737.71
IV	Yearbook Advisor	3,651.27	4,433.69	5,737.71
IV	BARC Advisor (2)	3,651.27	4,433.69	5,737.71
IV	E-Sports Advisor (4) - 2 MS, 2 HS	3,651.27	4,433.69	5,737.71

		6.00%	7.50%	10.00%
V	Baseball, Assistant Varsity Coach	3,129.66	3,912.08	5,216.10
V	Baseball, JV Coach	3,129.66	3,912.08	5,216.10
V	Baseball, Middle School Coach (2)	3,129.66	3,912.08	5,216.10
V	Basketball, Freshman Coach, Boys	3,129.66	3,912.08	5,216.10
V	Basketball, Freshman Coach, Girls	3,129.66	3,912.08	5,216.10
V	Basketball, 8th Grade Coach, Boys	3,129.66	3,912.08	5,216.10
V	Basketball, 8th Grade Coach, Girls	3,129.66	3,912.08	5,216.10
V	Basketball, 7th Grade Coach, Boys	3,129.66	3,912.08	5,216.10
V	Basketball, 7th Grade Coach, Girls	3,129.66	3,912.08	5,216.10
V	Cheerleader, Head Coach, Fall	3,129.66	3,912.08	5,216.10
V	Cheerleader, Head Coach, Winter	3,129.66	3,912.08	5,216.10
V	District Electric and Sound Tech.	3,129.66	3,912.08	5,216.10
V	LPDC Coordinator	3,129.66	3,912.08	5,216.10
V	Junior Class Advisor	3,129.66	3,912.08	5,216.10
V	Senior Class Advisor	3,129.66	3,912.08	5,216.10
V	Music Director, High School Musical	3,129.66	3,912.08	5,216.10
V	Football, Middle School Asst Coach (3)	3,129.66	3,912.08	5,216.10
V	Soccer, Assistant Varsity Coach, Girls	3,129.66	3,912.08	5,216.10
V	Soccer, Assistant Varsity Coach, Boys	3,129.66	3,912.08	5,216.10
V	Soccer, JV Coach, Girls	3,129.66	3,912.08	5,216.10
V	Soccer, JV Coach, Boys	3,129.66	3,912.08	5,216.10
V	Soccer, Middle School Coach, Boys (2)	3,129.66	3,912.08	5,216.10
V	Soccer, Middle School Coach, Girls (2)	3,129.66	3,912.08	5,216.10
V	Softball, Middle School Coach (2)	3,129.66	3,912.08	5,216.10
V	Softball, Assistant Varsity Coach	3,129.66	3,912.08	5,216.10
V	Softball, JV Coach	3,129.66	3,912.08	5,216.10
V	Wellness For Life, Fall	3,129.66	3,912.08	5,216.10
V	Wellness For Life, Winter (2)	3,129.66	3,912.08	5,216.10
V	Wellness For Life, Spring (2)	3,129.66	3,912.08	5,216.10
V	Wellness For Life, Summer	3,129.66	3,912.08	5,216.10
V	Swimming, Assistant Varsity Coach (2)	3,129.66	3,912.08	5,216.10
V	Swimming, Asst. Varsity Coach (Diving) (.5)	3,129.66	3,912.08	5,216.10
V	Track, Assistant Varsity Coach (4)	3,129.66	3,912.08	5,216.10
V	Track, Middle School Coach (2)	3,129.66	3,912.08	5,216.10
V	Volleyball, 7th Grade Coach	3,129.66	3,912.08	5,216.10
V	Volleyball, 8th Grade Coach	3,129.66	3,912.08	5,216.10
V	Volleyball, Freshman Coach	3,129.66	3,912.08	5,216.10
V	Wrestling, Middle School Coach	3,129.66	3,912.08	5,216.10

		4.00%	5.00%	6.00%
VI	Cheerleading, Asst. Varsity Coach, Fall	2,086.44	2,608.05	3,129.66
VI	Cheerleading, Asst. Varsity Coach, Winter	2,086.44	2,608.05	3,129.66
VI	Cheerleading, MS Coach, Fall	2,086.44	2,608.05	3,129.66
VI	Cheerleading, MS Coach, Winter	2,086.44	2,608.05	3,129.66
VI	Cross Country, Assistant Coach	2,086.44	2,608.05	3,129.66
VI	Cross Country, Middle School Coach (2)	2,086.44	2,608.05	3,129.66
VI	Golf, JV Coach	2,086.44	2,608.05	3,129.66
VI	Key Club Advisor *	2,086.44	2,608.05	3,129.66
VI	Tennis, JV Coach, Boys	2,086.44	2,608.05	3,129.66
VI	Tennis, JV Coach, Girls	2,086.44	2,608.05	3,129.66
VI	Wrestling, Assistant MS Coach	2,086.44	2,608.05	3,129.66
VI	Mentoring & More Advisor (2)	2,086.44	2,608.05	3,129.66
VI	Mock Trial Advisor	2,086.44	2,608.05	3,129.66
VI	Jazz Club Advisor	2,086.44	2,608.05	3,129.66

		3.00%	4.00%	5.00%
VII	Math Counts	1,564.83	2,086.44	2,608.05
VII	Percussion Instructor	1,564.83	2,086.44	2,608.05
VII	National Honor Society Advisor	1,564.83	2,086.44	2,608.05
VII	Newspaper Advisor, (1st Semester)	1,564.83	2,086.44	2,608.05
VII	Newspaper Advisor, (2nd Semester)	1,564.83	2,086.44	2,608.05
VII	Pep Band Advisor	1,564.83	2,086.44	2,608.05
VII	Power Of The Pen Advisor (MS)	1,564.83	2,086.44	2,608.05
VII	Technical Director/Advisor, High School Musical	1,564.83	2,086.44	2,608.05
VII	Costume Design Advisor, High School Musical (2)	1,564.83	2,086.44	2,608.05

		2.00%	3.00%	4.00%
VIII	Art Club Advisor *	1,043.22	1,564.83	2,086.44
VIII	French Club Advisor *	1,043.22	1,564.83	2,086.44
VIII	Freshman Class Advisor	1,043.22	1,564.83	2,086.44
VIII	Science Club Advisor *	1,043.22	1,564.83	2,086.44
VIII	Sophomore Class Advisor	1,043.22	1,564.83	2,086.44
VIII	Costume Design Advisor, Fall Play	1,043.22	1,564.83	2,086.44
VIII	Either/Or Literary Writing Club Advisor	1,043.22	1,564.83	2,086.44
VIII	Creative Writing Advisor	1,043.22	1,564.83	2,086.44
VIII	Students Demand Action Advisor (2)	1,043.22	1,564.83	2,086.44
VIII	Drone Club Advisor	1,043.22	1,564.83	2,086.44
VIII	Computer Science Advisor	1,043.22	1,564.83	2,086.44

ARTICLE XII – *COMPENSATION*

A. Salaries will be computed according to the current index as applied to the following base salaries:

1. The base salary for the 2025-2026 school year will be $49,167.

2. The base salary for the 2026-2027 school year will be $50,642.

3. The base salary for the 2027-2028 school year will be $52,161.

B. Covering Classes: As a professional courtesy, if a teacher covers another teacher's class – whether by absorbing them into their current class or by sole coverage – they shall be compensated as follows:

1. Those teachers that choose to substitute for a colleague at the request of the building principal which results in the loss of a daily planning period will be compensated at a rate of $30 per planning period.

2. If an administrator assigns a teacher to absorb another teacher's class, the covering teacher will be compensated at a rate of $30 per period or hour, as applicable, not to exceed $120 per day.

3. If an administrator assigns a teacher on special assignment to cover another teacher's class, the teacher on special assignment will be compensated at a rate of $30 per period or hour, as applicable, not to exceed $120 per day.

   Teachers shall turn in a timesheet to the building administrator, which shall be forwarded to the treasurer's office.

   No compensation shall be paid to teachers who make arrangements between themselves to cover each other's classes.

C. Upon successful completion of National Board Teacher Certification, the teacher is entitled to reimbursement of the actual registration/application fees up to three thousand dollars ($3000) in the year the certification is awarded. Upon successful completion of National Board Teacher Certification, or Master Teacher Certification, a yearly stipend of two thousand dollars ($2,000) shall be awarded in each subsequent year for the life of the certification. Failure to notify the treasurer prior to applying for National Board Certification, may delay reimbursement payment until the next Fiscal Year.

D. A high school (grades 9-12) general education teacher and/or middle school (grades 6-8) general education teacher who agrees to teach a seventh (7^{th}) period of students for a course that has been approved by the Principal one semester or more shall be paid an additional $3,000 per semester.

E. The Board will pay the cost for state and federal background checks required by the Ohio Revised Code for renewal of licenses of bargaining unit members.

F. Explanation of Columns

1. BA Degree – A bargaining unit member who has completed a bachelor's degree from an accredited college or university.

2. BA + 15 – A bargaining unit member who holds a bachelor's degree and has completed 15 semester hours at an accredited college or university after receipt of the bachelor's degree.

3. BA + 30 – A bargaining unit member who holds a bachelor's degree and has completed 30 semester hours at an accredited college or university after receipt of the bachelor's degree.

4. Master's Degree – A bargaining unit member who holds a master's degree in an education field or in the subject area of assignment or in a related area from an accredited college or university.

5. Master's Degree + 15 – A bargaining unit member who holds a master's degree in an education field or in the subject area of assignment and has completed 15 semester hours of coursework after receipt of the master's degree.

6. Master's Degree + 30 – A bargaining unit member who holds a master's degree in an education field or in the subject area of assignment and has completed 30 semester hours of course work after receipt of the master's degree.

7. Master's Degree + 45 – A bargaining unit member who holds a master's degree in an education field or in the subject area of assignment and has completed 45 semester hours of course work after receipt of the master's degree.

8. At each level of advancement, up to 7 DAPDC credits may be used to meet the requirements identified above.

STEP	I - BA	II - BA+15	III - BA+30	IV - MA	V - MA+15	VI - MA+30	VII - MA+45
1	1	1.05	1.10	1.15	1.20	1.25	1.30
2	1.05	1.10	1.15	1.20	1.25	1.30	1.35
3	1.10	1.15	1.20	1.25	1.30	1.35	1.40
4	1.15	1.20	1.25	1.30	1.35	1.40	1.45
5	1.25	1.30	1.35	1.40	1.45	1.50	1.55
6	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	1.35	1.40	1.45	1.50	1.55	1.60	1.65
8	1.40	1.45	1.50	1.55	1.60	1.65	1.70
9	1.45	1.50	1.55	1.60	1.65	1.70	1.75
10	1.55	1.60	1.65	1.70	1.75	1.80	1.85
11	1.60	1.65	1.70	1.75	1.80	1.85	1.90
12	1.65	1.70	1.75	1.80	1.85	1.90	1.95
13	1.70	1.75	1.80	1.85	1.90	1.95	2.00
14	1.75	1.80	1.85	1.90	1.95	2.00	2.05
15	1.85	1.90	1.95	2.00	2.05	2.10	2.15
16	1.85	1.90	1.95	2.05	2.10	2.15	2.20
17	1.85	1.90	2.00	2.10	2.15	2.20	2.25
18	1.85	1.90	2.00	2.10	2.15	2.20	2.25
19	1.85	1.90	2.00	2.15	2.20	2.25	2.30
20	1.85	1.90	2.10	2.20	2.25	2.30	2.35
21	1.85	1.90	2.10	2.20	2.25	2.30	2.35
22	1.85	1.90	2.10	2.20	2.25	2.30	2.35
23	1.85	1.90	2.10	2.20	2.25	2.30	2.35
24	1.85	1.90	2.10	2.25	2.30	2.35	2.40
25	1.85	1.90	2.15	2.25	2.30	2.35	2.40
26	1.85	1.90	2.15	2.25	2.30	2.35	2.40
27	1.85	1.90	2.15	2.25	2.30	2.35	2.40
28	1.90	1.95	2.20	2.30	2.35	2.40	2.45
29	1.90	1.95	2.20	2.30	2.35	2.40	2.45
30	1.95	2.00	2.25	2.35	2.40	2.45	2.50
31	1.95	2.00	2.25	2.35	2.40	2.45	2.50
32	1.95	2.00	2.25	2.35	2.40	2.45	2.50
33	1.95	2.00	2.25	2.35	2.40	2.45	2.50

Teacher Salary Schedule
2025-2026
3.25%

STEP	I - BA	II - BA+15	III - BA+30	IV - MA	V - MA+15	VI - MA+30	VII - MA+45
1	49,167	51,625	54,084	56,542	59,000	61,459	63,917
2	51,625	54,084	56,542	59,000	61,459	63,917	66,375
3	54,084	56,542	59,000	61,459	63,917	66,375	68,834
4	56,542	59,000	61,459	63,917	66,375	68,834	71,292
5	61,459	63,917	66,375	68,834	71,292	73,751	76,209
6	63,917	66,375	68,834	71,292	73,751	76,209	78,667
7	66,375	68,834	71,292	73,751	76,209	78,667	81,126
8	68,834	71,292	73,751	76,209	78,667	81,126	83,584
9	71,292	73,751	76,209	78,667	81,126	83,584	86,042
10	76,209	78,667	81,126	83,584	86,042	88,501	90,959
11	78,667	81,126	83,584	86,042	88,501	90,959	93,417
12	81,126	83,584	86,042	88,501	90,959	93,417	95,876
13	83,584	86,042	88,501	90,959	93,417	95,876	98,334
14	86,042	88,501	90,959	93,417	95,876	98,334	100,792
15	90,959	93,417	95,876	98,334	100,792	103,251	105,709
16	90,959	93,417	95,876	100,792	103,251	105,709	108,167
17	90,959	93,417	98,334	103,251	105,709	108,167	110,626
18	90,959	93,417	98,334	103,251	105,709	108,167	110,626
19	90,959	93,417	98,334	105,709	108,167	110,626	113,084
20	90,959	93,417	103,251	108,167	110,626	113,084	115,542
21	90,959	93,417	103,251	108,167	110,626	113,084	115,542
22	90,959	93,417	103,251	108,167	110,626	113,084	115,542
23	90,959	93,417	103,251	108,167	110,626	113,084	115,542
24	90,959	93,417	103,251	110,626	113,084	115,542	118,001
25	90,959	93,417	105,709	110,626	113,084	115,542	118,001
26	90,959	93,417	105,709	110,626	113,084	115,542	118,001
27	90,959	93,417	105,709	110,626	113,084	115,542	118,001
28	93,417	95,876	108,167	113,084	115,542	118,001	120,459
29	93,417	95,876	108,167	113,084	115,542	118,001	120,459
30	95,876	98,334	110,626	115,542	118,001	120,459	122,918
31	95,876	98,334	110,626	115,542	118,001	120,459	122,918
32	95,876	98,334	110,626	115,542	118,001	120,459	122,918
33	97,276	99,734	112,026	116,942	119,401	121,859	124,318

Thirty-three or more years of credited teaching service: Additional $1,400 stipend.

Teacher Salary Schedule
2026-2027
3.00%

STEP	I - BA	II - BA+15	III - BA+30	IV - MA	V - MA+15	VI - MA+30	VII - MA+45
1	50,642	53,174	55,706	58,238	60,770	63,303	65,835
2	53,174	55,706	58,238	60,770	63,303	65,835	68,367
3	55,706	58,238	60,770	63,303	65,835	68,367	70,899
4	58,238	60,770	63,303	65,835	68,367	70,899	73,431
5	63,303	65,835	68,367	70,899	73,431	75,963	78,495
6	65,835	68,367	70,899	73,431	75,963	78,495	81,027
7	68,367	70,899	73,431	75,963	78,495	81,027	83,559
8	70,899	73,431	75,963	78,495	81,027	83,559	86,091
9	73,431	75,963	78,495	81,027	83,559	86,091	88,624
10	78,495	81,027	83,559	86,091	88,624	91,156	93,688
11	81,027	83,559	86,091	88,624	91,156	93,688	96,220
12	83,559	86,091	88,624	91,156	93,688	96,220	98,752
13	86,091	88,624	91,156	93,688	96,220	98,752	101,284
14	88,624	91,156	93,688	96,220	98,752	101,284	103,816
15	93,688	96,220	98,752	101,284	103,816	106,348	108,880
16	93,688	96,220	98,752	103,816	106,348	108,880	111,412
17	93,688	96,220	101,284	106,348	108,880	111,412	113,945
18	93,688	96,220	101,284	106,348	108,880	111,412	113,945
19	93,688	96,220	101,284	108,880	111,412	113,945	116,477
20	93,688	96,220	106,348	111,412	113,945	116,477	119,009
21	93,688	96,220	106,348	111,412	113,945	116,477	119,009
22	93,688	96,220	106,348	111,412	113,945	116,477	119,009
23	93,688	96,220	106,348	111,412	113,945	116,477	119,009
24	93,688	96,220	106,348	113,945	116,477	119,009	121,541
25	93,688	96,220	108,880	113,945	116,477	119,009	121,541
26	93,688	96,220	108,880	113,945	116,477	119,009	121,541
27	93,688	96,220	108,880	113,945	116,477	119,009	121,541
28	96,220	98,752	111,412	116,477	119,009	121,541	124,073
29	96,220	98,752	111,412	116,477	119,009	121,541	124,073
30	98,752	101,284	113,945	119,009	121,541	124,073	126,605
31	98,752	101,284	113,945	119,009	121,541	124,073	126,605
32	98,752	101,284	113,945	119,009	121,541	124,073	126,605
33	100,152	102,684	115,345	120,409	122,941	125,473	128,005

Thirty-three or more years of credited teaching service: Additional $1,400 stipend.

Teacher Salary Schedule
2027-2028
3.00%

STEP	I - BA	II - BA+15	III - BA+30	IV - MA	V - MA+15	VI - MA+30	VII - MA+45
1	52,161	54,769	57,377	59,985	62,593	65,201	67,809
2	54,769	57,377	59,985	62,593	65,201	67,809	70,417
3	57,377	59,985	62,593	65,201	67,809	70,417	73,025
4	59,985	62,593	65,201	67,809	70,417	73,025	75,633
5	65,201	67,809	70,417	73,025	75,633	78,242	80,850
6	67,809	70,417	73,025	75,633	78,242	80,850	83,458
7	70,417	73,025	75,633	78,242	80,850	83,458	86,066
8	73,025	75,633	78,242	80,850	83,458	86,066	88,674
9	75,633	78,242	80,850	83,458	86,066	88,674	91,282
10	80,850	83,458	86,066	88,674	91,282	93,890	96,498
11	83,458	86,066	88,674	91,282	93,890	96,498	99,106
12	86,066	88,674	91,282	93,890	96,498	99,106	101,714
13	88,674	91,282	93,890	96,498	99,106	101,714	104,322
14	91,282	93,890	96,498	99,106	101,714	104,322	106,930
15	96,498	99,106	101,714	104,322	106,930	109,538	112,146
16	96,498	99,106	101,714	106,930	109,538	112,146	114,754
17	96,498	99,106	104,322	109,538	112,146	114,754	117,362
18	96,498	99,106	104,322	109,538	112,146	114,754	117,362
19	96,498	99,106	104,322	112,146	114,754	117,362	119,970
20	96,498	99,106	109,538	114,754	117,362	119,970	122,578
21	96,498	99,106	109,538	114,754	117,362	119,970	122,578
22	96,498	99,106	109,538	114,754	117,362	119,970	122,578
23	96,498	99,106	109,538	114,754	117,362	119,970	122,578
24	96,498	99,106	109,538	117,362	119,970	122,578	125,186
25	96,498	99,106	112,146	117,362	119,970	122,578	125,186
26	96,498	99,106	112,146	117,362	119,970	122,578	125,186
27	96,498	99,106	112,146	117,362	119,970	122,578	125,186
28	99,106	101,714	114,754	119,970	122,578	125,186	127,794
29	99,106	101,714	114,754	119,970	122,578	125,186	127,794
30	101,714	104,322	117,362	122,578	125,186	127,794	130,403
31	101,714	104,322	117,362	122,578	125,186	127,794	130,403
32	101,714	104,322	117,362	122,578	125,186	127,794	130,403
33	103,114	105,722	118,762	123,978	126,586	129,194	131,803

Thirty-three or more years of credited teaching service: Additional $1,400 stipend.

ARTICLE XIII - *RETIREMENT BENEFITS*

A. STRS Pick Up

1. The Board shall make the STRS pick up available to bargaining unit members.

2. The pick up will be of no cost to the Board and is solely for the purpose of reducing current tax for bargaining unit members and will remain in effect as long as Internal Revenue Ruling 81-36 remains substantially unchanged.

3. Bargaining unit members are individually responsible for reviewing the relationship between the pick up and their other deferral arrangements, if any.

B. Severance Pay

1. All employees covered by Section 3319.141 of the Ohio Revised Code shall, after ten (10) years of service with any school district within the state and upon retirement, receive payment for one-fourth (1/4) of the value of the employee's accredited but not used sick leave as follows:

   a) The maximum payment shall not exceed one-fourth of 240 days. Additionally, the retiring employee shall receive one day of severance pay for every ten days of accredited but not used sick leave over and above 240 days.

2. In order to be eligible under this provision, the employee must file for retirement benefits with the Ohio State Teachers Retirement System. The employee must certify to the Board treasurer the date on which retirement benefits under STRS were or will be started. The employee must be eligible to receive STRS benefits in order to be eligible for severance pay.

3. Such payment shall be based on the employee's rate of pay at the time of retirement. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at that time. The employee must request severance pay at the time of notification to the board office of intent to retire. Such payment may be made only once to any employee.

4. The Board shall pay a retirement incentive of $2000.00 to bargaining unit members under the following provision:

   a) By February 1 of the year of retirement, documentation of service credit from STRS must be presented to the treasurer with the letter of intent to resign for retirement.

C. STRS Tax-Deferred Payroll Deduction Plan for the Purchase of Service Credit

1. The Board shall make the STRS Tax-Deferred Payroll Deductions Plan available to bargaining unit members. The Plan will be in accordance with IRS regulations governing employer pickup and STRS Ohio laws and rules. The implementation and ongoing maintenance of the Plan shall be at no cost to the Board.

2. Bargaining unit members are individually responsible for determining the appropriateness of their participation in the Tax-Deferred Payroll Deduction Plan or the After-Tax Payroll Deduction Plan.

3. It is understood that:

   a) Once an employee begins the purchase of credit by tax-deferred payroll deduction, it is irrevocable. An employee cannot stop or change the payments until the purchase is complete or employment if terminated.

   b) Employees who begin the purchase of credit by tax-deferred payroll deduction cannot make payments directly to STRS Ohio for the same credit.

   c) Overpayments on tax-deferred payroll deductions will be returned to the employer for proper tax accounting.

ARTICLE XIV - *OTHER PROCEDURES*

A. Duration

1. The articles of this Agreement shall be in effect from August 26, 2025 until August 25, 2028.

B. Printing and Distribution

1. The cost of the printing of the Agreement will be equally shared by the Board of Education and the Grandview Heights Education Association.

2. The distribution of the Agreement may be to membership via inter-school mail or by other means deemed appropriate by the GHEA leadership.

ARTICLE XV – *AGREEMENT*

The signatures below indicate acceptance of this Settlement Agreement to include the foregoing modifications as adopted by the Grandview Heights Education Association on May 14, 2025 and by the Grandview Heights Board of Education on May 14, 2025.

For the Association:

6/13/25
Emily Meister, President Date

Angela M. Pharion 7/2/25
Angela Pharion Date

Nicole Wainscott 6/27/25
Nicole Wainscott Date

For the Board:

6-25-25
Emily Gephart, President Date

6.25.2025
Molly Wassmuth Date

Andy Culp 6/11/25
Andy Culp Date

Beth Collier 6/11/25
Beth Collier Date

APPENDIX A

AFC-1 (Also GCN-1)

Evaluation of Professional Staff
(Ohio Teacher Evaluation System)

A determination of the efficiency and effectiveness of the teaching staff is a critical factor in the overall operation of the District. The Board evaluates teachers in accordance with State law and the standards-based statewide teacher evaluation framework adopted by the State Board of Education (SBOE).

Notwithstanding Ohio Revised Code Section (RC) 3319.09, this policy applies to any person employed under a teacher license issued under RC 3319, or under a professional or permanent teacher's certificate issued under former RC 3319.222, and who spends at least 50% of the time employed providing content-related student instruction. This teacher evaluation policy does not apply to substitute teachers or instructors of adult education.

The Board directs the Superintendent/designee to implement this policy in accordance with State law. This policy has been developed in consultation with teachers employed by the Board. This policy becomes effective at the expiration of any collective bargaining agreement covering teachers employed by the Board that was in effect on November 2, 2018 and must be included in any renewal or extension.

The District will follow policies and procedures in place during the 2019-2020 school year for the 2020-2021 school year and will implement this policy beginning with the 2021-2022 school year.

Credentialed Evaluators

Evaluations carried out under this policy are conducted by persons holding evaluator credentials established by the Ohio Department of Education (ODE).

Final Holistic Rating and Evaluation Cycle

Teachers are assigned a final holistic rating of Accomplished, Skilled, Developing or Ineffective. This rating will be based on a combination of informal and formal observations and supporting evidence using the Teacher Evaluation Rubric.

Annually, the Board submits to the ODE the number of teachers assigned a final holistic rating, aggregated by the teacher preparation programs from which, and the years in which, the teachers graduated. The name of, or any personally identifiable information about, any teacher reported in compliance with this provision cannot be required.
The full evaluation cycle includes:

- Professional Growth/Improvement Plan;
- One formal holistic observation, followed by a conference;
- At least two classroom walkthroughs – with an emphasis on identified focus area(s) when applicable;

- One formal focused observation – with an emphasis on identified focus area(s) and

- One final summative conference.

The teacher performance measure of the evaluation cycle is aligned with the following Ohio Standards for the Teaching Profession:

- Understand student learning and development, respect student diversity and hold high expectations for all students to achieve and progress at high levels;

- Understand the content areas for which they have instructional responsibility;

- Understand and use varied assessments to inform instruction and evaluate and ensure student learning;

- Plan and deliver effective instruction that advances the learning of each student;

- Create learning environments that promote high levels of learning and achievement for all students;

- Collaborate and communicate with students, parents, other teachers, administrators and the community to support student learning and

- Assume responsibility for professional growth and performance as an individual and as a member of a learning community. The Superintendent/designee selects/develops evaluation tools to calculate teacher performance. The Board directs the Superintendent/designee to develop procedures for these evaluation tools.

Teachers, who are on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal, receive at least three formal observations during the evaluation cycle.

All teacher evaluations are completed by May 1. Teachers evaluated under this policy are provided with a written copy of their evaluation results by May 10.
The Board evaluates teachers receiving effectiveness ratings of Accomplished on those teachers' most recent evaluations every three years, provided the teacher submits a self-directed Professional Growth Plan and the evaluator determines the teacher is making progress on that plan. Such evaluations are completed by May 1 of the evaluation year. Teachers evaluated on this basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held.

The Board evaluates teachers receiving effectiveness ratings of Skilled on those teachers' most recent evaluations every two years, provided the teacher and evaluator jointly develop a Professional Growth Plan and the evaluator determines the teacher is making progress on that plan. Biennial evaluations conducted under this policy are completed by May 1 of the evaluation year. Teachers evaluated on a biennial basis are provided a written copy of their evaluation results by May 10 of the evaluation year. In years when an evaluation will not take place, one observation is carried out and at least one conference with the teacher is held.

High-Quality Student Data

High-quality student data (HQSD) is used to guide instructional decisions and meet student learning needs. HQSD used must be rigorously reviewed by locally determined experts in the field of education to meet all of the following criteria: Align to learning standards;

Measure what is intended to be measured;

- Be attributable to a specific teacher for course(s) and grade level(s) taught;
- Demonstrate evidence of student learning (achievement and/or growth);
- Follow protocols for administration and scoring;
- Provide trustworthy results and
- Not offend or be driven by bias.

AND the teachers must use the data generated from the HQSD data instrument by:

- Critically reflecting upon and analyzing available data, using the information as part of an ongoing cycle of support for student learning;
- Considering student learning needs and styles, identifying the strengths and weaknesses of an entire class, as well as individual students;
- Informing instruction and adapting instruction to meet student need based upon the information gained from the data analysis and
- Measuring student learning (achievement and/or growth) and progress towards achieving state and local standards. Evaluations use at least two measures of HQSD to provide evidence of student learning attributable to the teacher being evaluated when required.

When applicable to the grade level or subject area taught by a teacher, HQSD includes the value-added progress dimension established under RC 3302.021, except when otherwise prohibited by law.

HQSD may be used as evidence in any component of the evaluation where applicable.

Data from ODE vendor approved assessments may be considered HQSD.

The use of shared attribution measures or student learning objectives is prohibited.

Professional Growth and Improvement Plans

Each teacher must develop a Professional Growth or Improvement Plan based on the results of their most recent evaluation. These plans are to be developed annually and must be based on the results of the evaluation and aligned to any existing District or building improvement plan.

Teachers with a final holistic rating of Accomplished must develop a self-directed Professional Growth Plan.

Teachers with a final holistic rating of Skilled must develop a Professional Growth Plan working jointly with the credentialed evaluator.

Teachers with a final holistic rating of Developing must develop a Professional Growth Plan that is guided by their assigned credentialed evaluators.

Teachers with a final summative rating of Ineffective will be placed on an Improvement Plan developed by the assigned credentialed evaluators.

Retention and Promotion

The Board uses evaluation results for retention and promotion decisions. The Board adopts procedures for use in making retention and promotion decisions based on evaluation results.

Seniority shall not be the basis for making retention decisions, except when choosing between teachers who have comparable evaluations.

Poorly Performing Teachers

The Board uses evaluation results for removing poorly performing teachers. The Board adopts procedures for removing poorly performing teachers based on evaluation results.

Professional Development

The Board allocates financial resources to support professional development in compliance with State law and the SBOE's evaluation framework.

Legal Elementary and Secondary Education Act; 20 USC 1221 et seq.
ORC 3319.11
ORC 3319.111
ORC 3319.112
ORC 3319.16
ORC 3319.61
ORC Chapter 4117
OAC 3301-35-05
CONTRACT REF.: Teachers' Negotiated Agreement

Cross References AF - Commitment to Accomplishment
GBL - Personnel Records
GCB-1 - Professional Staff Contracts and Compensation Plans (Teachers)
GCB-2 - Professional Staff Contracts and Compensation Plans (Administrators)
GCL - Professional Staff Development Opportunities

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