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NEGOTIATED AGREEMENT

BETWEEN

THE FRANKLIN MONROE BOARD OF EDUCATION

AND

THE FRANKLIN MONROE EDUCATION ASSOCIATION

Effective

July 1, 2025

Through

June 30, 2028

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ARTICLE 1

GENERAL

A. Recognizing that providing a high quality education for the children of the Franklin Monroe School District is the paramount aim of this school district, and that good morale in the teaching staff is necessary for the best education of the children, we do hereby declare that:

1. The Franklin Monroe Board of Education, hereinafter referred to as the "Board," has the final responsibility of establishing policies for the District.

2. The superintendent and his staff have the responsibility of carrying out the policies established.

3. Except as set forth in this Agreement, the Board, on its own behalf and on behalf of the electors of the district, retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws of the State of Ohio and/or the United States, including but not limited to the management and control of the school properties, facilities, grades, and courses of study, athletic and recreational programs, methods of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel, as such rights existed prior to the execution of this or any other Agreement. The Board also recognizes that the best interests of public education will be served by establishing procedures to provide an orderly method for the Board and representatives of the Franklin Monroe Education Association, an affiliate of the Ohio Education Association and the National Education Association, hereinafter referred to as the "Association," to discuss matters of mutual concern during the term of this Agreement.

4. The professional teaching personnel have the ultimate responsibility of providing the best possible education in the classroom.

5. The Board recognizes that the objectives of the educational program are realized to a high degree when mutual understanding, cooperation, and effective communications exist between the Board and its certificated/licensed staff.

6. This Agreement supersedes any and all previous agreements between the parties hereto and is a final and complete Agreement of all negotiated items that are in effect throughout the term of said Agreement. In addition, neither the Board nor the Association shall be obligated to negotiate on any item for the life of this Agreement, except as may be provided in this Agreement.

ARTICLE 2

RECOGNITION

A. The Franklin Monroe Education Association, an OEA/NEA affiliate, hereinafter called the "Association", is hereby recognized as the sole and exclusive representative for the purposes of Collective Bargaining as defined in Chapter 4117 of the Ohio Revised Code and all other employment related matters for the regular full-time and regular part-time certificated/licensed instructional staff. The certificated/licensed instructional staff, as used herein, shall be limited to classroom teachers, special teachers (art, music, physical education, etc.), and guidance counselors. Excluded from the bargaining unit are management level employees, supervisory employees, confidential employees, and employees in any other bargaining unit.

ARTICLE 3

ASSOCIATION RIGHTS

A. The Association shall be entitled to these exclusive rights:

1. Faculty lounge bulletin boards may be used for Association business.

2. Announcements at the end of faculty meetings.

3. Use of public address systems for Association announcements during non-student hours unless otherwise approved by the administration.

4. Distribution of Association information to teachers may be made in appropriate teacher mailboxes.

5. The Association shall receive an advance copy of the Board of Education meeting agenda. Whenever possible such agenda shall be available to the Association on Friday prior to the scheduled meeting. The Association shall also be entitled to receive copies of all financial documents released by the Board upon request. A representative of the Association shall be permitted to address the Board of Education as per the adopted procedure for public participation in Franklin Monroe Board meetings by submitting a request to the superintendent to be placed on the meeting agenda.

6. The names, addresses, phone numbers and personal emails (if provided) of both current and newly employed professional staff members shall be provided to the Association prior to the start of the school year.

7. The Association may participate in the initial orientation meeting for new professional staff members.

8. The Association shall be served by the Board's inter-school mail system, including computer generated e-mail, computer systems, and the Internet, pickup and delivery and use of individual school mailboxes.

9. The Association shall have the right to hold meetings within the school buildings at no cost to the Association and with administrative approval and the completion of building permit forms at least seven (7) days prior to the event, unless otherwise waived by the administration. Such waiver shall not be unreasonably withheld.

10. The Association shall have access to Board of Education policies via the internet through the Franklin Monroe Local School District website. They will also be provided with all BOE meeting agendas. This should help keep the Association aware of any policy changes.

11. The Association shall be granted three (3) days of Association leave every school year. Such leave shall be at no loss or gain in pay. Notification for the use of such leave shall be given to the superintendent or his/her designee at least five (5) school days prior to taking the leave of absence.

12. Duly authorized representatives of the Association and its affiliates may transact Association business on the Employer's property any time before, after, or during the regular work day; provided that such business does not interfere with the assigned duties of an employee.

ARTICLE 4

NON-DISCRIMINATION

A. The parties hereto agree that neither the Board nor the Association shall discriminate against an employee covered hereunder because of his/her membership or non-membership in the Association or his/her activities herein prescribed.

B. The Board, the Association and each employee will cooperate fully with all applicable laws forbidding discrimination on account of race, color, creed, religion, age, gender, gender identity, sexual orientation, disability, veteran status, or political affiliation.

C. The Board and Association recognize that academic freedom is essential to student learning. Academic freedom is the right of the learner and teacher to explore and present divergent points of view.

ARTICLE 5

ADMINISTRATION-STAFF COMMUNICATION

A. Association-Administration Committee -- In the interests of sound contract administration and bilateral communication, a joint committee composed of the Association president and a representative from each building appointed in September of each school year, and the superintendent and respective principals, will convene at the request of either party to discuss subjects of concern to either party.

Association representatives and building principals will meet as needed prior to district-wide meetings in an attempt to resolve issues at the lowest possible level. It shall be the express purpose of this committee to build and maintain a climate of mutual understanding and respect in the solution of common problems. The party calling said meeting shall submit an agenda of the meeting. The meetings shall be alternately chaired by the parties and said meetings shall be scheduled at a time mutually convenient. The party chairing the meeting shall keep minutes and said minutes shall be distributed thereafter to all meeting participants.

B. Non-contractual Concerns -- Non-contractual concerns of staff shall be addressed as follows:

1. After consultation with an Association representative, the staff member shall seek resolution with the appropriate administrator.

2. If the concern is not resolved to the satisfaction of the affected staff member, s/he may request that the issue be addressed at the next Association-Administration Committee meeting.

ARTICLE 6

PAYROLL DEDUCTIONS

A. Deductions without costs for teachers shall be made from each paycheck for the following:

1. Federal income tax.

2. Ohio income tax.

3. City income tax, if any.

4. Ohio State Teachers Retirement System.

5. School District income tax, if any.

B. Optional deductions may include:

1. Approved tax sheltered annuities.

2. The regular periodic dues of the United Teaching Profession (FMEA, WOEA, OEA, NEA), hereinafter "UTP."

3. Credit Union for school employees. Changes in deductions may occur in September, December, March and June.

4. EPAC - Educator's Political Action Committee - to be deducted in the same manner as UTP deductions.

C. UTP dues shall be deducted from those teachers who individually and voluntarily authorize such deduction and turn over such authorization to the treasurer. Association membership is annual with the membership year being September 1 through August 31. Once a member enrolls such membership shall be continuous thereafter for each subsequent membership year unless the individual cancels their membership. Deductions shall be in equal amounts, shall begin with the first paycheck in October and be made over twenty (20) pay periods of each school year. Any amounts withheld hereunder shall be transmitted to the Association within five (5) work days following the close of the month in which deductions were withheld. Authorizations shall be continuously in effect unless revoked by the teacher.

Authorizations and the amount to be deducted for the start of the school year shall be submitted to the treasurer by the beginning of the third (3rd) full week in September.

The Association agrees to indemnify and save the Board and/or its representatives harmless against any and all claims that may arise out of or by reason of action taken by the Board in carrying out the provisions of this section.

A representative of the Association shall have access at reasonable times to the record of authorization and cancellations kept by the treasurer.

D. Employees can arrange for their payroll checks to be electronically transferred to the employee's bank or credit union. Teachers on electronic transfer shall receive a paycheck stub which will, among other things, indicate the deductions made and the accumulated sick leave credits.

E. Employees shall be paid bi-monthly in twenty-four (24) equal pay checks. Pay dates will be scheduled on the fifteenth (15th) and thirtieth (30th) of each month, except for when the pay date falls on a weekend or holiday. In such event, the pay date will be scheduled for the day immediately prior to the holiday or weekend.

ARTICLE 7

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a complaint of an employee or the Association involving the alleged violation of a provision(s) of this Agreement.

2. A grievance shall mean the Association, a person or group alleging that some violation of this Agreement has actually occurred. A grievance alleged to be a "group" grievance shall have arisen out of substantially similar circumstances

affecting each member of said group.

3. No grievance may be filed concerning a matter, which may be made the subject of a charge with a state or federal agency.

4. Any action by the Board to terminate, renew or not renew the contract of any professional staff member, whether such professional staff member is under a limited or continuing contract with the Board, or any recommendation by the superintendent to terminate, renew or not renew any such contract shall not be deemed a grievance and may not be processed as such.

B. Procedure

Step I - Informal Procedure

The aggrieved party shall discuss the grievance or complaint with the person who is directly concerned with the grievance in a face-to-face meeting. This shall be accomplished within ten (10) days after the grievant knows or should have known the act or conditions on which the grievance is based. Failure to raise the alleged grievance as herein provided shall be considered as a waiver of the rights granted in this Article.

Step II - Formal Procedure

If a satisfactory solution is not effected, the aggrieved party shall present his/her written grievance to the principal or immediate supervisor within five (5) days after the informal hearing. The principal or immediate supervisor shall, within five (5) days of receipt of the grievance, conduct a hearing concerning the grievance. The principal or immediate supervisor shall advise or counsel the aggrieved party and shall hold a meeting and shall provide a written answer to the grievance and forward it to the concerned parties within five (5) days from the time of the hearing.

Step III - Superintendent

If a satisfactory solution is not effected, the Association shall invoke Step III in writing and present same to the superintendent within five (5) days after receiving the Step II answer. Any failure to invoke Step III as provided herein will be considered as the parties having reached a satisfactory resolution of the alleged grievance. The superintendent shall decide whether to personally handle this step of the grievance or delegate responsibility within five (5) days of receipt of the grievance. The superintendent or his/her designee shall provide a written answer to the grievance and forward to the concerned parties within five (5) work days from the time of the hearing.

Step IV – Arbitration

If the action taken in Step III by the superintendent or his/her designee does not resolve the grievance to the satisfaction of the Association or if no decision has been rendered by the superintendent or his/her designee within five (5) days, the Association may notify the Board in writing of its intent to submit the grievance to arbitration. Any failure to invoke Step IV within ten (10) days of the receipt of the Step III answer will be considered as the

parties having reached a satisfactory resolution of the alleged grievance.

Upon receipt of the notice of intent to submit the grievance to arbitration, the parties, within ten (10) days thereafter shall submit a request to the American Arbitration Association to provide the parties with a panel of seven (7) arbitrators with selection to be made in accordance with the Voluntary Rules of the American Arbitration Association. The Board and the Association shall equally share the fees and expenses of the arbitration proceeding. Each party will be responsible for the fees and expenses of its representation.

The arbitrator shall review the grievance and submit his/her decision to the parties not less than thirty (30) days after the close of the hearing. The arbitrator's decision shall be final binding to all parties. The arbitrator shall not have the power to alter, add to, subtract from, or modify the terms of this Agreement. All issues of procedural arbitrability will be heard and decided by the arbitrator prior to hearing the substantive issues or merits of a grievance.

The Board shall implement the Arbitrator's decision within thirty (30) days of receipt of the Arbitrator's award.

C. Miscellaneous Provisions

1. A grievance may be withdrawn at any level without prejudice or record.

2. If the teacher and/or Association do not abide by the time limits set forth, they forfeit their right to continue to the next step of the grievance procedure.

3. If the administrator does not abide by the time limits set forth, the teacher filing the grievance and/or the Association may proceed to the next step.

4. There will be no reprisals taken against any participant in the grievance procedure by reasons of such participation.

5. Mutually agreed informal meetings between the parties may be held during the time between steps in an effort to affect a satisfactory resolution to the problem.

6. Any time limits or steps herein before set forth may be waived by the mutual written consent of the parties.

7. The aggrieved may be represented by an Association representative of his/her choice at any step of the grievance procedure.

ARTICLE 8

SICK LEAVE

A. Accumulation

All full-time employees shall be entitled to one and one-fourth (1-1/4) days of sick leave per calendar month of completed service, unless on a leave of absence, or a total of

fifteen (15) days per year, subject to a maximum accumulation of two hundred seventy-eight (278) days. Note: Severance pay will be paid on a maximum of two hundred forty (240) accumulated sick days.

B. Uses of Sick Leave

1. For absences due to personal illness, pregnancy, recovery from childbirth, injury or injury due to assault as set forth in the Assault Leave Article, exposure to contagious disease which could be communicated to other employees or to students, medical or dental appointments, when such cannot be scheduled during non-working hours, and to illness, injury or death in the employee's immediate family.

   Employees may use sick leave for any disabling disability caused by pregnancy or childbirth, provided she is on active pay status at the time the disability occurs. Certification that the pregnancy or childbirth has produced disabling complications must be provided by her physician. The certification must state the nature of the disabling condition along with an estimate of the length of time the teacher will be disabled.

   The immediate family shall be defined as the teacher's mother, father, husband, wife, child (including step or foster parent or child) or other blood relative living as a permanent resident of the teacher's household. (The "living as a permanent resident of the teacher's household" applies only to the "other blood relative.")

2. To attend the funeral of a near relative. A near relative shall be defined as the teacher's grandparents, mother-in-law, father-in-law, brother, sister, sister-in-law, brother-in-law, grandchild, daughter-in-law, son-in-law, aunt, uncle, niece, nephew or first cousin. This leave shall be limited to up to five (5) consecutive days per occurrence. Administration has the right to approve additional leave days.

3. To attend the funeral of a friend. This leave shall be limited to one (1) day. Up to one (1) additional day chargeable to sick leave may be granted under this paragraph at the discretion of the superintendent and if the travel distance to the funeral is a distance of two hundred (200) miles or more, one way. Distance shall be calculated from the employee's current official residence as is on record in the central office to the residence of the deceased relative. Proof of such distance shall be the responsibility of the employee.

C. Responsibility

All employees shall be responsible for notifying their building principal according to established procedures of each building when sick leave is to be used under the above provision. Failure to notify the appropriate person is grounds for denial of benefits. The Board shall require an employee to complete a sick leave application within three (3) days of the commencement of such leave or as soon as practical thereafter. Where there is evidence of habitual or excessive absences, the Board may require the employee to present a doctor's explanation of the illness or injury that necessitates the absence. Such

requirements must be told to the employee at or prior to the time application for leave is made hereunder. Evidence of an employee's ability to return to work may also be required where there is evidence that an employee may not be able to perform the full duties of his/her position.

D. False Claim

No payment of salary or benefits will be made for an unauthorized absence, and/or abuse of sick leave benefits. An unauthorized absence and/or sick leave abuse may be considered as grounds for administrative action, suspension or dismissal of the employee.

E. Should an employee deplete his/her sick leave during May or June of any school year and still need sick leave, the Board agrees to advance the employee 3.75 days (sick leave accumulation for June, July and August.).

F. If an employee exhausts all paid leave and is unable to return to work due to the reasons set forth in Paragraph B of this article, the superintendent may grant additional unpaid leave, not to exceed six (6) months.

G. Transfer of Sick Leave Credit

If the Board hires a teacher who previously worked for another public agency and had accumulated unused sick leave at the time of separation from the public agency, the Board will transfer such unused sick leave balance to the teacher's credit, up to a maximum accumulation of two hundred forty (240) work days, provided that the teacher is hired by the Board within fifteen (15) years of the date of the last termination from public service.

H. Transfer of Sick Leave.

1. At the beginning of each school year, each bargaining unit member who wishes to do so may contribute up to a maximum of three (3) sick leave days for use by other qualifying bargaining unit members. Only earned, unused sick leave days may be transferred. The contributing bargaining unit member must submit the authorization to transfer sick leave in writing, using the Authorization to Transfer Sick Leave Form, Addendum G to this Negotiated Agreement. Transferred sick leave days will not be repaid, and will be permanently subtracted from the bargaining unit member transferring such days. Sick leave transfers carry a "day value" and not a "dollar value."

2. A teacher who has a catastrophic illness or critical injury or complications arising from pregnancy or childbirth or has an immediate family member who has a catastrophic illness or critical injury or complications arising from pregnancy or childbirth, may be granted additional paid leave days through transfer of sick leave by other teachers as set forth in Paragraph 1 above. The "catastrophic illness or critical injury" must be unusual, extraordinary, sudden, an unexpected manifestation of the forces of nature which cannot be prevented by human care, skill, or foresight. Immediate family members for the purpose of sick leave transfer are defined as the teacher's husband, wife, or child (including step or foster child). In order to be

eligible for sick leave transfer, the teacher must have exhausted all of their accumulated paid leave, including personal leave, sick leave, and all possible advances of sick leave. The teacher must not be eligible for disability leave under the Ohio State Teacher Retirement System (STRS). The catastrophic illness or critical injury must not be compensable under Ohio's worker's compensation laws.

3. A teacher can be granted up to thirty (30) days of sick leave transfer per school year. Application for sick leave transfer must be made prior to the date of requested usage, unless there are mitigating circumstances agreed to by the School District and the Association that would qualify as emergency use. Application for sick leave transfer must be made in writing using the Sick Leave Transfer Request Form, Addendum F to this Negotiated Agreement. The request must be approved by both the Association and the Superintendent, and include the following:

   a. The nature of the catastrophic illness or critical injury;
   b. Physician(s) diagnosis and prognosis;
   c. Projected date of return to duty;
   d. Any other pertinent information the applicant can submit for consideration.

   All information and reports relating to applications will remain confidential.

4. Unused transferred sick leave days at the end of the school year may be carried over into the next year.

5. Decisions made pursuant to this Transfer of Sick Leave provision are final and binding and may not be made the subject of a grievance under this Negotiated Agreement, and will not be processed as such.

I. Beginning on the first day of planned sick leave, teachers are required to have lesson plans prepared and available for the substitute teacher.

ARTICLE 9

SICK LEAVE CONVERSION

A. General

Pursuant to §124.391, Revised Code of Ohio, the following shall be applicable to the conversion of accumulated and unused sick leave at the time of retirement of an employee covered hereunder.

B. Employees Eligible for Conversion

"Employee" as used in this article is defined as any employee who:

1. Has been employed by the Board continuously for a period of at least two (2) years prior to the date of retirement.

2. Accrues sick leave pursuant to the provision of the Revised Code of Ohio.

3. Is eligible to receive a retirement pension benefit as a result of employment by the Board pursuant to the provisions of the Revised Code of Ohio and has had an application approved by the applicable retirement system.

4. Retires from the employ of the Board after the effective date of this Agreement.

C. Conversion Factor

All sick leave accumulated by the employee up to the accumulation set forth in Article 8, may be converted to severance pay and paid as such on the basis of one (1) day of severance pay for each four (4) days of unused and accumulated sick leave converted subject to the following:

The maximum number of days paid as conversion under this article shall be 60 days.

D. Miscellaneous

1. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at the time. Payment shall be based on the employee's rate of pay at the time of retirement. Such payment shall be made only once to any employee, and shall be paid at the time the employee receives his/her final paycheck.

E. In the event of the death of an employee covered hereunder who is otherwise eligible for severance pay, such employee shall be deemed to have made application for severance pay. Payment of the severance pay shall be made to the employee's estate and shall be released to the qualified appointed executor or administrator of the employee's estate.

F. The board will sponsor and implement a Section 403(b) Plan which will allow retiring members in the "Covered Group" to tax shelter their severance pay. The Board shall be responsible for any administrative fees or costs of implementation of the Section 403(b) program. For retirees as of April 18, 2005, and after, members of the "Covered Group" will have their severance pay deposited into the Section 403(b) Plan sponsored by the Board. Any amounts of money exceeding the current annual 415 limit for the Section 403(b) Plan will have additional monies paid into the Section 403(b) Plan at the maximum contribution level allowed by Section 415 for up to 5 years beyond retirement until all monies are paid out. Future contributions will be made in January of each year following retirement.

ARTICLE 10

PERSONAL LEAVE

A. Subject to the conditions set forth herein, all employees covered hereunder shall be eligible to receive up to three (3) non-cumulative days of personal leave each school year, such personal leave to be compensated at the employee's regular daily rate of base compensation for each regular work day off work on approved personal leave. Such payment shall be exclusive of any applicable supplemental pay.

B. The personal leave days granted under the provisions above shall be in addition to any earned sick leave benefits to which an employee may be entitled and shall not be charged against any sick leave accumulation which may have accrued.

C. Such personal leave must be taken in either one-half or whole day increments.

D. Except in a case of an emergency which prevents the employee from securing advance approval, or in the case of severe snow storms delaying arrival at work, employees desiring to take personal leave must submit an application for such leave, at least two (2) work days in advance of the day desired off, to the applicable principal and such principal should indicate on the application his/her recommendation regarding the application. Such application must indicate that personal leave is taken in one-half or one day segments.

E. Except for emergency absence, as defined in Paragraph E, personal leave may not be taken:

1. On the last work day before or the first work day after any holiday or other absence day.

2. On the last work day before or the first work day after any approved vacation.

3. During the ten (10) calendar days immediately prior and the ten (10) calendar day period immediately after the opening or closing days of any school year.

4. When ten percent (10%) of the staff of any school building on any given date is absent.

5. Under extenuating circumstances, the superintendent may waive these restrictions and grant personal leave. Leave requests hereunder shall not be unreasonably denied.

F. Beginning on the first day of planned personal leave, teachers are required to have lesson plans prepared and available for the substitute teachers.

G. Options for Unused Personal Leave at the End of a School Year

Employees who have unused personal leave on May 15 may elect one or more of the following options. Employees must notify the Treasurer's office of their elections for unused personal leave by May 15 of each school year. Appropriate adjustments will be made if personal leave is used after the election is made.

1. Employees may elect to carry over one (1) day of personal leave to the following school year, not to exceed a total balance of four (4) days.

2. Employees may elect to receive compensation for unused personal leave which will be paid at a rate of, $80 for one unused personal leave, $180 for two unused personal leaves, and $300 for three unused personal leaves. Payment will be provided in the last payment in August as part of the regular pay for the prior school year.

3. An employee may elect to convert up to four (4) days of personal leave, including half days, to sick leave.

ARTICLE 11

ASSAULT LEAVE

A. The Board assures teachers that it will put its full support behind the discipline procedures and policies hereinafter recommended and adopted by the Board in matters of discipline.

B. All cases of physical threat or assault to teachers shall be immediately reported to the principal. The teacher and the principal shall cooperate with police and judicial authorities with respect to the decision to file criminal charges as well as in any subsequent judicial proceedings, if necessary. Teachers will receive time off with no loss in pay for time spent in judicial proceedings as requested by police or judicial officers.

C. If a teacher suffers incapacitation from normal duties as a result of battery in performance of contractual duties, said teacher will be given up to ten (10) days of paid leave not chargeable to sick leave. Accumulated sick leave may be used for incapacitation beyond ten (10) days. Application shall be made for a determination of benefits pursuant to the Ohio Workers' Compensation Act as soon as possible.

D. Proof of the need for such leave may be required.

ARTICLE 12

JURY DUTY LEAVE

A. Full time teachers selected as a juror or ordered to appear for jury selection and who appear in court pursuant to such selection or order, shall be paid the difference between the court payment and the regular earnings due such person.

B. Leave shall be extended for only such time as is necessary for the jury duty and unless otherwise excused by the principal, such teacher is required to be at work during his/her normal work hours when he/she is not needed by the court.

C. In the event a teacher appears as a witness on behalf of the Board or in a school-related matter when the teacher is subpoenaed and the Board is not a party to the action, the teacher shall not lose pay for the appearance time. All subpoenaed teachers shall immediately advise the principal of the receipt of any subpoena.

D. Paid leave under this article shall be limited to fifteen (15) days in any school year.

ARTICLE 13

MILITARY LEAVE OF ABSENCE

A. Any regular member who may be conscripted into the defense forces of the United States for service or training shall be granted a military leave. Such members shall be reinstated into a position in the school system with full credit, including the annual increments under the salary schedule upon written request supported by competent proof that they are fully qualified to perform the duties of the position. The application for reinstatement shall be made within 90 days after discharge.

The Board may suspend the contract of the teacher whose services become unnecessary by reason of the return of a teacher from service in the armed services or auxiliaries thereof, in accordance with §3319.17 of the Revised Code.

ARTICLE 14

LEAVES OF ABSENCE WITHOUT PAY

A. Leaves of absence without pay for three (3) days or less may be granted at the discretion of the superintendent. His/her approval or disapproval shall be final and not subject to appeal through the grievance procedure.

ARTICLE 15

FAMILY AND MEDICAL LEAVE

A. Not withstanding other provisions of this Agreement, the Board agrees to abide by the provisions of the Family and Medical Leave Act of 1993. The parties to this Agreement agree that all benefits guaranteed by the act will be provided to employees covered by this Agreement. Any alleged violations of the act may be processed as grievances using the procedure herein. Pursuit of such a grievance in no way prevents an employee from enforcing his/her rights under the act as provided by law.

B. Eligibility

An employee must have one (1) year's service with the Franklin Monroe Local School District and the required hours of work to be eligible for benefits under the act.

C. Leave Provisions

1. Each eligible employee is entitled to and shall be granted upon request a combined total of up to 12 weeks of unpaid leave per fiscal year to care for a new child or a sick child, parent or spouse, or to use the employee's own medical treatment. Such leave may be taken for the care of a newly adopted or newly placed foster child, as well as for a newborn child.

2. Any leave beyond 12 weeks in a year for these combined purposes may be granted pursuant to the other leave provisions of this Agreement.

3. Eligible employees must substitute paid leave granted by other provisions of this Agreement for all or part of the unpaid leave granted under this article.

4. Leave taken to care for a new child must be taken within one year of birth or placement of the child. The employee must give the Board thirty days' notice of the birth or placement, if possible, or as much notice as possible, if less than thirty days.

5. Leave under the act may be taken intermittently, when medically necessary. The employee will attempt to schedule medical procedures so as not to interrupt his/her work unnecessarily.

6. At the time the individual learns that his/her situation requires an extended leave, the person will notify the superintendent of the need for extended leave. FMLA leave will start at that point, regardless of prior sick leave used.

D. Protection of Employment and Insurance

1. The Board shall return the employee taking a leave under this article to the same or equivalent position he/she occupied prior to the leave.

2. The Board shall continue to pay the Board contribution to the current medical insurance coverage for the employee while he/she is on leave under this article provided these insurances were in place for the employee at the time of the FMLA leave request.

3. The taking of a leave under this article shall not result in the loss of any employment benefit accrued prior to the date the leave commenced.

E. Medical Certification

The Board may require medical certification from a licensed physician at the time of the leave request, at periodic intervals within the leave, and upon expected return to work of the employee as to the medical necessity for a leave under this article. Such certification will include a statement by the physician that the employee is unable to perform all the duties of his/her position or that his/her presence is required to care for a seriously ill family member. This section shall be uniformly applied.

F. Return from Leave

If a teacher takes a leave under the FMLA which is to terminate within the last three weeks before the end of a school term, and the leave is of more than five weeks duration, the Board may require the teacher to remain on leave for the remainder of the term. However, the Board shall return this teacher to full pay and full benefits during the remainder of the term, even if all twelve weeks required by law have been used.

G. Applicability of Other Paid Leave Benefits

Employees with accrued but unused "paid time off" benefits must use such benefits before taking unpaid leave for absences which qualify under FMLA. Accrued "paid time off" benefits may only be used for FMLA purposes where the provisions of this Agreement permit their usage.

H. Concurrent Designation of FMLA Leave with other Leave

FMLA leave will be designated concurrently with any paid or unpaid leave used by the employee, if applicable, including absences during which the employee is on worker's compensation.

ARTICLE 16

PROFESSIONAL MEETING ATTENDANCE

A. Employees covered hereunder are encouraged to apply for use of professional leave to attend conferences, meetings, workshops or school visitations. One conference or workshop may, at the discretion of the superintendent, be granted per year for the purpose of attending clinics in connection with coaching extracurricular duties or regular instructional duties. Additional days may be granted for exceptional situations at the discretion of the superintendent. Leave requests hereunder shall not be unreasonably denied.

B. The Board will reimburse employees for actual expenses incurred subject to the maximums set forth below.

1. Travel - Rate of compensation for mileage shall be five cents (.05) less than the IRS approved rate.

2. Housing – at a reasonable pre-approved amount by the administration. Employees are encouraged to share accommodations whenever possible.

3. Meals - Not to exceed $45.00 per day/including tips that do not exceed 20%.

C. Application must be made on the approved form with estimates of costs provided and be signed by the principal or supervisor and superintendent at least three (3) weeks in advance of the planned professional leave, unless otherwise waived by the superintendent.

All mileage and professional expenses shall be filed with the superintendent no later than the 15th day of the month following the month in which the expenses were incurred. The employee shall include receipts or bills for those expenditures for which he/she expects reimbursement.

ARTICLE 17

TEACHER EVALUATION

A. Teachers will be evaluated annually in accordance with State law and the standards-based statewide teacher evaluation framework adopted by the State Board of Education.

Credentialed evaluators shall evaluate all teachers annually, except that teachers receiving effectiveness ratings of "Accomplished" on their most recent evaluations carried out under this policy shall be evaluated every two (2) years, except that the teacher shall be evaluated in any school year in which the teacher's contract is to expire.

ARTICLE 18

STAFF DEVELOPMENT

A. All staff members must complete all required courses in Public School Works as assigned. Public School Works courses may be completed during non-school hours or during planning time. Additionally, all staff members must complete all district required professional development and any training required by the Ohio Department of Education and Workforce.

ARTICLE 19

TRANSFERS, VACANCIES AND PROMOTIONS

A. Any request by an employee covered hereunder for a transfer to a different class, building or position shall be made in writing to the superintendent on or before March 1 of each calendar year. The transfer request shall set forth the reasons for requesting such a transfer.

B. Involuntary transfers may be made upon the recommendation of the superintendent and notification of the reasons for any such transfers shall be given to any persons so transferred.

C. Whenever it is determined to fill a vacancy, notice of the vacancy(ies) shall be posted on the faculty bulletin boards for a period of five (5) work days. During the summer months, notice of the vacancy(ies) shall be sent out to the district group in the district's email; however, the superintendent, with Board approval, may fill said position(s) without any obligation to notify the employees of the vacancy(ies).

ARTICLE 20

PERSONNEL RECORDS

A. Official personnel files will be open for inspection pursuant to Ohio Revised Code 149.43. These files may be inspected and copies made by the employee or his/her representative in the presence of the superintendent or his/her designee. Employees shall be notified within five (5) week days when a request has been made to view their personnel file and by whom.

B. Official personnel files will be open for inspection by the employee, Board members, appropriate administrative personnel and the authorized representative of the employee upon the receipt of written authorization from such employee. These files may be inspected and copied by the employee or his/her representative in the presence of the superintendent or his/her designee.

C. When an administrator finds it necessary to place a negative item in the employee's file, the employee shall be notified of the item, afforded the opportunity to read the item and/or given a copy of said item. The employee shall acknowledge that he/she has read the item by affixing his/her signature on the document filed. If the employee refuses to sign the document, the administrator shall make notation on the document that the employee has indeed seen the document but has refused to sign. The employee shall have the right to answer the items and the answer shall be attached to the file copy.

D. Any disciplinary actions older than five (5) years shall be deleted from the personnel file.

E. No anonymous material shall be placed in an employee's personnel file.

ARTICLE 21

CONTRACTS

A. Regular Contracts

Teachers hereunder shall be issued written contracts which shall include the following:

1. Name of teacher.

2. Name of school district and Board.

3. Type of contract - limited or continuing, and if limited, the dates the contract will run.

4. Compensation per salary schedule.

5. Provision for signature and date of signing by the teacher, board president and treasurer.

B. Sequence of Contracts

1. All teachers new to the district shall be granted a regular limited contract with duration of up to one (1) year.

2. After the expiration of the first regular teaching contract, the teacher shall be granted a second limited contract with a duration of one (1) year.

3. After the expiration of the second regular teaching contract, the teacher shall be granted a third regular limited contract with a duration of two (2) years and if that contract is successfully completed, an additional two (2) year regular teaching contract.

4. Thereafter, the teacher shall be issued three (3) year regular teaching contracts unless:

   a. The teacher is granted a continuing contract, or,

   b. The Board alters the sequence of limited contracts by offering up to two (2) additional one (1) year limited contracts prior to becoming eligible for the initial three (3) year limited contract.

C. Continuing Contract Eligibility

1. Pursuant to Ohio Revised Code 3319.08, a teacher who expects to be eligible for continuing contract status in the succeeding school year and who further desires to be considered for a continuing contract by the Board for the succeeding school year shall give the superintendent or his/her designee written notice of such intent by September 15 for the current school year.

2. Before April 15, the superintendent will give the teacher written notice whether or not he/she intends to recommend a continuing contract. Any failure to make a recommendation for continuing contract status or any failure by the Board to grant continuing contract status shall not be made the subject of a grievance and shall not be processed as such.

D. Supplemental Contracts

Teachers who are employed and are to be compensated by the Board for approved supplemental duties (or extended time) in addition to regular teaching duties shall be employed on "supplemental contracts." A supplemental contract shall automatically expire at the end of its term without further action or notice by the Board.

A supplemental position will not be filled if the Board determines there are insufficient numbers of student participants in an activity to warrant the activity being provided.

E. College Credit Plus Instructors

The Board recognizes the importance of providing opportunities for our High School students to obtain college credits for courses offered on our campus. Qualified

individuals who teach a course recognized and approved by a college/university that has been approved by the Franklin Monroe Local administration to our High School students on our campus will receive four hundred ($400) per course that has an ending enrollment of at least five (5) students who receive college credits. These payments will be made at the end of each semester after student grades have been certified. The payment will be included in the staff member's regular paycheck. The reimbursement process will be based on the Supplemental Contract payment procedures.

F. Tuition Reimbursement

During the term of this contract, the Board agrees to appropriate nine thousand dollars ($9,000) per year for the purpose of funding a tuition reimbursement program for all certified/licensed employees. The tuition reimbursement program shall fund only coursework for which credit is granted.

Application Process

All certified/licensed Staff members requesting participation in the tuition reimbursement program will submit a preliminary application on forms provided by the Franklin Monroe Local School District and attached as Addendum H. To ensure consideration, the preliminary application should be submitted to the Superintendent of the Schools before the class/course has started. All requests will be approved or disapproved by the Superintendent and returned to the requesting individual within ten (10) working days.

After the successful completion of the approved course work, the individual employee will be required to submit an official grade report, a receipt which provides a complete listing of all fees paid and an application for reimbursement. No reimbursement check will be issued until these documents have been received. Deadline for submission of all documents required for reimbursement shall not exceed ninety (90) days from the date of completion of all coursework. Failure to submit all required documents in a timely fashion may result in the loss of reimbursement. Certified/licensed staff members will be authorized to enroll at any teacher training institution in the State of Ohio or any accredited university outside of Ohio whose credits will be accepted by a teacher training institution in Ohio. No employee on an unpaid leave of absence is eligible for participation.

Employees approved for participation in the tuition reimbursement program will be reimbursed for a semester course at a rate not to exceed $125.00 per semester hour. No employee will be reimbursed for more than 10 semester hours during one calendar year.

The distribution of funds will be committed to the tuition reimbursement program equally distributed over the three academic semesters. Funds will be distributed as follows:

Credit courses:

Fall Semester	$3,000
Winter Semester	$3,000
Summer Semester	$3,000

All courses approved by the Superintendent per semester shall not exceed $3,000 in total reimbursements to staff members. In the event that the semester hour request exceeds $3,000, the money will be distributed at a reduced per semester hour rate. Funds not used during one semester will not be carried over to the next semester.

G. Retirement Notification

If an employee submits in writing a retirement notification by November 1 of the current school year that would take effect at the end of that current school year, the employee would be paid an additional $1,000 in their severance package.

H. Bus Driver License Incentive

All employees who become school bus driver certified will receive a one-time stipend of $500. All school bus certified drivers who drive at least three times for payment during a school year will receive a $250 stipend paid with their first July payment.

I. Rehiring of Retired Teachers

In the event the Board hires or rehires a teacher who has retried and is receiving benefits from a public retirement system, whether retried from within or outside the District, the following provision will apply:

1. Re-employment. The parties are committed to recruiting and hiring the best qualified teachers to fill vacancies. Rehire of retired teachers is not automatic. Retired teachers must apply for each vacancy for which they wish to be considered, and compete with other applicants as part of the selection process.
2. Break in Service and Seniority. Retirement of a teacher from the District will be considered a break in service, and a teacher who is later rehired will be considered a newly hired teacher. Such a teacher will not acquire seniority, and will not have recall rights in the event the teacher is subject to a reduction in force.

3. Placement on Salary Schedule. For purposes of placement on the salary schedule, a retired teacher who is hired or rehired will be placed on the salary schedule at step 0, and the appropriate educational degree level. If subsequently hired or rehired, the teacher will advance one step on the salary schedule each year until reaching a maximum of step 5. This provision expressly supersedes Ohio Rev. Code §3317.13 and other applicable laws.

4. Sick Leave. A teacher who retires and is subsequently re-employed by the Board will begin employment with zero (0) days of accumulated sick leave, and will accrue and accumulate sick leave in accordance with the provisions of Article 8 of this Agreement. The Board may advance a re-employed teacher up to five (5) days of sick leave. Such a teacher is not eligible to convert sick leave to severance pay pursuant to Article 9 of this Agreement upon subsequent retirement. In addition, such a teacher is not eligible for the retirement incentive

pursuant to Article 21 of this Agreement. This provision expressly supersedes Ohio Revised Code §124.39 and all other applicable laws.

ARTICLE 22

DISCIPLINE

A. Disciplinary actions affecting an employee may include:

1. Oral reprimand
2. Written reprimand
3. Suspension with pay
4. Suspension without pay
5. Contract termination

The teacher has the right to be accompanied by an Association representative at any step other than an oral reprimand.

Contract non-renewal shall not be deemed to be a disciplinary action.

Where appropriate, disciplinary measures shall follow a progression.

Except for contract termination, appeals of disciplinary actions may be made through the Grievance Procedure. Contract termination appeals may be made through the procedures set forth in Ohio Revised Code §§3319.16 and 3319.161.
When the disciplinary action recommended by the administrator involves a suspension without pay, a recommendation for such action shall be made to the Board of Education and the Board of Education shall have the authority to sustain or modify the recommended action. This review by the Board shall occur before the matter may be appealed through the Grievance Procedure.

ARTICLE 23

JOB DESCRIPTIONS

A. Where applicable, the duties and responsibilities of teachers will be set out in job descriptions and include those assignments of persons on supplemental and/or extended teaching contracts. Persons desiring a copy of their job description may, upon request, obtain same during the first week of the school year. Persons desiring a review of their respective job descriptions shall submit their recommendations in writing prior to the month of October of any school year.

Evaluations of persons holding supplemental and/or extended contracts shall be made in accordance with the assignments set forth in the job descriptions and be done as far as practical as set forth in the Evaluations Article in this Agreement.

New teachers will be furnished a copy of the applicable job description with their contract.

ARTICLE 24

SALARY SCHEDULES

A. The salary schedule for each year of this Agreement shall be as set forth in the addendum attached hereto and made a part hereof.

B. Advanced placement on the salary schedule shall be based on degree and hours earned from an accredited college or university. Teachers shall be eligible for salary schedule advancements biannually in August and January. The treasurer shall advance the Teacher on the salary schedule upon receiving, on or before September 15 and January 30 of the respective semesters, appropriate documentation of the additional hours/degrees earned. The treasurer shall calculate the salary increase effective the beginning of the first semester for documentation received on or before September 15 and the beginning of the second semester for documentation received on or before January 30.

C. Annually, not later than the first day of September, the treasurer shall provide notice to each teacher who holds a contract valid for the succeeding school year as to the salary to be paid for such year.

ARTICLE 25

STRS PICK-UP

A. The Board shall designate each employee's mandatory contributions to the State Teachers Retirement System of Ohio as "pick-up" by the Board as contemplated by Internal Revenue Service Revenue Rulings 77-464 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the employee's income reported by the Board as subject to federal and Ohio income tax shall be the employee's total gross income reduced by the then current percentage amount of the employee's mandatory State Teachers Retirement System contribution which has been designated as "picked-up" by the Board shall be included in computing final average salary, provided that no employee's total salary is increased by such "pick-up," nor is the Board's total contribution to the State Teachers Retirement System increased thereby.

1. The pick-up percentage shall apply uniformly to all members of the bargaining unit as a condition of employment. The pick-up shall apply to all compensation including supplemental earnings thereafter.

2. The parties agree that, should the rules and regulations of the IRS or retirement system change making this procedure unworkable, the parties agree to return, without penalty, to the former method of employee/employer contributions.

3. Payment for sick leave, personal leave, severance and supplementals, including unemployment and worker's compensation, shall be based on the employee's daily gross pay prior to reduction as basis (e.g., gross pay divided by the number of days in a teacher's contract).

4. Such salary reduction shall be considered when combined with actual salary to not result in a salary which is less than the salary available under the state minimum salary schedule.

5. It is understood that it is the responsibility of each individual teacher to make necessary adjustment(s) in any other tax sheltered annuities he/she has in order to be in compliance with IRS laws and regulations.

6. The Board is not liable, nor will it be held responsible for any related legal, IRS, STRS, or any other agencies' penalties or decisions concerning this plan now or in the future.

7. The Association agrees to indemnify and save the Board harmless against any and all claims that shall arise out of or by reason of any action taken by the Board in compliance with provisions of the Article.

ARTICLE 26

INSURANCE

A. All regular contract employees covered hereunder shall receive at no cost to the employee:

1. $40,000.00 of group term life insurance, and

2. $40,000.00 of group accidental death and dismemberment group insurance.

B. The Board shall pay 80% of the premium for single coverage and 80% of the premium for family coverage for the medical, vision, and dental insurance described in Section G. herein. This will apply to the HSA coverages through the conclusion of this contract ending June 30, 2028.

C. Insurance benefits herein described shall be subject to coordination of benefits and other insurance contract provisions in accordance with the terms of the master agreement(s) between the insurance carrier(s) and the Board.

D. If an employee or dependent covered by the provisions of this article incurs medical expenses in connection with the treatment of an illness or injury caused by the negligence or wrongful act of a third party, the insurance carrier or its assignee shall be subrogated to all the covered person's rights of recovery against said third party to the extent of any and all payments made hereunder with respect to such illness or injury, and said person or his/her appropriate agent shall execute all papers and take all action necessary and proper to secure to the insurance carrier or its assignee such rights of subrogation.

E. Not less than thirty (30) days prior to a carrier change, the Board shall give the Association a plan description of the new carriers' coverage.

F. Medical, vision, and dental insurance coverage shall be as follows:

G. A Joint Health Insurance Benefit Committee may be established and made up of no more

than two (2) representatives appointed by the Superintendent and two (2) representatives appointed by the President of the FMEA for the purpose of reviewing the current health care insurance plan. The Committee shall meet at least once annually and may submit a written proposal for consideration of the parties. Upon receipt of a written proposal the parties shall have thirty (30) calendar days to review such proposal(s) and consider same for ratification. Pending ratification the Agreement shall be reduced to a Memorandum of Agreement. Changes shall not be implemented prior to ratification of the parties.

H. Health Savings Account Plans (HSA)

1. Types of plans include:
   A. Single
   B. Family
   C. Employee plus kids (EE + Kids)

2. School Contributions to HSA

   The BOE agrees to contribute 75% of a calendar year's In-Network deductible to an employee's HSA each calendar year of this agreement.

   Those contributions will be broken up into two separate contributions which will occur on January 5 and July 15 of year each. Each of those contributions would be half (37.5%) of the negotiated percentage of the employee's yearly in-network deductible If the employee has submitted a resignation or retirement notice before July 15 of that calendar year, that employee will not receive the July 15 contribution. All new employees to the district will receive the second calendar year payment amount from July 15 by September 30 of the employed year.

3. Summary of benefits for the HSA (See Addendum L)

I. Incentive For Opting Out Of Board Paid Health Care Insurance. Please complete addendum M during the meeting provided by the Treasurer on a yearly basis about accepting or declining Health Insurance Coverage while completing the Benelogic information on-line.

Any school employee who opts out of the board's health insurance plan shall be paid an incentive in the amount of $1,000 if eligible for family coverage or $750 if eligible for single coverage for each year of this agreement. These monies will be paid at the completion of the calendar year. If at any time during the calendar year an employee has to take the Board paid health insurance plan, these incentives are forfeited. If at any time between October 1 and December 31, an employee decides to take Board paid health insurance plan, that individual would not receive an HSA contribution from the Board. If the individual is still insured, as of January 1 of the following year, they will receive the HSA contribution.

If both spouses work in the Franklin Monroe LSD and at least one spouse is a certified employees of the Franklin Monroe LSD, they are not eligible for the Opt Out Incentives. The Board's contribution will be the sum of a family plan contribution and a single plan contribution not to exceed $4000 in the plan year.

J. If both spouses work for the Franklin Monroe LSD, and at least one spouse is a member of the certificated/licensed instructional staff, one of the spouses will elect family coverage under the Board's health, dental and/or vision insurance plans, the other spouse will waive coverage, and the Board will pay 100% of the premium for the coverages elected.

ARTICLE 27

CITIZEN/PARENT COMPLAINT PROCEDURE

Complaints against teachers originating outside of the public school system shall be handled as follows:

A. A complaint against a member of the teaching staff, received by a member of the Board, shall be referred to the superintendent.

B. The superintendent or principal shall inform the teacher of the complaint.

C. If the superintendent informs the building principal rather than the teacher, the building principal will inform the teacher of the complaint directed toward him/her and offer him/her an opportunity to settle the complaint.

Formal Procedure

If the complaint cannot be settled informally, the following procedures shall be followed:

A. At the request of the complainant or teacher, a meeting of the teacher, principal and the complainant will be arranged at a mutually convenient time to discuss the complaint.

B. If the complainant is not satisfied with the results of the meeting, the complainant shall be directed to the superintendent or his/her designee.

C. At the formal level the teacher may have an Association representative present at any meeting.

ARTICLE 28

SCHOOL CALENDAR

A. The administration seeks to involve teachers in compiling priorities and making suggestions about the annual school calendar and any such recommendations may be presented to the superintendent. A copy of the drafted school calendar will be presented to the Association President prior to being Board approved.

ARTICLE 29

REDUCTION IN FORCE

A. When by reason of decreased enrollment of pupils, return to duty of regular teachers after leaves of absence, or by reason of suspension of schools or territorial changes affecting the district, grade, or

curricular changes, or for financial reasons, a board of education decides that it will be necessary to reduce the number of teachers by suspension of contracts, it may make a reasonable reduction.

In making such reduction, the Board shall proceed to suspend contracts in accordance with the provisions of O.R.C. § 3319.17.

If it is deemed necessary by the Board to reduce staff, the Board shall proceed to suspend contracts for teachers who have been evaluated in accordance with the evaluation procedure of this Agreement. Suspension of contracts shall be recommended by Certification/Licensure area and the order shall be based on the following:

1. First, the Board shall accomplish any necessary reductions in staff through attrition (i.e. retirement, voluntary resignation, etc.), before any suspension of contracts.

2. Second, should it be necessary to suspend contracts to achieve the necessary reduction in staff, limited contract teachers shall be reduced first utilizing the following order:

    a. Certification/Licensure within the affected teaching field.

    b. Consideration of the performance evaluations set forth in this Agreement.

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

3. Third, should the necessary reduction in staff exceed the number of limited contract teachers in the affected field, only then shall continuing contract teachers be reduced by utilizing the following order:

    a. Certification/Licensure within the affected teaching field.

    b. Consideration of the performance evaluations set forth in this Agreement.

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

    d. Using the exclusive criteria in this provision, the District will establish the order in which members' contracts are suspended.

B. **Seniority**

Where seniority is a consideration, the following procedures apply:

1. All members of the faculty will be placed on a seniority list for each teaching field for which they are properly certificated/licensed. Said list is to be prepared and maintained by the Superintendent and given to the Association President upon request. Teachers serving under continuing contracts will be placed on the list under continuing contract teachers, also in descending order of seniority.

2. Seniority will be defined as the length of the continuous service as a certificated/licensed employee under regular contract in this district.

a. Board approved leaves of absence will not interrupt seniority, but time spent on such a leave shall not count toward seniority.

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

i. the date of the board meeting at which the teacher was hired, and then;

ii. the date the teacher signed his/her initial employment contract in this district, and then by;

iii. the date and time the teacher verbally agreed to accept the terms of employment. (This will be recorded by the Superintendent and placed in the employee's personnel file.)

c. Where appropriate, recommended reductions in a teaching field will be made by selecting the lowest person on the seniority list for that area of certification/licensure who is currently assigned to a position in that teaching field.

C. **Right of Recall**

Such right of recall shall be limited to two (2) years. Recall shall be given to those persons whose area(s) of certification/licensure is on record with the Board at the time positions become vacant or are created.

The names of teachers whose contracts are suspended in a reduction in force will be placed on a recall list for up to 24 months form the date of the reduction. Teachers on the recall list will have the following rights:

1. No new teachers will be employed by the Board while there are teachers on the recall list who are certificated/licensed for the vacancy.

2. Teachers on the recall list will be recalled for vacancies in areas for which they are certificated/licensed in the following order:

a. First, teachers having continuing contracts in reverse order of layoff.

b. Second, teachers having limited contracts in reverse order of layoff.

3. If a vacancy occurs, the Board will send an announcement by certified mail to the most recently known address of all teachers on the recall list who are qualified according to those provisions. It is the teacher's responsibility to keep the Board informed of his/her current address. All teachers are required to respond in writing to the district office within seven (7) calendar days. The most senior of those responding will be given the vacant position. Any teacher who fails to respond within seven (7) calendar days, or who declines to accept the position, will forfeit all recall rights.

4. A teacher on the recall list will, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority, accumulation of sick leave, and salary schedule placement as he/she enjoyed at the time of layoff.

ARTICLE 30

WORKING CONDITIONS

A. The normal contract year for teachers covered hereunder shall consist of one hundred eighty-four (184) work days - one hundred seventy-seven (177) student days, two (2) teacher work days, two (2) days for parent teacher conferences, and three (3) days to be determined by the administration.

B. The length of the normal work day for full-time teachers shall be seven and one-fourth (7-1/4) hours, including a daily, uninterrupted, thirty (30) minute duty-free lunch.

C. Emergency Closing/Delays - On days when a delay is announced, teachers will not be required to report at their normal, regularly scheduled reporting time. Reporting time will be delayed by that amount of time announced for the delay.

When the Superintendent decides to close the school on account of a calamity or emergency staff shall not report to work, and the following procedures shall apply.

a. Upon annual Board approval, the first seven (7) calamity days and of any school year shall not be made up and teachers are not required to report to work without any loss of wages or fringe benefits.

b. Beginning with calamity day eight (8) and beyond, teachers shall not report to school on each calamity day, but are required to report on make-up days as determined by the Superintendent.

D. Each certified/licensed teacher will have 200 minutes of planning time included within each work week. This planning time will be within the confines of the instructional day.

E. The administration will make every attempt to provide a minimum of a two hour early release for students at the conclusion of each quarter. This time will be used by the staff on campus for the purpose of finalizing student grades.

F. If a teacher attends graduation and/or elementary events, they will be able to leave after a half day on the last teacher work day.

ARTICLE 31

CLASS SIZE

The Association and the Board agree that to provide the best education possible for all students, optimum class size should be maintained. Therefore, every reasonable effort will be made by the district to limit non-district students, whenever possible, if such acceptance would have an adverse impact on class size.

ARTICLE 32

MISCELLANEOUS

A. The agreed upon Collective Bargaining Agreement will be emailed to the entire staff. One signed hard copy will be provided to the Association.

B. Teachers required by the Board to use their private vehicles as part of a regular teaching assignment shall be reimbursed for the actual mileage driven at 5 cents ($.05) less than the IRS approved rate. Permission to utilize a private vehicle for such purpose(s) must be approved by the superintendent.

This benefit does not include commutation between the teacher's home and the district.

C. Entry Year program - No entry year/mentor program will be developed or implemented without input of local teacher representatives.

D. Teachers will receive compensation for the first seven regularly scheduled school days that are canceled. All additional days will be made up.

ARTICLE 33

SAVINGS CLAUSE

A. This Agreement is subject to all existing and applicable state or federal laws and Board policies, provided that should any change be made in any state or federal laws or Board policies which would be applicable and contrary to any provision contained herein, such provisions herein contained shall automatically be terminated and the remainder of this Agreement shall remain in full force and effect.

B. Should any provision or portion thereof of this Agreement be held unlawful and unenforceable by any court, legislative or administrative tribunal of competent jurisdiction, then such decision or legislation shall apply only to that specific provision or portion thereof. The parties will meet in a committee to discuss the abrogated provision and its impact on the Agreement. The remainder of the Agreement shall remain in full force and effect.

ARTICLE 34

IMPASSE

A. Either party to this Agreement shall have the authority to declare that negotiations for a successor Agreement are at an impasse. When impasse is declared, the Federal Mediation and Conciliation Service shall be used as the sole method of impasse resolution.

ARTICLE 35

NO STRIKE/LOCKOUT

A. It is agreed that during the term of this Agreement, there shall be no lockout on the part of the Board, nor any strike, stoppage, slowdown or other interruption of work for any cause whatsoever by the employees or the Association.

B. The Association agrees that it will not encourage, sanction, or approve any strike, stoppage, slowdown, or other interruption of work during the term of this Agreement and the Association will actively discourage and publicly denounce any strike, stoppage, slowdown, or other interruption of work in violation of this article.

C. In the event the employees of the Board in any employee unit represented by any labor organization, professional association, or by the Association, engage in any picketing, strike, work stoppage, or other interruption of work, it is expressly understood that the employees covered hereunder shall continue to work during any such activity as a condition of continued employment, without exception, and upon the request of the superintendent or the Board.

D. Any strike, stoppage, slowdown, refusal to work in violation of Paragraph C, or other interruption of work during the life of this Agreement shall constitute cause for discharge or other disciplinary measure of the employee for employees who participate therein or who are responsible therefor.

ARTICLE 36

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 2025 and shall remain in effect through June 30, 2028, and for yearly periods from year to year thereafter, unless either party shall give the other written notice of its intention to terminate this Agreement not more than one hundred twenty (120) days and not less than ninety (90) days prior to the expiration date June 30, 2028, or the end of any yearly extension period.

IN WITNESS WHEREOF, the parties hereto have set their hands this 16th day of April 2025.

FOR: FRANKLIN MONROE BOARD OF EDUCATION

By _____
Jeremy Pequignot
Superintendent
Designated Representative

By _____
Morgan Bridenbaugh
Treasurer

By _____
Scott Myers
Board of Education President

FOR: FRANKLIN MONROE EDUCATION ASSOCIATION

By _____
Andy McKibben
FMEA Co-President

FRANKLIN MONROE LOCAL SCHOOL DISTRICT				
CERTIFIED SALARY SCHEDULE				
ADDENDUM A - FISCAL YEAR 2026				
Base:	$45,623.83			1.04
EXPERIENCE IN YEARS	BACHELOR'S DEGREE	BACHELOR'S DEGREE > 150 SEMESTER HOURS	MASTER'S DEGREE	MASTER'S DEGREE +15 SEMESTER HOURS
Step Value	0.038	0.043	0.048	0.048
0	$45,623.83	$47,357.53	$49,958.10	$52,421.78
	1.000	1.038	1.095	1.149
1	$47,357.53	$49,319.36	$52,148.04	$54,611.73
	1.038	1.081	1.143	1.197
2	$49,091.24	$51,281.18	$54,337.98	$56,801.67
	1.076	1.124	1.191	1.245
3	$50,824.95	$53,243.01	$56,527.93	$58,991.62
	1.114	1.167	1.239	1.293
4	$52,558.66	$55,204.83	$58,717.87	$61,181.56
	1.152	1.210	1.287	1.341
5	$54,292.36	$57,166.66	$60,907.81	$63,371.51
	1.190	1.253	1.335	1.389
6	$56,026.06	$59,128.48	$63,097.76	$65,561.44
	1.228	1.296	1.383	1.437
7	$57,759.77	$61,090.31	$65,287.70	$67,751.39
	1.266	1.339	1.431	1.485
8	$59,493.48	$63,052.13	$67,477.64	$69,941.33
	1.304	1.382	1.479	1.533
9	$61,227.18	$65,013.96	$69,667.59	$72,131.28
	1.342	1.425	1.527	1.581
10	$62,960.89	$66,975.78	$71,857.54	$74,321.23
	1.380	1.468	1.575	1.629
11	$64,694.59	$68,937.61	$74,047.48	$76,511.17
	1.418	1.511	1.623	1.677
12	$66,428.30	$70,899.43	$76,237.43	$78,701.12
	1.456	1.554	1.671	1.725
15			$78,427.37	$80,891.05
			1.719	1.773
20			$80,617.32	$83,081.00
			1.767	1.821
25			$82,807.25	$85,270.94
			1.815	1.869
27			$84,997.20	$87,460.89
			1.863	1.917
EFFECTIVE: JULY 1, 2025			ADOPTED:	

FRANKLIN MONROE LOCAL SCHOOL DISTRICT				
CERTIFIED SALARY SCHEDULE				
ADDENDUM A - FISCAL YEAR 2027				
Base:	$47,448.78			1.04
EXPERIENCE IN YEARS	BACHELOR'S DEGREE	BACHELOR'S DEGREE > 150 SEMESTER HOURS	MASTER'S DEGREE	MASTER'S DEGREE +15 SEMESTER HOURS
Step Value	0.038	0.043	0.048	0.048
0	$47,448.78	$49,251.83	$51,956.42	$54,518.65
	1.000	1.038	1.095	1.149
1	$49,251.83	$51,292.13	$54,233.96	$56,796.20
	1.038	1.081	1.143	1.197
2	$51,054.89	$53,332.43	$56,511.50	$59,073.74
	1.076	1.124	1.191	1.245
3	$52,857.95	$55,372.73	$58,789.05	$61,351.28
	1.114	1.167	1.239	1.293
4	$54,661.01	$57,413.02	$61,066.58	$63,628.82
	1.152	1.210	1.287	1.341
5	$56,464.05	$59,453.33	$63,344.12	$65,906.37
	1.190	1.253	1.335	1.389
6	$58,267.10	$61,493.62	$65,621.67	$68,183.90
	1.228	1.296	1.383	1.437
7	$60,070.16	$63,533.92	$67,899.21	$70,461.45
	1.266	1.339	1.431	1.485
8	$61,873.22	$65,574.22	$70,176.75	$72,738.98
	1.304	1.382	1.479	1.533
9	$63,676.27	$67,614.52	$72,454.29	$75,016.53
	1.342	1.425	1.527	1.581
10	$65,479.33	$69,654.81	$74,731.84	$77,294.08
	1.380	1.468	1.575	1.629
11	$67,282.37	$71,695.11	$77,009.38	$79,571.62
	1.418	1.511	1.623	1.677
12	$69,085.43	$73,735.41	$79,286.93	$81,849.16
	1.456	1.554	1.671	1.725
15			$81,564.46	$84,126.69
			1.719	1.773
20			$83,842.01	$86,404.24
			1.767	1.821
25			$86,119.54	$88,681.78
			1.815	1.869
27			$88,397.09	$90,959.33
			1.863	1.917
EFFECTIVE: JULY 1, 2026			ADOPTED:	

FRANKLIN MONROE LOCAL SCHOOL DISTRICT				
CERTIFIED SALARY SCHEDULE				
ADDENDUM A - FISCAL YEAR 2028				
Base:	$49,346.73			
EXPERIENCE IN YEARS	BACHELOR'S DEGREE	BACHELOR'S DEGREE > 150 SEMESTER HOURS	MASTER'S DEGREE	MASTER'S DEGREE +15 SEMESTER HOURS
Step Value	0.038	0.043	0.048	0.048
0	$49,346.73	$51,221.90	$54,034.68	$56,699.40
	1.000	1.038	1.095	1.149
1	$51,221.90	$53,343.82	$56,403.32	$59,068.05
	1.038	1.081	1.143	1.197
2	$53,097.09	$55,465.73	$58,771.96	$61,436.69
	1.076	1.124	1.191	1.245
3	$54,972.27	$57,587.64	$61,140.61	$63,805.33
	1.114	1.167	1.239	1.293
4	$56,847.45	$59,709.54	$63,509.24	$66,173.97
	1.152	1.210	1.287	1.341
5	$58,722.61	$61,831.46	$65,877.88	$68,542.62
	1.190	1.253	1.335	1.389
6	$60,597.78	$63,953.36	$68,246.54	$70,911.26
	1.228	1.296	1.383	1.437
7	$62,472.97	$66,075.28	$70,615.18	$73,279.91
	1.266	1.339	1.431	1.485
8	$64,348.15	$68,197.19	$72,983.82	$75,648.54
	1.304	1.382	1.479	1.533
9	$66,223.32	$70,319.10	$75,352.46	$78,017.19
	1.342	1.425	1.527	1.581
10	$68,098.50	$72,441.00	$77,721.11	$80,385.84
	1.380	1.468	1.575	1.629
11	$69,973.66	$74,562.91	$80,089.76	$82,754.48
	1.418	1.511	1.623	1.677
12	$71,848.85	$76,684.83	$82,458.41	$85,123.13
	1.456	1.554	1.671	1.725
15			$84,827.04	$87,491.76
			1.719	1.773
20			$87,195.69	$89,860.41
			1.767	1.821
25			$89,564.32	$92,229.05
			1.815	1.869
27			$91,932.97	$94,597.70
			1.863	1.917
EFFECTIVE: JULY 1, 2027			ADOPTED:	

FRANKLIN MONROE LOCAL SCHOOL DISTRICT				
ADVISOR SCHEDULE				
ADDENDUM B - Fiscal Year 2026				
1.04	0 YEARS	1 YEAR	2 YEARS	3 YEARS
LEVEL 1	$3,067.68	$3,221.06	$3,382.12	$3,551.23
Junior Class				
FFA				
LEVEL 2	$2,078.11	$2,182.01	$2,291.10	$2,405.64
Academic Team				
Echo				
MS/HS Student Council				
NHS				
SADD				
LEVEL 3	$1,805.46	$1,895.72	$1,990.52	$2,090.04
Fall Play				
Lego Robotics #1				
Lego Robotics #2				
Senior Class				
Social Media Facilitator				
Sonic Sound				
Spring Play				
Student Council Elem				
LEVEL 4	$1,581.94	$1,661.05	$1,744.11	$1,831.30
Elementary Yearbook				
Freshman Class				
Math Counts				
Pep Band				
Power of the Pen				
Sophomore Class				
LEVEL 5	$1,344.05	$1,411.25	$1,481.81	$1,555.92
Art Club				
D.C. Trip				
Eighth Grade				
Media Facilitator				
Muse Machine				
Science Club				
Science Fair				
Seventh Grade				
Spanish Club				
STAF				
Testing Coordinator				
Vocal Music				

FRANKLIN MONROE LOCAL SCHOOL DISTRICT				
ADVISOR SCHEDULE				
ADDENDUM B - Fiscal Year 2027				
1.04	0 YEARS	1 YEAR	2 YEARS	3 YEARS
LEVEL 1	$3,190.39	$3,349.90	$3,517.40	$3,693.28
Junior Class				
FFA				
LEVEL 2	$2,161.23	$2,269.29	$2,382.74	$2,501.87
Academic Team				
Echo				
MS/HS Student Council				
NHS				
SADD				
LEVEL 3	$1,877.68	$1,971.55	$2,070.14	$2,173.64
Fall Play				
Lego Robotics #1				
Lego Robotics #2				
Senior Class				
Social Media Facilitator				
Sonic Sound				
Spring Play				
Student Council Elem				
LEVEL 4	$1,645.22	$1,727.49	$1,813.87	$1,904.55
Elementary Yearbook				
Freshman Class				
Math Counts				
Pep Band				
Power of the Pen				
Sophomore Class				
LEVEL 5	$1,397.81	$1,467.70	$1,541.08	$1,618.16
Art Club				
D.C. Trip				
Eighth Grade				
Media Facilitator				
Muse Machine				
Science Club				
Science Fair				
Seventh Grade				
Spanish Club				
STAF				
Testing Coordinator				
Vocal Music				

FRANKLIN MONROE LOCAL SCHOOL DISTRICT				
ADVISOR SCHEDULE				
ADDENDUM B - Fiscal Year 2028				
1.04	0 YEARS	1 YEAR	2 YEARS	3 YEARS
LEVEL 1	$3,318.01	$3,483.90	$3,658.10	$3,841.01
Junior Class				
FFA				
LEVEL 2	$2,247.68	$2,360.06	$2,478.05	$2,601.94
Academic Team				
Echo				
MS/HS Student Council				
NHS				
SADD				
LEVEL 3	$1,952.79	$2,050.41	$2,152.95	$2,260.59
Fall Play				
Lego Robotics #1				
Lego Robotics #2				
Senior Class				
Social Media Facilitator				
Sonic Sound				
Spring Play				
Student Council Elem				
LEVEL 4	$1,711.03	$1,796.59	$1,886.42	$1,980.73
Elementary Yearbook				
Freshman Class				
Math Counts				
Pep Band				
Power of the Pen				
Sophomore Class				
LEVEL 5	$1,453.72	$1,526.41	$1,602.72	$1,682.89
Art Club				
D.C. Trip				
Eighth Grade				
Media Facilitator				
Muse Machine				
Science Club				
Science Fair				
Seventh Grade				
Spanish Club				
STAF				
Testing Coordinator				
Vocal Music				

FRANKLIN MONROE LOCAL SCHOOL DISTRICT					
ATHLETIC EXTRA CURRICULAR SALARY SCHEDULE					
ADDENDUM C - Fiscal Year 2026					
	0 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
LEVEL 1	$5,896.19	$6,190.97	$6,500.54	$6,825.56	$7,866.89
Basketball - Varsity Boys					
Basketball - Varsity Girls					
LEVEL 2	$3,624.86	$3,806.09	$3,996.39	$4,196.22	$5,135.33
Softball					
Baseball					
Track Girls					
Track Boys					
Soccer Girls					
Soccer Boys					
Cross Country					
Volleyball					
LEVEL 3	$3,097.83	$3,252.72	$3,415.36	$3,586.13	
Basketball - Reserve/Var Asst Boys					
Basketball - Reserve/Var Asst Girls					
Cheerleading - Varsity					
LEVEL 4	$2,648.55	$2,780.95	$2,920.03	$3,066.01	$4,042.71
Volleyball - Reserve					
Basketball - 7th Grade Boys					
Basketball - 7th Grade Girls					
Basketball - 8th Grade Boys					
Basketball - 8th Grade Girls					
Volleyball - 7th Grade					
Volleyball- 8th Grade					
Golf Boys					
Golf Girls					
Baseball - Reserve/Var Asst					
Softball - Reserve/Var Asst					
Track JH Boys					
Track JH Girls					
Cross Country Asst					
Site-Supervisor (up to 40 events)					
Cheerleading - JH					
Soccer - Reserve/Var Asst Girls					
Soccer - Reserve/Var Asst Boys					
Archery					

FRANKLIN MONROE LOCAL SCHOOL DISTRICT					
ATHLETIC EXTRA CURRICULAR SALARY SCHEDULE					
ADDENDUM C - Fiscal Year 2027					
1.04	0 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
LEVEL 1	$6,132.04	$6,438.61	$6,760.56	$7,098.58	$8,181.57
Basketball - Varsity Boys					
Basketball - Varsity Girls					
LEVEL 2	$3,769.85	$3,958.33	$4,156.25	$4,364.07	$5,340.74
Softball					
Baseball					
Track Girls					
Track Boys					
Soccer Girls					
Soccer Boys					
Cross Country					
Volleyball					
LEVEL 3	$3,221.74	$3,382.83	$3,551.97	$3,729.58	
Basketball - Reserve/Var Asst Boys					
Basketball - Reserve/Var Asst Girls					
Cheerleading - Varsity					
LEVEL 4	$2,754.49	$2,892.19	$3,036.83	$3,188.65	$4,204.42
Volleyball - Reserve					
Basketball - 7th Grade Boys					
Basketball - 7th Grade Girls					
Basketball - 8th Grade Boys					
Basketball - 8th Grade Girls					
Volleyball - 7th Grade					
Volleyball- 8th Grade					
Golf Boys					
Golf Girls					
Baseball - Reserve/Var Asst					
Softball - Reserve/Var Asst					
Track JH Boys					
Track JH Girls					
Cross Country Asst					
Site-Supervisor (up to 40 events)					
Cheerleading - JH					
Soccer - Reserve/Var Asst Girls					
Soccer - Reserve/Var Asst Boys					
Archery					

FRANKLIN MONROE LOCAL SCHOOL DISTRICT					
ATHLETIC EXTRA CURRICULAR SALARY SCHEDULE					
ADDENDUM C - Fiscal Year 2028					
1.04	0 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS
LEVEL 1	$6,377.32	$6,696.15	$7,030.98	$7,382.52	$8,508.83
Basketball - Varsity Boys					
Basketball - Varsity Girls					
LEVEL 2	$3,920.64	$4,116.66	$4,322.50	$4,538.63	$5,554.37
Softball					
Baseball					
Track Girls					
Track Boys					
Soccer Girls					
Soccer Boys					
Cross Country					
Volleyball					
LEVEL 3	$3,350.61	$3,518.14	$3,694.05	$3,878.76	
Basketball - Reserve/Var Asst Boys					
Basketball - Reserve/Var Asst Girls					
Cheerleading - Varsity					
LEVEL 4	$2,864.67	$3,007.88	$3,158.30	$3,316.20	$4,372.60
Volleyball - Reserve					
Basketball - 7th Grade Boys					
Basketball - 7th Grade Girls					
Basketball - 8th Grade Boys					
Basketball - 8th Grade Girls					
Volleyball - 7th Grade					
Volleyball- 8th Grade					
Golf Boys					
Golf Girls					
Baseball - Reserve/Var Asst					
Softball - Reserve/Var Asst					
Track JH Boys					
Track JH Girls					
Cross Country Asst					
Site-Supervisor (up to 40 events)					
Cheerleading - JH					
Soccer - Reserve/Var Asst Girls					
Soccer - Reserve/Var Asst Boys					
Archery					

ADDENDUM D

GRIEVANCE FORM

I. Name of Aggrieved: _____

II. Grievance Submitted to: _____

III. Date Submitted: _____

IV. Provision of Agreement Alleged to be Breached: _____

_____

_____

V. Statement of Grievance: _____

_____

_____

_____

_____

_____

VI. Relief Sought: _____

_____

_____

_____

VII. Signature of Aggrieved: _____

VIII. Date Received: _____

By: _____

ADDENDUM E

APPLICATION FOR LEAVE

Name of Employee_____

Date(s) of Leave Requested_____

Type of Leave Requested:

_____ ***Sick Leave**

_____ **Personal Leave**

_____ **Professional Leave**

_____ **Vacation Leave**

* Reasons for Sick are as permitted under Board Policy and O.R.C. 3319.141.

If request is for Professional Leave, state purpose and destination: _____

_____

_____

Signature of Employee Requesting Leave: **Date Signed:**

_____ _____

Signatures Approving Leave:

_____ _____

Principal's Signature **Date Signed** **Superintendent's Signature** **Date Signed**

* *

SUBSTITUTE INFORMATION (If Applicable):

Substitute's Name(s)	**Date(s) Worked**	**Substitute's Signature(s)**
_____	_____	_____
_____	_____	_____

ADDENDUM F

SICK LEAVE TRANSFER REQUEST FORM

-Give the Completed Form to the FMEA President-

Applicant's Name (print):_____

Date:_____ No. of Days Requested: _____ Projected Return Date:_____

Nature of Catastrophic Illness or Critical Injury:_____

_____

Physician's Diagnosis and Prognosis:_____

_____

Sick Leave Balance at Time Illness/Injury Occurred:_____ Days

Other Pertinent Information: _____

_____

_____

_____ _____

Signature of Applicant Date

_____

Telephone Number (if additional information is necessary)

-Do Not Write Below This Line-

Approved: ___Yes ___No

If Yes, number of days granted: _____ Date:_____

If no, Reason(s): _____

_____

_____

_____ _____

FMEA President Date **Superintendent Date**

ADDENDUM G

AUTHORIZATION TO TRANSFER SICK LEAVE

DATE: _____

TEACHER'S NAME _____

I hereby authorize the Treasurer of Franklin-Monroe Local Schools to transfer _____ (1-3 days) of sick leave from my accrued, unused balance for use by another teacher, as approved Pursuant to Article 8, Paragraph H of the Negotiated Agreement, by both the Franklin-Monroe Education Association and the Superintendent.

_____
Teacher's Signature

-Do Not Write Below This Line-

From the Treasurer to _____:
(Name of teacher authorizing sick leave transfer)

In accordance with your written authorization above, ____ (1-3 days) of sick leave have been transferred from your accrued, unused balance this ___ day of _____, 20____, in accordance with Article 8, Paragraph H of the Negotiated Agreement.

_____ _____
Date Treasurer's Signature

ADDENDUM H

Franklin Monroe Local School District

AUTHORIZATION TO ENROLL

I request the authorization to enroll in the following course(s) which are being offered by

_____ during the _____ of the _____ academic year.

Course	Course Title	Quarter/Semester Hours
_____	_____	_____
_____	_____	_____

The per credit house rate currently being charged by the college or university is $ _____ per credit hour. I understand that upon successful completion of the course(s) I will be reimbursed up to $125.00 per semester hour. No employee will be reimbursed for more than 10 semester hours during the school year. No expense other than the credit hour cost will be reimbursed by the Board of Education.

Signature: _____ Date: _____

Date and Time Received by Superintendent's Office: _____

Approved _____ Disapproved _____

Reason for disapproval:

_____

Superintendent Signature: _____ Date: _____

If you have been authorized to enroll reimbursement will be provided for the listed course(s) only. No substitutions will be permitted. Upon completion of the course(s) please complete the below portion of this form and attach the original grade sheet and receipt to it and return it to the Superintendent's Office within 90 calendars days of completion.

Request for Reimbursement

I request reimbursement for the listed course work which has been successfully completed. The amount requested is based upon _____ quarter/semester hour charge at _____ per credit hour. The original grade sheet and receipt are attached.

Signature: _____ Date: _____

Reimbursement Authorization

Approved _____ Disapproved _____ Amount $_____

Superintendent Signature: _____ Date: _____

ADDENDUM I

Your summary of benefits

Anthem®

Anthem® Blue Cross and Blue Shield
EPC - Franklin Monroe HSA
Your Network: Blue Access PPO
Effective Date 1/1/2025

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Overall Deductible	$2,000 person / $4,000 family	$4,000 person / $8,000 family
Out-of-Pocket Limit	$2,000 person / $4,000 family	$8,000 person / $10,000 family
The family deductible and out-of-pocket maximum are non-embedded meaning the cost shares of all family members apply to one shared family deductible and one shared family out-of-pocket maximum. The individual deductible and individual out-of-pocket maximum only apply to individuals enrolled under single coverage.		
Preventive Care / Screening / Immunization	No charge	30% coinsurance after deductible is met
Doctor Home and Office Services		
Primary Care Visit	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Specialist Care Visit	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prenatal and Post-natal Care	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Other Practitioner Visits:		
Medical Chats - within our mobile app	No Applicable	Not Applicable
Retail Health Clinic	0% coinsurance after deductible is met	30% coinsurance after deductible is met
On-line Visit Includes Mental/Behavioral Health and Substance Abuse	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Manipulation Therapy Coverage is limited to 12 visits per benefit period.	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Other Services in an Office:		
Allergy Testing	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Chemo/Radiation Therapy	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Dialysis/Hemodialysis	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prescription Drugs - Dispensed in the office	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Diagnostic Services Lab:		
Office	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Outpatient Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
X-Ray:		
Office	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Advanced Diagnostic Imaging:		
Office	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Emergency and Urgent Care		
Urgent Care	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Emergency Room Facility Services	0% coinsurance after deductible is met	Covered as In-Network

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Emergency Room Doctor and Other Services	0% coinsurance after deductible is met	Covered as In-Network
Ambulance	0% coinsurance after deductible is met	Covered as In-Network
Outpatient Mental/Behavioral Health and Substance Abuse		

Doctor Office Visit	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Facility Visit:		
Facility Fees	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Doctor Services	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Surgery		
Facility Fees:		
Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Doctor and Other Services:		
Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Hospital (Including Maternity, Mental / Behavioral Health, Substance Abuse):		
Facility Fees	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Human Organ and Tissue Transplants Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.	0% coinsurance after deductible is met	50% coinsurance after deductible is met
Doctor and other services	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Recovery & Rehabilitation		

Home Health Care Coverage is limited to 90 visits per benefit period. Private Duty is limited to 82 visits/Calendar Year.	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Rehabilitation services:		
Office Coverage for Occupational Therapy, Physical Therapy is limited to 60 visits combined per benefit period and Speech Therapy is limited to 20 visits per benefit period. Limit is combined for rehabilitative and habilitative services.	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital Coverage for Occupational Therapy, Physical Therapy is limited to 60 visits combined per benefit period and Speech Therapy is limited to 20 visits per benefit period. Limit is combined for rehabilitative and habilitative services.	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Cardiac rehabilitation		
Office Coverage is limited to 36 visits per benefit period.	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital Coverage is limited to 36 visits per benefit period.	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Skilled Nursing Care (facility) Coverage for Skilled Nursing is limited to 180 days and Inpatient Rehabilitation facility (includes services in an outpatient day rehabilitation program) is limited to 60 days per benefit period.	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Hospice	0% coinsurance after deductible is met	0% coinsurance after deductible is met
Durable Medical Equipment	0% coinsurance after deductible is met	0% coinsurance after deductible is met
Prosthetic Devices	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prescription Drugs: Administered by CVS/Caremark	See Your Prescription Benefit Plan Summary	See Your Prescription Benefit Plan Summary

Notes:

- Dependent age: to end of the month in which the child attains age 26.
- Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not
- medically necessary.
- All medical deductibles, copayments and coinsurance apply toward the out-of-pocket
- maximum (excluding NonNetwork Human Organ and Tissue Transplant (HOTT) Services).

No charge means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.

- If your plan includes out-of-network benefits, In-network and out-of-network deductibles, copayments, coinsurance and out-of-pocket maximum amounts are separate and do not
- accumulate toward each other.
- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient
- Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services
- will be paid under "Outpatient Facility Services".

Benefit Period =Calendar Year.

Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

Your Plan: Anthem Blue Access HSA

Your Network: Blue Access PPO

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

Anthem Blue Cross and Blue Shield is the trade name of Community Insurance Company. Independent licensee of the Blue Cross and Blue Shield Association. ® ANTHEM is a
registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

Questions: (833) 639-1634 or visit us at www.anthem.com

OH/LG/Anthem Blue Access PPO HSA

Get help in your language

Curious to know what all this says? We would be too. Here's the English version:
If you have any questions about this document, you have the right to get help and information in your language at no cost. To talk to an interpreter, call (833) 639-1634

Separate from our language assistance program, we make documents available in alternate formats for members with visual impairments. If you need a copy of this document in an alternate format, please call the customer service telephone number on the back of your ID card. (TTY/TDD: 711)

Arabic (العربية): إذا كان لديك أي استفسارات بشأن هذا المستند، فيحق لك الحصول على المساعدة والمعلومات بلغتك دون مقابل. للتحدث إلى مترجم، اتصل على 639-1634 (833).

Armenian (հայերեն). Եթե այս **փաստաթղթի** հետ կապված հարցեր ունեք, դուք իրավունք ունեք անվճար ստանալ օգնություն և տեղեկատվություն ձեր լեզվով: Թարգմանչի հետ խոսելու համար **զանգահարեք** հետևյալ **հեռախոսահամարով** (833) 639-1634:

Chinese(中文)：如果您對本文件有任何疑問，您有權使用您的語言免費獲得協助和資訊。如需與譯員通話，請致電(833) 639-1634。

Farsi (فارسی): در صورتی که سؤالی درباره این سند دارید، این حق را دارید که اطلاعات و کمک را بدون هیچ هزینه ای به زبان مادریتان دریافت کنید. برای گفتگو با یک مترجم شفاهی، با شماره (833) 639-1634 تماس بگیرید.

French (Français) : Si vous avez des questions sur ce document, vous avez la possibilité d'accéder gratuitement à ces informations et à une aide dans votre langue. Pour parler à un interprète, appelez le (833) 639-1634.

Haitian Creole (Kreyòl Ayisyen): Si ou gen nenpòt kesyon sou dokiman sa a, ou gen dwa pou jwenn èd ak enfòmasyon nan lang ou gratis. Pou pale ak yon entèprèt, rele (833) 639-1634.

Italian (Italiano): In caso di eventuali domande sul presente documento, ha il diritto di ricevere assistenza e informazioni nella sua lingua senza alcun costo aggiuntivo. Per parlare con un interprete, chiami il numero (833)

Japanese (日本語):この文書についてなにかご不明な点があれば、あなたにはあなたの言語で無料で支援を受け情報を得る権利があります。通訳に話すには (833) 639-1634 にお電話ください。

Language Access Services:

Korean (한국어): 본 문서에 대해 어떠한 문의사항이라도 있을 경우, 귀하에게는 귀하가 사용하는 언어로 무료 도움 및 정보를 얻을 권리가 있습니다. 통역사와 이야기하려면(833) 639-1634로 문의하십시오.

Navajo (Diné): Dii naaltsoos bika'igii łahgo bina'idilkidgo na bohónéedzá dóó bee ahóót'i' t'áá ni nizaad k'ehjí bee nil hodoonih t'áadoo bąąh ílnígóó. Ata' halne'igii ła' bich'į' hadeesdzih ninizingo koji' hodiilnih (833) 639-1634.

Polish (polski): W przypadku jakichkolwiek pytań związanych z niniejszym dokumentem masz prawo do bezpłatnego uzyskania pomocy oraz informacji w swoim języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer: (833) 639-1634.

Punjabi (ਪੰਜਾਬੀ): ਜੇ ਤੁਹਾਡੇ ਇਸ ਦਸਤਾਵੇਜ਼ ਬਾਰੇ ਕੋਈ ਸਵਾਲ ਹੁੰਦੇ ਹਨ ਤਾਂ ਤੁਹਾਡੇ ਕੋਲ ਮੁਫ਼ਤ ਵਿੱਚ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਮਦਦ ਅਤੇ ਜਾਣਕਾਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਦਾ ਅਧਿਕਾਰ ਹੁੰਦਾ ਹੈ। ਇੱਕ ਦੁਭਾਸ਼ੀਏ ਨਾਲ ਗੱਲ ਕਰਨ ਲਈ, (833) 639-1634 ਤੇ ਕਾਲ ਕਰੋ।

Russian (Русский): если у вас есть какие-либо вопросы в отношении данного документа, вы имеете право на бесплатное получение помощи и информации на вашем языке. Чтобы связаться с устным переводчиком, позвоните по тел. (833) 639-1634.

Spanish (Español): Si tiene preguntas acerca de este documento, tiene derecho a recibir ayuda e información en su idioma, sin costos. Para hablar con un intérprete, llame al (833) 639-1634.

Tagalog (Tagalog): Kung mayroon kang anumang katanungan tungkol sa dokumentong ito, may karapatan kang humingi ng tulong at impormasyon sa iyong wika nang walang bayad. Makipag-usap sa isang tagapagpaliwanag, tawagan ang (833) 639-1634.

Vietnamese (Ti ng Vi t): N u quý v c b t k câu h i nào v tài li u này, quý v có quy n nh n s tr giúp và thông tin b ng ngôn ng c a quý v hoàn toàn mi n phí. Để trao đổi với một thông dịch viên, hãy g i (833) 639-1634.

It's important we treat you fairly
That's why we follow federal civil rights laws in our health programs and activities. We don't discriminate, exclude people, or treat them differently on the basis of race, color, national origin, sex, age or disability. For people with disabilities, we offer free aids and services. For people whose primary language isn't English, we offer free language assistance services through interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711). If you think we failed to offer these services or discriminated based on race, color, national origin, age, disability, or sex, you can file a complaint, also known as a grievance. You can file a complaint with our Compliance Coordinator in writing to Compliance Coordinator, P.O. Box 27401, Mail Drop VA2002-N160, Richmond, VA 23279. Or you can file a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building;
Washington, D.C. 20201 or by calling 1-800-368-1019 (TDD: 1- 800-537-7697) or online at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf. Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Here's an overview of your CVS Caremark benefits.

Franklin-Monroe HSA - 1/1/2025

If you have any questions about your prescription plan or costs, call us at 1-888-202-1654. We can help any time after your plan starts. For TDD assistance, please call 1-800-863-5498.

	Short-Term Medicines CVS Caremark Retail Pharmacy Network (Up to a 30-day supply)	Long-Term Medicines CVS Caremark Mail Service Pharmacy or CVS Pharmacy Locations (Up to a 90-day supply)
Generic Medicines Always ask your doctor if there's a generic option available. It could save you money.	$0 copay after the deductible is met for a generic medicine	$0 copay after the deductible is met for a generic medicine
Preferred Brand-Name Medicines If a generic is not available or appropriate, ask your doctor to prescribe from your plan's preferred drug list.	$0 copay after the deductible is met for a preferred brand-name medicine	$0 copay after the deductible is met for a preferred brand-name medicine
Non-Preferred Brand-Name Medicines Drugs that aren't on your plan's preferred list will cost more.	$0 copay after the deductible is met for a non-preferred brand-name medicine	$0 copay after the deductible is met for a non-preferred brand-name medicine
Refill Limit	None	None
Maximum Out-of-Pocket	$2,000 per individual / $4,000 per family (combined with medical)	
Annual **Deductible**	$2,000 per individual / $4,000 per family (combined with medical)	
Specialty Medicines	Specialty medications are required to be filled through CVS Specialty Mail Order Pharmacy or at a retail CVS/pharmacy. Please contact Customer Care toll-free at 1-888-202-1654 for questions or to get started today.	
Prior Authorization	Certain medications may require prior authorization. Please contact Customer Care toll-free at 1-888-202-1654 or visit www.caremark.com for verification of prior authorization requirements.	

Please Note: When a generic is available, but the pharmacy dispenses the brand-name medication for any reason other than doctor or other prescriber indicates "dispense as written," you will pay the difference between the brand-name medication and the generic plus the brand copayment.

Copayment, copay or coinsurance means the amount a plan member is required to pay for a prescription in accordance with a Plan which may be a deductible, a percentage of the prescription price, a fixed amount or other charge, with the balance, if any, paid by a Plan. Your feedback is important as it helps us improve our service. Please contact us with any questions or concerns at 1-888-202-1654. If you access your pharmacy benefits information through the Caremark Web site, you can find Plan Members Rights and Responsibilities at www.caremark.com.

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Your privacy is important to us. Our employees are trained regarding the appropriate way to handle your private health information.

Notice of Nondiscrimination

Federal civil rights laws prohibit certain health programs and activities from discriminating on the basis of race, color, national origin, age, disability, or sex. The laws apply to health programs and activities that receive funding from the Federal government, are administered by a Federal agency or are offered on a public Health Insurance Marketplace. Health plans that are subject to the laws include Medicare Part D plans, Medicaid plans, health plans offered by issuers on Health Insurance Marketplaces, and certain employee health benefit plans. If you have questions about whether these Federal civil rights laws apply to your plan, please contact your health plan at the number in your benefit plan materials.

If your health plan is subject to these Federal civil rights laws, it complies with the laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex and does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Your health plan:

- Provides appropriate aids and services, free of charge, when necessary to ensure that people with disabilities have an equal opportunity to communicate effectively with us, such as:
  - Auxiliary aids and services
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)

- Provides language assistance services, free of charge, when necessary to provide meaningful access to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, call Customer Care at the phone number on your benefit ID card.

If you believe these services have not been appropriately provided to you or you have been discriminated against on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by mail, fax, or email with your health plan's Civil Rights Coordinator.

You may also contact Customer Care and we will direct your grievance to your health plan's Civil Rights Coordinator:

Nondiscrimination Grievance Coordinator
PO BOX 6590, Lee's Summit, MO 64064-6590
Phone: 1-866-526-4075
TTY: 1-800-863-5488
Fax: 1-855-245-2135
Email: nondiscrimination@cvscaremark.com

If you need additional help filing a grievance, your health plan's Civil Rights Coordinator is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201
1-800-368-1019, 1-800-537-7697 (TDD)

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

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FRANKLIN MONROE LOCAL SCHOOL DISTRICT
Incentive for Opting out of Board Paid for Health Care Insurance
ADDENDUM J

Any school employee who opts out of the board's health insurance plan shall be paid an incentive in the amount of $1,000 if eligible for family coverage or $750 if eligible for single coverage for each year of the agreement.

Those who have not enrolled may enroll in insurance coverage during that plan year based upon verification of loss of other health insurance coverage due to changes in family status (such as death, divorce or unemployment of the person carrying health insurance) and other circumstances in accordance with the usual plan terms. A teacher enrolling outside of the open enrollment period shall receive a pro-rated amount for the incentive payment that year.

Incentives will be paid as a taxable cash incentive included in the last paycheck of the insurance coverage contract year. (i.e., last pay of Dec)

Written notice of intent to opt out of district provided health insurance must be delivered to the treasurer during the normal health insurance open enrollment period.

Please check the appropriate qualification:

A.	Single coverage incentive	$ 750.00	_____
B.	Family coverage incentive	$1,000.00	_____

Employee Signature: _____ Date _____

ADDENDUM K



Delta Dental PPO™ (Point-of-Service)
Summary of Dental Plan Benefits
For Group# 5630-1230, 1239
Franklin Monroe Local Schools

This Summary of Dental Plan Benefits should be read along with your **Certificate**. Your **Certificate** provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

Control Plan – Delta Dental of Ohio

Benefit Year – January 1 through December 31

Covered Services –

	Delta Dental PPO™ Dentist	Delta Dental Premier* Dentist	Nonparticipating Dentist
	Plan Pays	Plan Pays	Plan Pays*
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	100%	100%	100%
Emergency Palliative Treatment – to temporarily relieve pain	100%	100%	100%
Sealants – to prevent decay of permanent teeth	100%	100%	100%
Brush Biopsy – to detect oral cancer	100%	100%	100%
Radiographs – X-rays	100%	100%	100%
Basic Services			
Minor Restorative Services – fillings and crown repair	80%	80%	80%
Endodontic Services – root canals	80%	80%	80%
Periodontic Services – to treat gum disease	80%	80%	80%
Oral Surgery Services – extractions and dental surgery	80%	80%	80%
Other Basic Services – misc. services	80%	80%	80%
Relines and Repairs – to prosthetic appliances	80%	80%	80%
Major Services			
Major Restorative Services – crowns	50%	50%	50%
Prosthodontic Services – bridges, implants, dentures, and crowns over implants	50%	50%	50%
Orthodontic Services			
Orthodontic Services – braces	50%	50%	50%
Orthodontic Age Limit –	No Age Limit	No Age Limit	No Age Limit

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's **Nonparticipating** Dentist Fee that will be paid for those services. This amount may be less than what the Dentist **charges** or Delta Dental approves and you are **responsible** for that **difference**.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year.
- **People** with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride **treatments** are payable twice per calendar year for people age 18 and under.
- Bitewing X-rays are payable once per calendar year and full mouth X-rays (which include bitewing X-rays) or a panorex are **payable** once in any five-year period.
- Sealants are **payable** once per tooth per lifetime for first permanent molars for people age eight and under and second permanent molars for people age 13 and under. The surface must be free from decay and restorations.
- Composite resin (white) **restorations** are payable on posterior teeth.
- Metallic inlays are **Covered** Services.
- **Porcelain** and resin facings on crowns are optional treatment on posterior teeth.
- Implants are payable once per tooth in any five-year period. Implant related services are Covered Services.

KR#87803515

- Crowns over implants are payable once per tooth in any five-year period. Services related to crowns over implants are Covered Services.
- People with special health care needs may be eligible for additional services including exams, hygiene visits, and dental case management. Special health care needs include any physical, **developmental**, mental, sensory, behavioral, cognitive, or emotional impairment or limiting condition that requires medical **management**, healthcare intervention, and/or use of **specialized** services or programs. The condition may be congenital, **developmental**, or acquired through disease, trauma, or **environmental** cause and may impose limitations in performing daily self-maintenance activities or substantial limitations in major life activity.

Having Delta Dental **coverage** makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide **network** of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits **representative** to get a copy of our Passport Dental **information** sheet.

Maximum Payment – $1,000 per Member total per Benefit Year on all services except orthodontic **services**. $1,000 per Member total per lifetime on orthodontic services.

Payment for Orthodontic Service – When orthodontic **treatment** begins, your Dentist will submit a **payment** plan to Delta Dental based upon your projected course of treatment. In accordance with the **agreed** upon payment plan, Delta Dental will make an initial payment to you or your **Participating** Dentist equal to Delta Dental's stated Copayment on 30% of the **Maximum** Payment for Orthodontic **Services** as set forth in this Summary of Dental Plan Benefits. Delta Dental will make additional payments as follows: Delta Dental will pay 50% of the per monthly fee **charged** by your Dentist based upon the agreed upon payment plan provided by Delta Dental to your Dentist.

Deductible – $25 Deductible per **Member** total per **Benefit** Year limited to a maximum Deductible of **$50** per family per Benefit Year. The Deductible does not apply to diagnostic and **preventive** services, **emergency** palliative treatment, brush biopsy, X-rays, sealants, and **orthodontic** services.

Waiting Period – Enrollees who are **eligible** for Benefits are covered on the date of hire.

Eligible People – All **regularly** scheduled to work employees of the Contractor **subject** to the board contract who **choose** the dental plan (1230) and COBRA (**Consolidated** Omnibus Budget **Reconciliation** Act of 1985) enrollees (1239).

Also eligible are your Spouse and your Children to the end of the month in which they turn 26, **including** your Children who are married, who no longer live with you, who are not your Dependents for Federal income tax **purposes**, and/or who are not permanently disabled.

Enrollees and **dependents** choosing this plan are required to remain enrolled for a minimum of 12 **months**. Should an Enrollee or **Dependent** choose to drop coverage after that time, he or she may not re-enroll prior to the date on which 12 months have elapsed. Dependents may only enroll if the Enrollee is enrolled (except under COBRA) and must be enrolled in the same plan as the Enrollee. An election may be revoked or changed at any time if the change is the result of a qualifying event as defined under **Internal** Revenue Code Section 125.

Coordination of Benefits – If you and your Spouse are both eligible to enroll in This Plan as Enrollees, you may be enrolled together on one application or separately on individual applications, but not both. Your Dependent Children may be **enrolled** on one **application**. Delta Dental will not coordinate **Benefits** between your coverage and your Spouse's coverage if you and your Spouse are both covered as Enrollees under This Plan.

Benefits will cease on the last day of the month in which your employment is **terminated**.

Customer Service Toll-Free **Number**: 800-524-0149 (TTY users call 711)
https://www.DeltaDentalOH.com
Contract Start Date: October 1, 2022
Document Creation Date: August 24, 2022

ADDENDUM L

A LOOK AT YOUR VSP VISION COVERAGE

SEE HEALTHY AND LIVE HAPPY WITH HELP FROM FRANKLIN-MONROE SCHOOLS AND VSP.

As a VSP® member, you get personalized care from a VSP network doctor at low out-of-pocket costs.

VALUE AND SAVINGS YOU LOVE.

Save on eyewear and eye care when you see a VSP network doctor. Plus, take advantage of Exclusive Member Extras for additional savings.

PROVIDER CHOICES YOU WANT.

It's easy to find a nearby in-network doctor. Maximize your coverage with bonus offers and savings that are exclusive to Premier Program locations—including thousands of private practice doctors and over 700 Visionworks retail locations nationwide.

PREMIER PROGRAM

Visionworks

QUALITY VISION CARE YOU NEED.

You'll get great care from a VSP network doctor, including a WellVision Exam℠—a comprehensive exam designed to detect eye and health conditions.

PROVIDER NETWORK:

VSP Signature

Effective 1/1/2022

Log in to **vsp.com** to find an in-network provider based on your plan type.

vsp Vision care for life

BENEFIT	DESCRIPTION	COPAY
YOUR COVERAGE WITH A VSP PROVIDER		
WELLVISION EXAM	• Focuses on your eyes and overall wellness • Every 12 months	$10
PRESCRIPTION GLASSES		$25
FRAME	• $150 frame allowance • $170 featured frame brands allowance • 20% savings on the amount over your allowance • Every 24 months	Included in Prescription Glasses
LENSES	• Single vision, lined bifocal, and lined trifocal lenses • Every 12 months	Included in Prescription Glasses
LENS ENHANCEMENTS	• Impact-resistant lenses • Standard progressive lenses • Premium progressive lenses • Custom progressive lenses • Average savings of 40% on other lens enhancements • Every 12 months	$0 $0 $80 - $90 $120 - $160
CONTACTS (INSTEAD OF GLASSES)	• $130 allowance for contacts and contact lens exam (fitting and evaluation) • 15% savings on a contact lens exam (fitting and evaluation) • Every 12 months	$0
PRIMARY EYECARE℠	• Retinal screening for members with **diabetes** • Additional exams and services for members with diabetes, glaucoma, or age-related **macular** degeneration. • Treatment and diagnoses of eye conditions, including pink eye, vision loss, and cataracts available for all **members**. • **Limitations** and coordination with your medical coverage may apply. Ask your VSP doctor for details. • As needed	$0 $20 per exam
EXTRA SAVINGS	**Glasses and Sunglasses** • Extra $20 to spend on **featured** frame brands. Go to vsp.com/offers for details. • 30% savings on additional glasses and sunglasses, including lens enhancements, from the same VSP provider on the same day as your WellVision Exam. Or get 20% from any VSP provider within 12 months of your last WellVision Exam. **Routine Retinal Screening** • No more than a $39 copay on routine retinal screening as an enhancement to a WellVision Exam **Laser Vision Correction** • Average 15% off the regular price or 5% off the **promotional** price; discounts only available from contracted facilities • After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor	

YOUR COVERAGE WITH OUT-OF-NETWORK PROVIDERS

Get the most out of your benefits and greater savings with a VSP network doctor. Call Member Services for out-of-network plan details.

VSP **guarantees** coverage from VSP network providers only. Based on applicable laws, benefits may vary by location. In the state of Washington, VSP Vision Care, Inc., is the legal name of the corporation through which VSP does business.

Classification: Restricted

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