Tue, 08/12/2025 04:22:33 PM SERB

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NEGOTIATED AGREEMENT

between the

RIVERDALE EDUCATION ASSOCIATION

and the

RIVERDALE LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

Effective July 1, 2025 through June 30, 2028

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ARTICLE I - RECOGNITION/DEFINITIONS

A. Recognition

The Riverdale Local School District Board of Education recognizes the Riverdale Education Association, OEA/NEA as the sole and exclusive bargaining representative of all regular full-time and part-time certified personnel excluding all administrators, supervisors, substitutes, confidential employees and all non-certified personnel of the Riverdale Local School District.

B. Definitions

1. Board-The Riverdale Local School District Board of Education its Administration and others authorized to act on its behalf.

2. Association -The Riverdale Education Association, its officers or others authorized to act on its behalf.

3. Teacher-A member of the Association's bargaining unit.

4. Days-Calendar days unless otherwise defined.

5. Whenever a party is required to "notify" the other party, or to provide "notification" under this Agreement, written notification shall be required.

ARTICLE II - NEGOTIATIONS PROCEDURE

A. Subjects of Negotiation

Representatives of the Board and the Association will negotiate in good faith on all matters pertaining to wages, hours or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement.

B. Requests for Negotiation

1. If either of the party's desires to negotiate, it shall notify the other party, in writing, no sooner than one hundred twenty (120) days and not later than sixty (60) days before expiration of this Agreement. Notification in writing from the Association shall be served on the Superintendent and from the Board shall be addressed to the President of the Association.

2. Within two (2) weeks after receipt of the request for negotiations (unless the Parties mutually agree to a later date), an initial meeting will be held at which both parties will submit in writing their proposals, and thereafter additional items shall not be submitted by either party unless the other party consents thereto.

3. Proposals and subsequent counterproposals shall be written in such detail as to specify that to which agreement is sought in terms acceptable to the proponent

without clarification or supplementation which, if agreed to by the other party, shall express the whole agreement between the parties with respect thereto.

C. Negotiation Meetings

1. Negotiation meetings shall be scheduled at the request of the parties and, until negotiations are concluded, either party shall require at each meeting a decision on the date, time and place of a subsequent meeting.

2. Meetings shall not be scheduled during school hours and shall be at reasonable intervals, places and times and to avoid, as nearly as is practical, conflict and interference with school and employment schedules unless otherwise agreed to by both parties.

3. Negotiation meetings shall be closed to the press and the public.

4. Upon the request of either party, the negotiations meeting shall be recessed to permit the requesting party a reasonable time to caucus with time of resumption mutually agreed to as a condition of recess.

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

D. Representation

Representation at negotiation meetings shall be limited to five (5) representatives of the Board and five (5) representatives of the Association. All negotiations shall be conducted exclusively between said teams.

E. Assistance and Study Committees

1. Either party may call upon professiona1 and lay person (consultants) to consider and make suggestions concerning matters under discussion. The expense of such consultants shall be borne by the party requesting same. Such consultants may be questioned during negotiating sessions by either party.

2. The parties may appoint joint committees, ad hoc or standing, to study and develop recommendations on matters under consideration. Committee findings shall be reported to both parties within the time limit specified by the parties when they set up the committee.

F. Information

Both parties shall furnish each other, upon reasonable request, all available information pertinent to the issue(s) under negotiation and not privileged by law.

G. News Releases

Periodic progress reports may be issued during negotiations to the public, provided any such news release shall have the prior approval of both parties.

H. Agreement

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

2. Once the agreement has been ratified by the Association, it shall be submitted to the Board for approval at its next regular or special Board meeting. (This is providing that the next regular Board meeting is not less than five (5) days from the date the Board receives the Agreement.)

3. When approved by both the Association and the Board of Education, the items agreed to shall constitute a revision of the negotiated contract.

4. Four copies of the revised contract shall be signed on behalf of the Board and the Association with one copy to be retained by the Board and one copy to be sent to SERB and two (2) copies to be retained by the Association.

I. Impasse Procedure

In the event the parties are unable to reach agreement on all issues submitted for negotiations within forty-five (45) days of the expiration of the contract, a state of impasse shall be deemed to exist and all unresolved issues shall be submitted to mediation.

Within ten (10) days of the declaration of impasse or by a mutually agreed upon date, the parties will request the Federal Mediation and Conciliation Service or another mutually agreed upon mediator/mediation service to appoint a mediator from its staff. The mediator shall meet with the parties or their representatives either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their differences and to affect a mutually acceptable agreement. The parties will equally share any costs related to the use of a mediator.

J. Conflict with Law or Regulations

Consistent with Ohio Revised Code 4117.10, the terms of this Agreement supersede any conflicting provisions of state law. If any provision of this Agreement is otherwise contrary to law, only such provision shall be null and void. However, the remainder of the Agreement shall remain in full force and effect. The parties shall meet within thirty (30) days of demand by either party to renegotiate the affected provision to make the contract whole.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definitions

1. A claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of the terms of this negotiated contract.

2. The term "grievant" shall include all members of the bargaining unit or the Riverdale Education Association.

3. "Days" shall mean actual working school days; however, in the summer "days" shall mean Monday through Friday with the exception of holidays.

B. Rights of the Grievant and the Association

l. A grievant may appear on his/her own behalf or may be represented at any and all steps of the grievance procedure by the Riverdale Education Association.

2. The Association shall receive notice of each meeting held to resolve the grievance and shall be given a copy of the recommended disposition of such grievance at each step. Such written notice and disposition shall be made at the same time and in the same manner as such notice or disposition is required to be sent to the grievant.

3. The fact that an employee files a grievance shall not be used in the transfer, assignment or promotion process; nor shall such fact be used in any recommendation for re-employment or recommendation for other employment; nor shall the grievant, the Riverdale Education Association, or its officers be placed in jeopardy or be the subject for reprisal or discrimination for having followed this grievance procedure.

4. If a grievance appears to arise from the actions of an authority higher than the principal of a school and affects a group or class of teachers, or is concerned with a system-wide policy, it may be submitted at Step II described below.

5. The purpose of these procedures is to secure, at the lowest possible administrative level, equitable solutions to grievances. All parties agree that proceedings shall be kept as confidential as is appropriate.

C. Time Limits

1. The number of days indicated at each step is considered a maximum. The time limits specified may, however, be extended by written agreement of the parties involved.

2. If an employee does not file a grievance in writing within fifteen (15) days after the act or conditions on which the grievance is based, then the grievance shall be considered waived.

3. If a decision on a grievance is not appealed within the time limits specified at any step of the procedure, the grievance will be deemed settled on the basis of the disposition at that step and further appeal shall be barred.

4. Failure at any step of these procedures to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step.

5. All written grievances, appeals of grievances, dispositions of grievances, or notices of hearings shall be delivered by one of the following means:

   a. Email, or

   b. Hand delivered with the signature of the individual receiving same and the date received recorded thereon.

6. In the event a grievance is filed after May 15 of any school year and strict adherence to the time limits may result in hardship to any party, all parties shall use their best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

7. All other grievances submitted after May 15 of a school year shall be processed at a time mutually agreeable to the parties involved, but no later than the beginning of the next school term.

D. Grievance Procedures

1. Informal Procedures

If the grievant believes there is a basis for a grievance, he must first discuss the matter with his principal or immediate supervisor in an effort to resolve the problem informally.

Grievances may be adjusted informally provided the adjustment is not inconsistent with the provisions of this negotiated contract.

2. Formal Procedures

STEP I

If the grievance is not resolved within five (5) days of such informal meeting, the grievant may present his formal claim by submitting a completed Grievance Report Form, Step I. Copies of this form showing the date of the occurrence, a statement of the nature of the grievance and provisions of the contract allegedly violated, and the relief sought shall be submitted by the grievant to the Association building representative and to the immediate supervisor. Within three (3) days of receipt of the Grievance Report Form, the immediate supervisor shall meet with the grievant and/or his Association

representative in an effort to resolve the grievance. The immediate supervisor shall indicate his disposition of the grievance within three (3) school days after such meeting by completing Step I of the Grievance Report Form and returning it to the grievant. The Association and the Superintendent shall both be notified in writing as to such disposition of the grievance.

STEP II

If the grievant is not satisfied with the disposition of the grievance in Step I, or if no disposition has been made within the above time limits, the grievant and/or the Association shall complete Grievance Report Form, Step II, and submit the grievance to the Superintendent. Within five (5) school days of receipt, the Superintendent and/or his designated representative shall meet with the grievant and/or his Association representative. Within three (3) school days of this meeting, the Superintendent shall indicate in writing his disposition of the grievance by completing his portion of Step II and forwarding it to the grievant. The Association and the immediate supervisor shall be notified in writing of said disposition.

If the Grievance Report Form is not forwarded by either the grievant or the Association to the Superintendent within five (5) school days after receipt of the disposition in Step I, the grievance shall be considered waived and further action barred.

STEP III

a. If the grievance is not satisfactorily resolved in the manner provided for in Step II, the Association may request arbitration by giving the Superintendent written notice of its desire to arbitrate, which must be received by the Superintendent or his/her designee with five (5) days of the Step II answer, in which event, the grievance shall be arbitrated according to the following procedure: Within ten (10) days following the notice to arbitrate, the parties shall request in writing the American Arbitration Association to furnish the parties with a list of arbitrators. The parties shall select the arbitrator by the voluntary rules of the American Arbitration Association, except that if no arbitrator is selected on the first list submitted, the American Arbitration Association will submit additional lists to the parties until an arbitrator is mutually selected. The parties will not be limited in their decision to strike arbitrator(s) from any panel to "cause only". The arbitrator shall schedule the hearing with the mutual agreement of the parties as to date, time and place. The arbitrator shall hear and determine only one grievance, multiple grievance arbitration by one arbitrator at a single hearing being prohibited except upon specific and written agreement of the Association and the Board to do so. The sole exception to this is two or more grievances which arose out of the same nucleus of operative facts. Within thirty (30) days after the close of the hearing, the arbitrator shall issue his award.

b. The jurisdiction and the authority of the arbitrator and his opinion and award shall be exclusively limited to interpretation of the explicit provisions of this Agreement. He shall have authority only to interpret and apply the specific provisions of this Agreement, which shall constitute the sole basis upon which the arbitrator's decision shall be rendered, and shall consider only employee grievances arising wider the application of the currently existing Agreement between the parties hereto. The arbitrator's decision shall be final and binding on all parties.

c. The arbitrator shall not have the authority to add to; subtract from, modify, change or alter any of the provisions of this Agreement, nor to add to, detract from, or modify the language therein in arriving at a determination of any issue presented that is proper within the limitations expressed herein. The arbitrator may consider the past practices of the parties only as an aid in interpreting the terms of this written agreement. The arbitrator shall expressly confine himself to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue(s) not so submitted to him or to submit observations or declarations of opinion which are not directly essential in reaching the determination.

d. The procedures contained in this Article constitute the sole and exclusive method of considering the redressing of grievances arising during the life of this Agreement and any extensions thereof. It is further understood and agreed that a decision at any level of the grievance procedure that is mutually acceptable to the grievant and the Board shall be final and binding upon the grievant, the Association and the Board.

e. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, as well as the related costs of the American Arbitration Association services, shall be equally shared by the parties. The expenses of witnesses and other representatives shall be borne by the party they represent. A stenographic record of the arbitration proceedings may be made. Each party shall pay for its own copy of such record, if requested. The party requesting the stenographer shall pay for the stenographer, provided, however, that if the other party requests a copy of the record, the parties shall split the cost of the stenographer.

ARTICLE IV - ASSOCIATION RIGHTS

A. Board Policy Book

Prior to Board adoption of any new policies or revision of current policies, all proposed policies will be presented to the REA Executive Committee for study and recommendations. These recommendations must be returned by the next Board meeting provided, however, that the REA has a minimum of ten (10) school days in which to study the proposed policies.

B. Speak at Board Meeting

The Association President or his/her designee has the opportunity to speak at each Board meeting.

C. Board Minutes/Agendas

1. A copy of the agenda for the regular Board of Education meetings shall be posted in each building prior to the meeting. If available, agendas for special Board meetings shall also be posted prior to the meeting. When teacher contracts are to be reviewed, the Superintendent shall state this on the board agenda. A copy of the unofficial minutes shall be posted in each building following the Board meeting.

2. The REA president shall be emailed Board meeting agendas by the end of the school day on the Wednesday prior to the Monday Board meeting (any changes or updates will be given to the REA President as soon as possible) and copies of the minutes of each meeting shall be available on-line.

D. Building Councils

Building Councils may be formed at each building consisting of the two (2) Association Representatives and the building principal. The purpose of the council will be to provide a vehicle for communication between the teachers from within the building and the administrative staff of the building. The Building Council may meet with the building principal once a month at the request of either the principal or the Association Representative to discuss matters of concern.

E. Labor Management Meetings

The Superintendent may meet at any time with the Association president or his/her designee and/or Building Representative or their designee at the request of either party to discuss matters of concern to either or both groups.

F. Financial Documents

The Board shall provide to the Association President the following financial documents as soon as they are available:

1. All SM-2s in any fiscal year
2. Yearly SM-1
3. June Treasurer's Report, including:
   a. fund balances
   b. revenue receipts
   c. expenses (appropriation summary)
4. Final Appropriations Resolution
5. Every Amended Certificate/License
6. Annual training and experience grid

G. Labor Management Committee

1. An informal committee shall be established as an aid to communications between the REA and representatives of the Board. The membership of the committee shall be the Superintendent or designee and a maximum of four persons appointed at the discretion of the Superintendent or designee plus the President and four REA members. One REA member will be the OEA Labor Relations Consultant.

2. The committee will be trained by FMCS or another mutually agreed upon mediator/mediation service. The parties will equally share any costs related to the use of a mediator.

3. At the first meeting, the committee will decide how many times the committee will meet.

4. The purpose of this committee shall be to assist in the process of open communication between both parties. The procedures shall consist of joint, informal discussion aimed at clarifying or addressing issues of concern to both parties. The open discussion held by the committee shall not be construed as negotiations or as an official decision-making process. The discussions of this committee shall not result in modifications or additions to the collective bargaining agreement.

H. New Bargaining Unit Member Orientation

1. The District shall provide an annual new bargaining unit member orientation for all newly hired bargaining unit members to take place within seven (7) calendar days of the first day of classes, except when no new bargaining unit members are commencing employment at the start of the school year.

   Any bargaining unit member hired after the start of the school year shall be provided an in-person orientation within twenty-one (21) calendar days of the date of hire. New bargaining unit members shall be paid his/her hourly rate of pay for all time spent in an orientation that is held outside the member's contract day and/or year.

2. The District shall provide written notice, to the Association president and vice-president, of the date, time, and location of all bargaining unit member orientations not less than ten (10) calendar days prior to any orientation meeting.

3. The Association shall be provided not less than forty-five (45) minutes of time to communicate with bargaining unit members at each new bargaining unit member orientation. Such time will not be provided at the end of the meeting day unless the Association requests, in writing, to be placed at the end of the agenda. All non-bargaining unit members shall excuse themselves during this portion of the orientation. Any Association representative requested by the Association to be present for this portion of the orientation shall be released from other duties to participate without loss of pay or other benefits.

I. Communication with Bargaining Unit Members

1. The Association shall be permitted to make announcements at general staff meetings, and District meetings at the end of such meetings and use the public-address system for Association announcements subject to usual building procedures.

2. The Association shall have access to employee mailboxes and other facilities where mail is received and the use of the Employer's email and email distribution systems.

3. 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.

4. The Association shall have the right to use school buildings for Association meetings after school hours or at such other times as will not interfere with academic or extracurricular activities. The Superintendent or designee shall be notified as far in advance as possible of the time and place of such meetings. The Association shall restore the meeting place to its original condition upon leaving. The Association shall use the usual facility usage process, but the Association will not be charged a fee unless the Board incurs additional costs for custodial services, beverages, etc.

5. The Association shall have the use of any bulletin board presently located in a teachers' lounge or mail area for the purpose of posting notices of its activities and matters of Association concern on such bulletin boards.

J. Bargaining Unit Member Information

The District shall provide the following bargaining unit member information, in an electronic format compatible with Microsoft Excel, to the Association President no later than September 30 of each school year and within twenty (20) days of any change in information:

- Name
- Home address
- All phone numbers provided to the District
- Personal email address
- Work site
- Grade level and/or assignment
- Date of hire
- Seniority date
- Full time equivalent (FTE) status
- Employment status (e.g. limited contract, continuing contract)
- Type of Credential (e.g. provisional, professional, permanent)

ARTICLE V - CONTRACTS

A. Definitions:

1. A limited contract is a contract that the Board enters into with a teacher who is not eligible for continuing service status.

2. An extended limited contract means a limited contract that a Board of Education enters into with a teacher who is eligible for continuing service status.

3. A continuing contract is a contract that remains in effect until the teacher resigns, elects to retire, or until it is terminated or suspended, and shall be granted only to teachers holding professional, permanent, or five-year certificates/licenses who meet the requirements of Ohio law.

B. Part-time Teachers

All part-time teachers shall be issued only one-year limited contracts.

C. Extended Limited Contracts

Upon recommendation of the Superintendent, the Board may issue a one-year extended limited contract one time to a teacher who is eligible for a continuing contract if all of the following three (3) stipulations are met:

1. The Superintendent or designee notifies the teacher prior to May 1 of his/her intent to recommend an extended limited contract with professional improvement goals attached to the same;

2. The Board, by simple majority vote, approves an extended limited contract;

3. The Board sends notice of its action by personal delivery or certified mail to the teacher's address on file with the Treasurer on or before June 1.

Teachers who receive an extended limited contract shall be evaluated in accordance with the evaluation procedures in Article VII, Section B. This provision supersedes the requirements of ORC 3319.11.

D. Non-renewal of Limited Contracts

1. The Superintendent shall provide notice to any teacher who he/she intends to recommend for non-renewal on or before May 1 and of the date when the Board intends to act on the Superintendent's recommendations.

2. Any teacher receiving notice of the Superintendent's intent to recommend non-renewal may request to be heard by the Board prior to any action on his/her contract for the purpose of discussing the Superintendent's reasons.

3. The Board may act upon the Superintendent's written recommendation not to re-employ and written notice will be provided to the teacher of its intent not to re-employ by personal delivery or certified mail dated on or before June 1.

4. Within five (5) days of receipt of the notice, the teacher may file a written request with the Treasurer requesting a written statement describing the circumstances that led to the Boards intention not to re-employ.

5. Within five (5) days of a written request from the teacher, the Treasurer, on behalf of the Board, shall deliver by personal delivery or certified mail dated within the five (5) day period, a written statement from the Board.

6. Within five (5) days of receipt of the Board's statement, the teacher may file a written request with the Treasurer for a bearing to be held in executive session with the Board at the next regularly scheduled meeting, but in no event later than July 15.

7. The Board shall issue to the teacher a written decision affirming or vacating the intention of the Board not to re-employ the teacher. Such decision shall be personally delivered or mailed by certified mail no later than ten (10) days following the hearing.

8. If the teacher desires to grieve the procedural requirements of this article, or the article addressing evaluations, he/she must do so no later than June 30. The grievance shall be considered filed at Step III, Binding Arbitration. The substantive reasons for the non-renewal cannot be grieved. The arbitrator shall only have authority to reinstate the teacher for a one year limited contract if it is found procedural errors occurred.

9. This Article supersedes the requirements of ORC 3319.11 and 3319.111.

10. After three years under regular limited contract in the District, no bargaining unit member shall be non-renewed for an arbitrary, capricious or whimsical reason(s). A non-renewal of a regular limited contract in the first, second or third year of a teacher's employment is subject to grievance arbitration with respect to compliance with the evaluation procedures and the procedures set forth in this Article. A teacher who is non-renewed after the fourth year of regular limited contract employment may demand grievance arbitration whether the Board non-renewed for an arbitrary, capricious or whimsical reason and/or whether there was compliance with evaluation procedures and the procedures set forth in this Article.

11. Grievance arbitration under this Article shall be in lieu of appeal to court under Section 3319.111 (G)(7) of the Ohio Revised Code.

E. Supplemental Contracts

1. Teachers who are employed and are to be compensated by the Board for approved supplemental duties in addition to regular teaching duties shall be employed on

"supplemental contracts." These contracts shall be separate from and in addition to the regular teaching contract. A supplemental contract shall automatically expire at the end of its term with no further action or notice by the Board. The supplemental contract shall include:

1. Year contract will be in force,

2. Specific assignment (i.e., Freshman Football, H.S. Marching Band, etc.),

3. The level, step and percentage by which compensation will be paid.

4. Signature of the employee and date of signing.

2. Teachers shall be compensated for supplemental duties for which they are employed in accordance with the supplemental salary schedule attached hereto as Appendix B.

3. Seasonal sports/activities - supplemental positions may be determined at the completion of the season by posting the opening for ten (10) days.

4. On March 15 of each school year, the administration shall post the year round supplemental positions for the next school year for ten (10) days. The Superintendent shall give first consideration in filling supplemental position(s) for the next year to the person(s) who held the position during the preceding year and to those you have indicated an interest in the position on the appropriate form. The Superintendent shall make a recommendation to the Board, which shall employ the person it considers the best choice for the position.

5. Acceptance of supplemental contracts is totally voluntary on the part of bargaining unit members.

6. Except in exceptional circumstances (such as but not limited to projections of a financial deficit for the following year or Board consideration of elimination of the sport/activity). after automatic expiration or termination of a supplementa1 contract, if the Board determines to fill the position for the subsequent school year, such position must be posted for ten (10) days.

7. The most qualified applicant, as determined by the Board, shall receive the position. If two equally qualified applicants, as determined by the Board, are members of the bargaining unit, the most senior applicant for that position will receive the position.

ARTICLE VI - WORK DAY/WORK YEAR

A. Work Day

The work day for all bargaining unit members shall not exceed seven (7) hours and thirty (30) minutes.

The work day as defined above is inclusive of the following:

1. At least thirty (30) minutes, as set by the Superintendent, 20 minutes before and/10 minutes after the student day,

2. Junior high and high school teachers shall also be entitled to a daily planning period during the school day, which is the equivalent of a regular teaching period when following a traditional schedule. Junior High and High School teachers will receive a planning time two (2) times each week for a timeframe equaling two (2) daily planning periods each or two (2) regular teaching periods each and a planning period equal to one (1) daily planning period/regular teaching period each Friday, when following a "block scheduling" schedule.

3. Elementary teachers shall be entitled to a daily planning period during the student day of not less than thirty (30) minutes.

4. A duty-free, uninterrupted lunch period of thirty (30) minutes duration.

B. Internal Communications

The scheduling or rescheduling of school events, the school day, or the school calendar shall be made known to the teaching staff by the administrator directly responsible as soon as possible and, if possible, prior to the announcement of same to students.

C. Released Time for Teachers of Exceptional Children

Special education teachers who have one (1) to six (6) students will be granted up to one (1) day of release time for preparation of IEPs. Special education teachers who have seven (7) to thirteen (13) or more students will be granted up to two (2) days of release time for preparation of IEPs. Teachers with fourteen (14) or more students will be granted up to three (3) days of release time for preparation of IEPs.

Teachers who have one (1) to fifteen (15) gifted students will be granted one-half (1/2) day of release time for the preparation of WEPS. Teachers who have sixteen (16) or more gifted students shall be granted one (1) day of release time for the preparation of WEPs.

D. School Calendar

1. The work year for employees represented by the REA (exclusive of any extended service) shall consist of no more than one hundred eighty-three (183) days.

2. In addition to no more than one hundred seventy-seven (177) instructional days, the work year shall consist of the following:

   a. One (1) Opening Day/Meeting Day and one (1) uninterrupted work day

prior to the first student day (there will be one day between the uninterrupted workday for teachers and the first student day).

b. Parent-Teacher Conferences in elementary (K-5) and Junior High will be scheduled from 8:00 a.m. to 8:00 p.m. with no students in attendance during the months of October or November. High School (9-12) teachers will attend professional development from 8:00 a.m. to 12:00 p.m., with Parent-Teacher conferences scheduled 12:30 p.m. to 8:00 p.m. with no students in attendance. Teachers may take two 30-minute breaks during this period. The Wednesday preceding the Thanksgiving Holiday will be deemed "trade day" for conferences.

Teachers in grades K-5 may request additional time (up to one-half (½) day), during the month of October or November, for additional parent-teacher conference time during the school day. The schedule of parents for all conferences must be approved by the building principal.

c. Three and one-half (3 ½) in-service days for professional development programs as determined by the Superintendent and the LPDC. Sick leave may not be used for pre-planned elective appointments scheduled on District in-service days, unless approved by the Superintendent.

d. One-half (1/2) day teaming time scheduled during Semester Two (2).

e. One (1) uninterrupted day scheduled for record keeping and teaming time (one-half day record keeping and one-half day teaming time) at the end of Semester One (1).

f. One (1) uninterrupted and self-paced professional development day for bargaining unit members to complete any online requirements and individually work to incorporate/implement district programming.

g. An uninterrupted records day at the end of the school year.

h. Two (2) hour early release days shall be scheduled on the day prior to Christmas Break and the last student day of the year. Bargaining unit members shall be permitted to leave after five (5) hours and thirty (30) minutes, inclusive of an uninterrupted, duty-free thirty (30) minute lunch.

3. The annual school calendar shall include the dates on which grade cards will be issued.

4. A school calendar committee will be established (3 REA Representatives and 3 administrative representatives) for the purpose of discussing calendar options. At least two calendar options will be developed by the committee and presented to the staff for a vote. The Board retains final authority on the calendar, and it will ordinarily adopt a calendar for the next school year at its February meeting.

5. Bargaining unit members shall not be required to report and shall suffer no loss of compensation during delays. Bargaining unit members sha1l not be required to report and shall suffer no loss of pay during the first five (5) calamity days. Beginning with cancellation day, six (6), when school is cancelled due to cold weather/extreme wind chill, bargaining unit members shall report to work from 10:00 a.m. – 2:00 p.m., inclusive of remote learning days.

   Beginning at cancellation day nine (9), the Board shall utilize remote learning days in which bargaining unit members shall be responsible for the following:

   a. Communicate expectations on the learning platform no later than 10:00 a.m.

   b. Be available to respond to emails from students/parents/administrators during the regular work hours.

   c. Provide paper packets for students unable to complete virtual assignments upon return to in-person learning.

   The Board reserves the right to waive the requirement for Remote Learning Days once five (5) calamity days have been exhausted.

E. Release Time for Curriculum

When the Board adopts new curriculum/materials or implements new educational tools, the affected teachers shall be provided release time to meet with consultants to learn how to access/use the new educational tools and to map the new curriculum to learning standards. The amount of time shall be determined by the administration.

ARTICLE VII - WORK CONDITIONS

A. Class Size

Every effort will be made to keep class sizes as small as possible. Administrators will attempt to balance class sizes as equally as possible.

Whenever possible for grades K-2, the class size shall not exceed twenty (20) students.

Whenever possible for grade 3 through 12, the class size shall not exceed twenty-five (25) students.

Whenever possible, MS/HS sections of the same course will be balanced.

Whenever possible, for safety reasons, for MS/HS classes using hands-on/lab learning, the class size shall not exceed twenty (20) students.

Whenever possible, Study Halls that exceed thirty (30) students will be equally split between multiple teachers.

When the number of students in any class(es) exceeds the above-stated class goals, the affected teacher may request a meeting of the district-wide class size committee. This committee shall consist of the building principals and five (5) teachers appointed by the Association. The committee will appoint a chairperson and shall recommend corrective measures to the Superintendent. If the Superintendent does not act within fifteen (15) days, the committee chairperson shall present the recommendation to the Board. The Board may take any action it deems appropriate.

B. Teacher Evaluation

Teacher evaluations will be handled in accordance with the Administrative Guidelines for Teacher Evaluation which are incorporated within this agreement. (See Appendix D) Teachers shall be evaluated pursuant to the process and requirements set forth in R.C. 3319.11.

The OTES Committee shall meet annually to review the incorporated guidelines (Appendix D). Any changes to this Agreement that are necessary shall be addressed through a Memorandum of Understanding.

C. Teaching Assignment

Prior to the end of the school year, each teacher shall be notified of his/her anticipated teaching assignment (building, grade-level, subject) for the next school year by the Superintendent. Should a subsequent change of assignment be deemed necessary by the Superintendent, a conference will be held between the Superintendent or designee, and the teacher(s) affected, see involuntary transfer language in Section E. All reasons for the change of assignment(s) shall be reviewed. The disposition of the case shall be in writing from the Superintendent to all parties involved.

D. Vacancies

1. All teaching and extra-curricular vacancies shall be posted on a bulletin board in each building during the school year and will be emailed during the summer. Employees shall have five (5) school days from the date of the posting or notification to express interest in the vacancy to the Superintendent. All bargaining unit members expressing interest in the vacancy shall be entitled to an interview for the position.

2. During June and July, written notification of vacancies or newly created positions will be sent via email to all bargaining members. No position shall be filled until five (5) days after notices are sent.

3. From August l – 15, notification of vacancies or newly created positions will be sent via email to all bargaining unit members who provide the District with their current email addresses on the District's email notification form. No position shall be filled until three (3) days after notices are sent.

4. A vacancy shall be defined as an open position arising as a result of retirement, resignation, non-renewal, termination, or creation of a new position.

5. Persons requesting reassignment will complete a request for reassignment form (Appendix E) and submit to Superintendent prior to the end of the current school year.

6. When a position becomes available due to the transfer of a teacher, the Superintendent will consider teachers who have completed a teacher Request for Reassignment Form, Appendix E.

E. Involuntary Transfer

In cases of involuntary transfer, the Superintendent will meet to discuss the transfer with the affected teacher prior to initialing the transfer. If the Superintendent determines to make the transfer, the teacher will be given notice. In no case shall an involuntary transfer be arbitrary or capricious.

If an involuntary transfer must be made after August 1, the affected teacher will be provided two (2) days of extended time.

F. Personnel Files

1. The personnel file shall be kept electronically by the District. A teacher shall have the right to request a copy of the file, or a copy of any document contained in the file.

2. Teachers shall have the right to submit written commentary to any material placed in the personnel file and such written comments shall be attached to the item in the file. No anonymous materials shall be placed in a teacher's personnel file.

3. Teachers shall be informed of any complaint by a parent, student or any other person which is directed toward them if such will become a matter of record.

4. A copy of derogatory material will be given to the teacher before it is placed in his/her file. Written material will be removed from the file if an arbitrator, as a result of the grievance procedure, rules that its content is false or has no basis in fact.

5. Derogatory material (such as, but not limited to disciplinary action, complaints excluding evaluations) shall be removed from a certificated/licensed employee's personnel file after five (5) years upon request of the certificated/licensed employee, so long as there has been no occurrence of a similar nature during that time period.

6. Any time derogatory material is added to a teacher's personnel file, the teacher will be informed, in writing, from the individual placing the material in the file.

G. Family Athletic Pass

The Board will provide a family athletic pass to each teacher who elects to receive one. Each teacher will volunteer to assist at three (3) of the athletic events; i.e., taking tickets, serving as line judge, assisting with track, etc. If a teacher fails to volunteer, the teacher forfeits the family athletic pass for the next year.

H. Classroom Supplies

Subject to appropriation by the Board, each year by May 1, teachers will be given a classroom budget to use for classroom supplies, with guidelines on how the money will be used. The requisition form will be submitted to the Principal for approval. The Treasurer and Superintendent will approve the order, if it falls within the guidelines.

ARTICLE VIII - REDUCTION IN FORCE

The Board shall comply with R.C. 3319.17 when it determines that it will reduce the number of teachers it employs.

"Comparable" shall be defined as any teacher who is a) accomplished/ skilled, b) developing, or c) ineffective.

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 being the first to be suspended. If two (2) or more teachers have the same length of continuation service, seniority shall be determined by:

1. The date of the Board meeting at which the teacher was hired, and then by,

2. If hired on the same Board meeting, then by the order they appear on the Board agenda.

The personnel records and all references of teachers laid off as part of a reduction in force shall clearly indicate that such was due to a reduction in force and was not due to unsatisfactory performance.

ARTICLE IX- LEAVES OF ABSENCE

A. Sick Leave

Each full-time employee shall be entitled to fifteen days sick leave with pay, for each year under contract, which shall be credited at the rate of one and one-fourth days per month.

1. Unused sick leave shall be accumulated up to two hundred sixty (260) days.

2. Employees may use sick leave upon approval of the responsible administrative officer as follows: personal illness, pregnancy, injury, or for absence due to illness, injury, or death in the employee's immediate family.

a. For purpose of illness or injury, immediate family shall be defined as parents, grandparents, spouse, spouse's parents and grandparents, children, brothers, sisters, grandchildren, or any member of the family unit living in the same household.

b. One day of sick leave per occurrence may be used to attend the funeral of an aunt, uncle, nephew, niece, brother-in-law or sister-in-law. Additional days may be granted upon request to the principal and approved by the superintendent.

c. The Superintendent may require the submission of a doctor's note if a teacher has used 8 or more sick days in a school year.

d. Sick Leave may not be used for pre-planned elective appointments scheduled on District in-service days, unless approved by the Superintendent, unless approved by the Superintendent.

3. New employees with no accumulated sick leave shall be advanced five (5) workdays of sick leave, effective immediately; however, this will not be in addition to their yearly entitlement.

4. Each employee shall be notified on the regular paycheck stub of the amount of sick leave which has accumulated to his or her credit.

5. The previously accumulated sick leave of a teacher who has been separated from employment with the Board shall be placed to his credit upon his re-employment with the Board, provided that such re-employment takes place within ten years of the date of the last termination from employment with the Board. A teacher who transfers from one public agency to the Board shall be credited with the unused balance of his accumulated sick leave up to the maximum of 260 days.

6. Deductions will be taken from the teacher's salary for days of illness due to foregoing causes in excess of the number of days of sick leave accumulation. The rate shall be determined by dividing the number of days on duty into yearly salary, thus establishing a per diem rate.

7. Bereavement Leave

For purpose of death, immediate family shall be defined as parents, grandparents, spouse, spouse's parents and grandparents, children, grandchildren, siblings, son-in-law, daughter-in-law or any other person who stands in place of a parent. Bereavement leave shall be limited to three (3) days per occurrence and shall not be charged against the teacher's sick leave balance. Additional days may be granted upon request to the principal and approved by the Superintendent.

8. Sick Leave Donation Program

a. Teachers may contribute ten (10) days of their individual sick leave accrual each year to the sick leave donation program.

b. When an employee has exhausted all of his/her accumulated sick leave due to catastrophic illness or injury of the employee or his/her immediate family, then the employee may request and be granted up to fifty (50) days of sick leave from the sick leave donation program. Catastrophic illness shall be defined as disease, injury or illness which is life threatening or requires hospitalization as determined by the employee's physician. Examples of qualifying conditions are heart, cancer, stroke or AIDS. Examples of non-qualifying conditions are normal pregnancies and elective surgeries.

c. An employee seeking a donation from the sick leave donation program will file a written application to the Sick Leave Donation Program Committee, along with a physician's written statement supporting the use of such sick leave.

d. The Sick Leave Donation Program Committee, made up of the Superintendent and the Association President, or their designees, will consider the request. Both must agree for sick leave bank days to be awarded.

e. Sick Leave donations will not be made to employees who have applied for and been granted disability retirement.

f. Employees receiving donated sick leave will not earn additional sick leave while receiving the donated leave days.

B. Personal Leave

The Board of Education shall grant all employees three (3) personal days with pay per year on the following basis:

1. Request must be submitted to and approved by the principal at least three days in advance, except in the case of emergency.

2. No more that 15% of the teaching staff in a building wing may be given personal leave at any one time.

3. No personal days will be given before or after teacher holidays or vacation periods without prior Board approval. Requests for personal days must be turned in Wednesday prior to the Board meeting before the holiday or vacation period involved.

4. Bargaining unit members may not use personal leave days on professional development days unless approved by the Superintendent/Designee.

5. Personal days may be used during the last fifteen (15) teacher days of the school year only in cases of emergency if approved by the Board.

6. Personal leave may be taken in half or full day units.

7. Teachers shall be compensated for personal days not taken in the following manner. This shall be paid in a lump sum in the second pay in June.

One day not taken - 30% of one day's pay at the teacher's daily rate

Two days not taken - 65% of one day's pay at the teacher's daily rate

Three days not taken - 100% of one day's pay at the teacher's daily rate.

In lieu of payment, teachers may elect to roll-over unused personal day(s) but cannot have more than five (5) personal days per year. Teachers must notify the Treasurer by May 1 if they wish to roll-over day(s).

C. Assault Leave

District Safety and Student Conduct Committee

The Board of Education and Association are committed to establishing and maintaining a healthy and safe workplace that ensures a safe and productive learning environment. A "District Safety Advisory and Student Conduct Committee" shall convene not less than quarterly to communicate District health and safety concerns to the Superintendent, offer procedures and recommendations to ensure staff and student safety, and to review and recommend changes to the district's student discipline and/or student conduct programs/policies. The committee shall include representatives from the Board, Administration, Association (selected by the Association President), and other interested parties and stakeholders as deemed appropriate.

Notwithstanding the provisions of Section 3319.141 of the Ohio Revised Code, the Board will grant assault leave to employees absent due to a physical disability resulting from assault under the following conditions:

1. Assault shall be defined as an unlawful action resulting in bodily injury or mental disorder or disability resulting from a bodily injury to an employee related to school activities, on or off school premises, before, during, or after school hours.

2. The employee shall furnish to the Superintendent a written, signed statement describing the circumstances and events surrounding the assault, including the location, date, and time of the assault, plus names and addresses of witnesses, if known. Any information provided on or in connection with this form shall be maintained as confidential medical information.

3. The employee shall also furnish a written signed statement from a physician as to the nature of the disability, its possible duration, and the need to be absent from school. The Board of Education reserves the right to have the employee examined by the Board's appointed physician.

4. Upon receiving the statements referred to in Paragraphs 2 and 3 above, the Superintendent shall review the statements and conduct any further investigation

deemed advisable prior to determining if assault leave should be granted to an employee.

5. Assault leave shall not be charged against sick leave or other hols earned or earnable by the employee.

6. Any employee who must be absent from his/her duties due to a bodily injury or mental disorder or disability resulting from a bodily injury or which results from an assault while engaged in school activities, on or off school premises, before, during, or after school hours, will be paid his/her full scheduled compensation for the period of absence, for up to a total of thirty (30) days. The Board may extend assault leave beyond the thirty (30) days.

D. Professional Leave

l. A teacher may be granted two (2) professional days per year with administrative approval and in excess of two (2) days with Board approval. Professional days requested shall be for the purpose of enhancing the teacher's skills and/or knowledge in his/her teaching area(s). Up to two (2) professional days each school year shall ordinarily be granted to a teacher unless the Board determines to restrict the granting of days for financial reasons.

2. When an employee has been directed to attend a professional meeting by the Superintendent and/or building principal, or when professional leave is taken because of any approved extra-curricular responsibility, the day(s) in question shall not be deducted from the two (2) days referred to above.

3. If possible, requests for professional days shall be submitted at least thirty (30) days prior to the requested leave to the building principal who will forward same to the Superintendent. If the teacher does not have notice of the professional opportunity before such 30-day period, the teacher will submit the request to the principal as soon as possible and in no event later than three (3) days before the requested day of leave. The Professional Leave Request form shall be used for submitting these requests and shall include an estimate of costs for mileage, registration fees, lodging, and meals.

4. Unless the teacher receives notice to the contrary, the Superintendent's or Board's approval of a professional leave request shall be construed to mean that the following expenses will be paid by the Board unless there is a substantial difference between the original estimate and the receipts:

a. Substitute teacher
b. Mileage, at current rate approved by the Board
c. Registration fees
d. Lodging and meals (receipts required)

A detailed accounting of all expenses, accompanied by receipts, shall be submitted within two (2) weeks after return to duty in order to receive

reimbursement. Other necessary transportation during the professional leave may be reimbursed, at the discretion of the Superintendent.

5. In addition to the above provision, two (2) days of paid leave shall be available each school year for use by one REA representative to attend the OEA Representative Assembly or other OEA/NEA conference. All expenses for such leave except for the cost of a substitute shall be home by the individual teacher and/or the REA.

E. Study Leave

1. A teacher who has completed five (5) years of service for the Board may apply for an unpaid leave of absence in accordance with this Article for purposes of professional improvement. Teachers requesting such leave must submit with their applications a detailed plan for professional growth including the proposed course of study and its value to the applicant pupils of the teacher, and the District generally. The application and plan must be submitted by February 1 for leave beginning with the next school year. The Board may grant the request and will notify the teacher of its action by March 30, or as soon thereafter as possible.

2. The Board may not approve Study Leave for more than five percent (5%) of the bargaining unit for the same semester or school year. Applications shall be considered on a first-come basis. Applications may be approved for one school year.

3. A teacher on Study Leave may continue to participate in group insurance by paying the total insurance premiums to the Treasurer on a timely basis.

4. The Board shall not grant a Study Leave to the same teacher more often than once in five years of service to the District.

5. Any teacher on Study Leave must notify the Superintendent by April 1 of the teacher's intent to return or not return to the District for the following year. Failure to notify the Superintendent shall be considered a voluntary resignation of employment with the District.

6. Upon return from Study Leave, a teacher shall resume the contract status held prior to such leave and will be returned to a position for which they are certificated/licensed. Teachers using this leave shall not lose seniority held prior to the leave nor shall they gain additional seniority for the time on leave.

F. Parental Leave

1. Pregnancy Disability Leave

Teachers may use accumulated sick leave and extended illness leave as set forth in this section for disabilities caused or contributed to by pregnancy, miscarriage, or childbirth, and recovery therefrom. Length of such disability leave, including the date on which the leave is to begin and the date on which the duties are to be

resumed, shall be determined by the teacher and the teacher's doctor. The Board may request a statement from the physician certifying disability.

2. Maternity Leave

The District may grant, upon request, an unpaid leave of absence to a pregnant teacher prior to the beginning of the disability period of her pregnancy. The teacher may utilize the provisions of the pregnancy disability leave section of this Section when the provisions of that Section apply to her.

3. Child Care Leave

A leave of absence without pay may be granted to a teacher for the purpose of raising his/her natural or adopted child. Such leave shall be for no more than twelve (12) months duration. The teacher must notify the Superintendent in writing by April 1 of the teacher's intent to return or not return to the district for the following year. Failure to notify the Superintendent in writing shall be considered a voluntary resignation of employment with the district.

G. Jury Duty Leave

1. Members of the bargaining unit, upon notification to the Superintendent, shall be eligible for leave for the number of days or partial days needed to serve for jury duty or as a subpoenaed witness to a jury or court.

2. A teacher shall be excused for service on a jury without loss of pay or benefits so long as the teacher promptly submits to the Treasurer proof of jury service and the remuneration, excluding mileage and any other cash disbursements, received for such service.

3. A teacher shall be excused without loss of pay in order to serve as a witness in an Ohio Court of Law under the following conditions:

   a. The teacher is served with a valid subpoena to appear.

   b. The matter upon which the teacher is testifying is school related.

   c. The matter is not related to an employment issue or other matter in which a member of the bargaining unit or the Association is a plaintiff and the Board is a defendant in this case.

ARTICLE X - INSURANCE BENEFITS

A. Hospitalization/Major Medical

1. During the term of this Agreement, the Board agrees to pay 85% of the total premium cost of the High Deductible Health plan (family/single) offered by the Board through the Hardin County Health Consortium.

The Board will contribute two thousand five hundred dollars ($2,500) per calendar year into the employee's HSA account for family plan coverage and one thousand dollars ($1,000) per calendar year into the employee's account for single coverage. Half of these contributions will be made in January and half in July.

If an employee receives the July contribution and does not return to employment at Riverdale Schools for the subsequent school year, a prorated amount of the HSA contribution shall be withheld from the employee's final paycheck.

Newly hired employees shall receive a prorated amount of the HSA contribution into their HSA account by his/her second pay.

If an employee receives the family plan contribution and within the same coverage year transfers to a single plan, a prorated amount of the HSA contribution shall be withheld from the employee's next paycheck. Should an employee switch from a single plan to a family plan in the same coverage year, the employee shall receive a prorated family plan HSA contribution on their next paycheck. The prorated calculation shall be determined by utilizing the monthly contribution amounts: $2,500/12 or $1,000/12 for the number of months in which the change in plan coverage exists.

The Board will also match an employee's HSA contributions up to an additional seven hundred and fifty dollars ($750) per calendar year. The Board shall pay the HSA match contributions through payroll.

The Board will follow the Spousal Coverage Agreement of the Hardin County Schools Employee's Health and Welfare Benefit Plan.

2. Any eligible teacher who waives, in writing, participation in the medical insurance plan described in (A)(l), will receive a stipend of $1,000 for each twelve-month period the teacher remains off the plan. The stipend will be pro-rated if the teacher enrolls on the plan before the twelve-month period has been completed.

B. Term Life Insurance

The Board shall provide $40,000 term life insurance policy for each certified employee.

C. Dental Insurance

During the term of this Agreement, the Board agrees to pay 85 percent of the cost of dental coverage. In order to be eligible for such benefit plan, teacher must pay 15 percent of the cost of such coverage.

D. Liability Insurance

Legislation is enacted which restores sovereign immunity to Ohio school districts, the Riverdale Local Board of Education shall cease purchasing liability insurance on behalf

of employees in the bargaining unit represented by the Riverdale Education Association.

E. Vision Insurance

The Board shall pay 85% of the cost for vision insurance for family or single coverage.

F. 125 Account

The Board, within a reasonable time, shall implement a Section 125 plan to a tax shelter employee contributions to the cost of group insurance by the Board.

G. Insurance- Committee

The parties will form an insurance committee comprised of representatives of various classifications employed by the Board. The Board and REA will appoint an equal number of members to the committee. The committee will meet after each consortium meeting during the term of the Agreement for the purpose of reviewing available insurance options to maintain acceptable benefit levels at a reasonable cost to employees and the Board.

ARTICLE XI - SALARIES AND REIMBURSEMENT

A. Salary Schedule and Index

Effective July 1, 2025, the base salary shall be $37,766 (3.75%). Effective July 1, 2026, the base salary shall be $38,993 (3.25%). Effective July 1, 2027, the base salary shall be $40,065 (2.75%).

B. Supplemental Salaries and Extended Service

All bargaining unit members with supplemental salaries shall be paid as a lump sum payment via the schedule below, however, year-long supplementals can elect compensation through twenty-six (26) pays.

The salary schedule for supplemental contracts is established in Appendix B. All supplemental pay will be paid in the first pay of the following months: December (fall activities), April (winter activities), June (spring activities and yearlong activities) and September (summer activities)—referred to herein as "Supplemental Pay Date." Payment will occur in the regular pay and will be part of the regular pay with regular tax deductions. The Athletic Director or Designee shall authorize payment of the supplemental following completion of duties, as determined and documented by the Athletic Director or Designee. Any supplemental contract not completed in its entirety shall be paid on a pro rata basis based on the length of the season or activity.

C. Pay Periods (26 pays)

A teacher's annual salary shall be paid in twenty-six (26) equal installments.

Paychecks shall be issued every other Friday with the initial pay date to be established as the first Friday of the school year on which it would be legally possible to issue same.

D. Payroll Deductions for Association Dues

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 per the contract between the member and Association. Payroll deductions shall be made for all employees who authorize same for purposes of diverting a portion of their salaries to professional dues for the REA, OEA, NWOEA and NEA. The dues shall be deducted from twenty (20) paychecks, beginning with the first payday in October.

The Association shall indemnify the Board and hold harmless from any liability, damages and expenses as a result of any legal action or claim brought against them as a result of this section.

E. Payroll Deductions for Hancock Federal Credit Union

Payroll deductions shall be made by the Board for all employees who authorize same for purposes of diverting a portion of their salaries to the Hancock Federal Credit Union.

Changes in the amount to be deducted may be authorized by an employee at any time. Revised payroll deductions will be effective no later than the second paycheck of the month provided all necessary forms are filled out and turned in to the Treasurer by the first of the month.

F. Other Deductions

Payroll deductions shall also be made for those who authorize such for the Scholarship Fund, The Fund for Children in Public Education, United Way, Savings Bonds, disability insurance, annuities, and any court ordered deduction.

G. Pay for Substituting for Another Teacher

1. Teacher Assignment as a Substitute

When no substitute is available, a teacher may be assigned during his/her preparation time to substitute for an absent teacher, unless the teacher has pre-planned work necessary to his/her class or classes on the specific day and the building administrator concurs with the teacher's need for the work period.

If no teacher is available for coverage of an absent teacher's class(es), it becomes the responsibility of the building administrator to see that the class(es) is/are covered.

The following reasons are deemed acceptable as absences requiring a substitute:

a. Sick leave;
b. Personal leave;
c. Professional leave;
d. County in-service;
e. Early release for athletic trips;
f. High school field trips

The following reasons are deemed unacceptable as absences requiring a substitute:

a. Personal time off, as approved by the principal, for a short time during the day -- teacher must find own replacement.
b. Any class which is split with part of the students in a special class and part still in the regular classroom; e.g., elementary band.

2. Compensation for Substituting for Another Teacher

When a teacher is used as a substitute during his/her preparation period, and this causes his/her preparation time to fall below 200 minutes per week, the teacher will be paid at the rate of thirty-five dollars ($35.00) per preparation/planning period. If used as a substitute for less than a full period, the teacher will be paid a fraction of the thirty-five dollars ($35.00).

Administrators shall make every effort possible to obtain substitutes for absent teachers.

Teachers will not be compensated for substituting for another teacher under the following conditions;

a. If the teacher has two preparation period and uses one of them for substituting.
b. If there are two study hall teachers and one is utilized in a classroom in a substituting situation.

It will be the teacher's responsibility to complete his/her work which was missed due to compensated substituting time, on his/her own time.

H. Severance Pay

Persons qualifying for retirement benefits and retiring from the system shall be paid severance pay on the basis of 30% of accumulated sick leave up to 215 days. The maximum number of days of severance pay shall be determined in accordance with the following formula:

Pay will be based on the per diem rate of the salary earned the last year of service.

In case of death of a teacher before retirement, 30% of accumulated sick days, up to 215 days, will be paid to the estate of said teacher.

I. Tuition Reimbursement for College Credit

The Board will set aside the sum of $25,000.00 each year of this Agreement for the purpose of reimbursing teachers for graduate or undergraduate courses from an accredited institution directly relating to the teacher's profession and his/her Riverdale teaching assignment. Only employees currently employed by the District and on full-pay status are eligible for tuition reimbursement. Following completion of the course with a grade of B or better, the teacher may request reimbursement by submitting an official transcript and proof of payment to the Superintendent for approval. All requests for reimbursement must be submitted to the Superintendent no later than June 30. Requests will be considered as follows:

1. Teachers will be initially reimbursed at one-half (1/2) of the cost per credit how·, not to exceed the sum of $2,500; or

2. If there are not sufficient funds available to reimburse teachers as set forth in Paragraph A, then the $25,000 will be prorated across all teachers who submit applications for reimbursement, in direct proportion to the amount of each request.

   All reimbursements to staff will be paid no later than August 1 of each year. Any additional unused funds shall be equally distributed among bargaining unit members who applied for tuition reimbursement. Reimbursement shall not exceed the total expense of tuition.

J. Tuition Free Attendance

Children of non-resident teacher and/or stepchildren residing in the teacher's household may attend the Riverdale Schools on a tuition-free basis.

K. STRS Pick-Up

The Board of Education agrees to designate each employee's mandatory contributions to the State Teachers Retirement System as "picked up" by the Board through the salary reduction method as contemplated by Internal Revenue Service rulings 77-462 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097. 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 Olen-current percentage amount of the employee's STRS contribution which has been designated as "picked up" by the Board. The amount designated as "picked up" by the Board shall be included when computing final average salary, daily rate of pay, severance pay, supplemental salary and extended service pay.

L. Resident Educator Program

The Ohio Resident Educator Program is a two year induction system of support and

mentoring for new teachers. Successful completion of the residency program is required to qualify for a five-year professional educator license.

Mentor and Resident Educator will be granted necessary release time up to four (4) days each.

Pay for services will be as follows, per year:

Mentors paired with Resident Educators in Year 1 shall be compensated at a rate of four hundred fifty dollars ($450) per year and shall be responsible for no more than three (3) Resident Educators.

Mentors paired with Resident Educators in Year 2 shall be compensated at a rate of three hundred fifty dollars ($350) per year and shall be responsible for no more than three (3) Resident Educators.

Mentors - a teacher desiring to serve as a mentor for the Resident Educator Program - shall have five (5) years of teaching experience, preferably in the same teaching field and attend and successfully complete the RE Mentor Academy.

Confidentiality - Mentors shall communicate directly with the entry year teacher and shall hold all information in strict confidence.

1. All interactions, written or verbal between the mentor teacher and entry year teacher, shall be confidential information.

2. No mentor shall participate in any informal or formal contractual evaluation of a resident educator. No mentor shall be directed, required or requested to make any recommendations regarding the employment of a resident educator.

M. State Mandated Dyslexia Program

1. For required training for dyslexia or other literacy topics, the Board shall:

   - to the extent possible within the yearly school calendar, reserve professional development time specifically for this purpose on in-service days, and/or early-dismissal days, and/or late-arrival days;

   - provide substitutes, when needed, to attend professional development which does not align with scheduled in-service days, early-dismissal or late-arrival days;

   - compensate all effected bargaining unit members for any required professional development time related to dyslexia and/or other literacy topics that must be carried out outside of regular work hours during the "summer months" or during the "school year" at a rate of twenty-five dollars ($25.00) per hour.

2. Any bargaining unit member electing, on a voluntary basis, to serve as a proctor for the Dyslexia Tier I Universal Screener tool shall:

- receive full reimbursement for procuring or maintaining any certification, licensure, and/or professional development needed to maintain this position;
- be provided substitute classroom coverage, when needed, for their traditional instructional responsibilities and/or a reduction in their workload that directly corresponds to the time necessary to complete the tasks relating to this role;
- never be required to evaluate the instruction of another bargaining unit member;
- be able to withdraw from the screening program at the end of the school year without reprisal and with no impact on or mention in the bargaining unit member's annual evaluation.

3. Any bargaining unit member electing, on a voluntary basis, to serve as a proctor for the Dyslexia Tier II Screener tool shall:

- receive full reimbursement for procuring or maintaining any certification, licensure, and/or professional development needed to maintain this position;
- be provided substitute classroom coverage, when needed, for their traditional instructional responsibilities and/or a reduction in their workload that directly corresponds to the time necessary to complete the tasks relating to this role;
- never be required to evaluate the instruction of another bargaining unit member;
- be able to withdraw from the screening program at the end of the school year without reprisal and with no impact on or mention in the bargaining unit member's annual evaluation.

ARTICLE XII - LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

The purpose of this article is to create a Local Professional Development Committee in accordance with ORC 3319.22 and Ohio Department of Education Regulation 3301-24-08.

A. The Riverdale LPDC shall review and approve individual professional development plan (IPDP) proposals by teachers and administrators. Each educator who desires to fulfill the license renewal is responsible for the design of an IPDP, subject to approval of the Riverdale LPDC. The plan shall be based on the needs of the educator, the students, the school and the district. The Riverdale LPDC shall have no authority to

make any decision contrary to any provision of the Negotiated Agreement, Board Policy, or any law or regulation governing the operation of public school districts. The Riverdale LPDC shall not have any authority to make any decision requiring the expenditure of Board funds without express prior approval of the Board of Education.

1. Riverdale LPDC Membership. The Riverdale LPDC shall be comprised of five (5) members. Three (3) members shall be teachers and two (2) members will be from the administrative team. There will be one teacher member from the high school, one from the middle school and one from the elementary school. Initial appointments shall be made prior to September 1, 2000. When the committee is considering the plan of an administrator, treasurer or other school business official, the number of teacher committee members will be reduced by two (2). The members of the committee who are teachers will determine which two teacher members will temporarily leave the committee. If the administrator who submits a plan is a member of the Riverdale LPDC, he/she will be replaced for the purpose of considering his/her plan only, by an administrator to be named by the Superintendent.

2. Appointment, Terms, Stipend. The three (3) teacher members shall be appointed by the Riverdale Education Association. The administrative team members will be appointed by the Superintendent. Initially, the Riverdale LPDC teacher members will serve overlapping terms of two and/or three years. Thereafter, Riverdale LPDC teacher members will serve three year terms. Initially, one administrative member of the Riverdale LPDC will serve a two-year term, the other administrative member will serve a three-year term. Subsequent administrative terms will be three years. Compensation for all Riverdale LPDC teacher members will be consistent with the tutor hour1y rate as defined in the Negotiated Agreement for Riverdale LPDC meetings outside the school day. Release time to attend meetings during the school day may be used as needed, with the approval of the Superintendent.

3. Operating Procedures. Members of the Riverdale LPDC shall elect a Chairperson from the teacher members at the first meeting of the Riverdale LPDC. Additionally, the Riverdale LPDC will determine its operating procedures and meeting schedule by consensus. Meetings shall be held, when possible, to keep District costs at a minimum. Where consensus is not possible, a vote of a simple majority of the full membership of the Riverdale LPDC will be required. A quorum shall consist of a minimum of two (2) teachers and one (1) administrator. The Board shall be responsible for clerical and record keeping service for the Riverdale LPDC.

4. Appeals. An educator may request a written explanation of the decision of the Riverdale LPDC and may appeal the decision to the Superintendent. The approval or disapproval of an IPDP plan is not subject to the grievance procedure in the Negotiated Agreement.

5. Removal of a Member. A member who is not fulfilling his/her duties on the Riverdale LPDC may be removed for just cause by a four-fifths majority vote

of all members of the Riverdale LPDC.

6. The LPDC Process is to be used to enable the teacher to gain professional growth and for certification/license renewal only.

ARTICLE XIII - EMPLOYMENT OF RETIRED TEACHERS

The following provisions will apply to the rehire of teachers who have retired from the Riverdale Local Schools, and expressly supersede all relevant provisions of the Ohio Revised Code, including but not limited to 3319.11 and 3319.111, and all other applicable Ohio statutes.

A. Re-Employment. The parties are committed to recruiting and hiring the best qualified teachers to fill vacancies. Rehire of teachers who retire from the Riverdale Local Schools is not automatic. Retired teachers must apply for each vacancy for which they wish to be considered, and compete with other applicants as a part of the selection process.

B. Break in Service and Seniority. Retirement of a teacher from the Riverdale Local Schools will be considered a break in service, and a teacher who is then rehired will be considered a new hire with no system seniority. For the purposes of Article VIII—Reduction in Force, the teacher will start at the lowest seniority for their teaching field or subject area.

C. Placement on Salary Schedule. This provision expressly supersedes Ohio Revised Code 3317.13. A retired teacher who is rehired will be given all service credit up to five(5) years of service for purposes of placement on the salary schedule. A retired teacher who applies (per Paragraph A) and is re-employed on a limited contract for consecutive years (per Paragraph D) is eligible for step advancement on the salary schedule, to a maximum advancement of Step 10.

D. Contract. This paragraph expressly supersedes Ohio Revised Code 3319.08 and 3319.11 and other applicable laws.

1. A retired teacher who is rehired will be employed on a limited contract for a term of one (1) year. Such contract will expire automatically by its own terms at the end of the school year, without the necessity of a resignation from the teacher, or without the necessity of Board action. Such teacher shall not be deemed reemployed when notice of non-renewal is not given. Any further employment of the teacher will be pursuant to Paragraph A of this Section.

2. A retired teacher who is rehired will not be eligible for continuing contract.

E. Severance Pay. If retiring from the Riverdale Local Schools, a teacher must take severance pay at the time of retirement pursuant to Article XI of this Agreement, thereby extinguishing sick leave accumulation. A retired teacher who is rehired will be eligible to convert sick leave to severance pay upon separation from

subsequent employment, if such teacher qualifies under Article XI, Paragraph H of this Agreement. A retired teacher who is rehired is not eligible for the Retirement Incentive pursuant to Article XI, Paragraph L of this Agreement, if such teacher retires a second time.

F. Sick Leave. A retired teacher who is rehired 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 IX of this Agreement. For retired teachers who elect to be covered by the District's health insurance, the Board will pay $418.10 per month toward this insurance. The retired teacher must pay the difference in cost.

G. Other Fringe Benefits. Retired teachers who are rehired will receive retirement contributions, insurance, personal leave and all other fringe benefits not specifically addressed in this Article in accordance with this Agreement.

H. Applicability of Other Contract Provisions. Except to the extent specifically addressed in this Article, all provisions of this Agreement apply to retired teachers who are rehired.

ARTICLE XIV - GENERAL PROVISIONS

A. Management Rights

Except as otherwise expressly agreed in this Agreement between the Riverdale Education Association and the Board, the Board retains the following rights and responsibilities for the Board and Superintendent.

l. Determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology and organizational structure;

2. Direct, supervise, evaluate or hire employees;

3. Maintain and improve the efficiency and effectiveness of governmental operations;

4. Determine the overall methods1 process, means or personnel by which governmental operations are to be conducted;

5. Suspend, discipline, demote or discharge for just cause, or lay off, transfer, assign, schedule, promote or retain employees;

6. Determine the adequacy of the work force;

7. Determine the overall mission of the employer as a unit of government;

8. Effectively manage the work force;

9. Take actions to carry out the mission of the public employer as a governmental unit.

The Board and Superintendent may make decisions in the exercise of the above management rights without prior negotiations or agreement of the Association, but the Association shall be given an opportunity to bargain about the effect(s) of such decisions on wages, hours, terms and conditions of employment of teachers and the continuation, modification, or deletion of an existing provision of this collective bargaining agreement.

B. Waiver of Negotiations

1. It is agreed that during the negotiations leading to the execution of this agreement, the parties had full opportunity to make demands and proposals with respect to any subject not removed by law from collective bargaining and the parties expressly waive the right to submit any additional item for negotiations during the term of this Agreement, unless it is to bargain the effects and any changes in wages, hours, terms and other conditions of employment as in 4117.08.

2. It shall be possible, however, to amend this contract through mutual agreement of the parties. The party desiring to initiate discussion of an amendment may do so by written request to the other party. The request shall specify the specific subject(s) which the initiating party wishes to discuss. If both parties agree to the discussion of the proposed amendment, a meeting shall be scheduled within thirty (30) days of the request. Any agreement which results from such discussions shall require ratification by both parties. If ratified the amendment shall be reduced to writing and signed on behalf of the parties.

C. Entire Agreement

This written agreement is the entire agreement of the parties and replaces all previous agreement of the parties.

ARTICLE XV - DURATION/SIGNATURES

Duration

The Agreement shall become effective at 12:01 a.m. July 1, 2025 and continue in full force and effect through 12 midnight June 30, 2028.

Signatures

RIVERDALE EDUCATION ASSOCIATION

By: Kandi Clark
REA President

RIVERDALE LOCAL BOARD OF EDUCATION

By: Ashley Walters
Board President

Nicole Baumer
Negotiator

Superintendent

Negotiator

Negotiator

Michelle Conrad
Negotiator

Kathy Caudill
Negotiator

Negotiator

Negotiator

Negotiator

Kara Mowry
Negotiator

Negotiator

APPENDIX A

Riverdale Local Schools

2025-2026											
Base Salary	**$37,766.04**										
Step	**Index**	**BA**	**Index**	**BA150**	**Index**	**MA**	**Index**	**MA+15**	**Index**	**MA+30**
0	100.00%	$ 37,766.04	104.00%	$ 39,276.68	111.00%	$ 41,920.30	116.00%	$ 43,808.60	121.00%	$ 45,696.91
1	104.00%	$ 39,276.68	108.50%	$ 40,976.15	116.00%	$ 43,808.60	121.00%	$ 45,696.91	126.00%	$ 47,585.21
2	108.00%	$ 40,787.32	113.00%	$ 42,675.62	121.00%	$ 45,696.91	126.00%	$ 47,585.21	131.00%	$ 49,473.51
3	112.00%	$ 42,297.96	117.50%	$ 44,375.09	126.00%	$ 47,585.21	131.00%	$ 49,473.51	136.00%	$ 51,361.81
4	116.00%	$ 43,808.60	122.00%	$ 46,074.57	131.00%	$ 49,473.51	136.00%	$ 51,361.81	141.00%	$ 53,250.11
5	120.00%	$ 45,319.25	126.50%	$ 47,774.04	136.00%	$ 51,361.81	141.00%	$ 53,250.11	146.00%	$ 55,138.41
6	124.00%	$ 46,829.89	131.00%	$ 49,473.51	141.00%	$ 53,250.11	146.00%	$ 55,138.41	151.00%	$ 57,026.72
7	128.00%	$ 48,340.53	135.50%	$ 51,172.98	146.00%	$ 55,138.41	151.00%	$ 57,026.72	156.00%	$ 58,915.02
8	132.00%	$ 49,851.17	140.00%	$ 52,872.45	151.00%	$ 57,026.72	156.00%	$ 58,915.02	161.00%	$ 60,803.32
9	136.00%	$ 51,361.81	144.50%	$ 54,571.92	156.00%	$ 58,915.02	161.00%	$ 60,803.32	166.00%	$ 62,691.62
10	140.00%	$ 52,872.45	149.00%	$ 56,271.40	161.00%	$ 60,803.32	166.00%	$ 62,691.62	172.00%	$ 64,957.58
11	144.00%	$ 54,383.09	153.50%	$ 57,970.87	166.00%	$ 62,691.62	172.00%	$ 64,957.58	178.00%	$ 67,223.55
12	144.00%	$ 54,383.09	153.50%	$ 57,970.87	166.00%	$ 62,691.62	172.00%	$ 64,957.58	178.00%	$ 67,223.55
13	144.00%	$ 54,383.09	153.50%	$ 57,970.87	166.00%	$ 62,691.62	172.00%	$ 64,957.58	178.00%	$ 67,223.55
14	144.00%	$ 54,383.09	153.50%	$ 57,970.87	166.00%	$ 62,691.62	172.00%	$ 64,957.58	178.00%	$ 67,223.55
15	149.00%	$ 56,271.40	159.00%	$ 60,048.00	172.00%	$ 64,957.58	178.00%	$ 67,223.55	184.00%	$ 69,489.51
16	149.00%	$ 56,271.40	159.00%	$ 60,048.00	172.00%	$ 64,957.58	178.00%	$ 67,223.55	184.00%	$ 69,489.51
17	154.00%	$ 58,159.70	164.50%	$ 62,125.13	178.00%	$ 67,223.55	184.00%	$ 69,489.51	190.00%	$ 71,755.47
18	154.00%	$ 58,159.70	164.50%	$ 62,125.13	178.00%	$ 67,223.55	184.00%	$ 69,489.51	190.00%	$ 71,755.47
19	154.00%	$ 58,159.70	164.50%	$ 62,125.13	178.00%	$ 67,223.55	184.00%	$ 69,489.51	190.00%	$ 71,755.47
20	159.00%	$ 60,048.00	170.00%	$ 64,202.26	184.00%	$ 69,489.51	190.00%	$ 71,755.47	196.00%	$ 74,021.43
21	159.00%	$ 60,048.00	170.00%	$ 64,202.26	184.00%	$ 69,489.51	190.00%	$ 71,755.47	196.00%	$ 74,021.43
22	159.00%	$ 60,048.00	170.00%	$ 64,202.26	184.00%	$ 69,489.51	190.00%	$ 71,755.47	196.00%	$ 74,021.43
23	159.00%	$ 60,048.00	170.00%	$ 64,202.26	184.00%	$ 69,489.51	190.00%	$ 71,755.47	196.00%	$ 74,021.43
24	159.00%	$ 60,048.00	170.00%	$ 64,202.26	184.00%	$ 69,489.51	190.00%	$ 71,755.47	196.00%	$ 74,021.43
25	164.00%	$ 61,936.30	175.50%	$ 66,279.40	190.00%	$ 71,755.47	196.00%	$ 74,021.43	202.00%	$ 76,287.40
26	164.00%	$ 61,936.30	175.50%	$ 66,279.40	190.00%	$ 71,755.47	196.00%	$ 74,021.43	202.00%	$ 76,287.40
27	164.00%	$ 61,936.30	175.50%	$ 66,279.40	190.00%	$ 71,755.47	196.00%	$ 74,021.43	202.00%	$ 76,287.40
28	164.00%	$ 61,936.30	175.50%	$ 66,279.40	190.00%	$ 71,755.47	196.00%	$ 74,021.43	202.00%	$ 76,287.40
29	164.00%	$ 61,936.30	175.50%	$ 66,279.40	190.000%	$ 71,755.47	196.00%	$ 74,021.43	202.00%	$ 76,287.40
30	169.00%	$ 63,824.60	180.50%	$ 68,167.70	195.000%	$ 73,643.77	202.00%	$ 76,287.40	208.00%	$ 78,553.36

APPENDIX A Riverdale Local Schools

2026-2027

Base Salary **$38,993.43**

Step	Index	BA	Index	BA150	Index	MA	Index	MA+15	Index	MA+30
0	100.00%	$ 38,993.43	104.00%	$ 40,553.17	111.00%	$ 43,282.71	116.00%	$ 45,232.38	121.00%	$ 47,182.05
1	104.00%	$ 40,553.17	108.50%	$ 42,307.88	116.00%	$ 45,232.38	121.00%	$ 47,182.05	126.00%	$ 49,131.73
2	108.00%	$ 42,112.91	113.00%	$ 44,062.58	121.00%	$ 47,182.05	126.00%	$ 49,131.73	131.00%	$ 51,081.40
3	112.00%	$ 43,672.65	117.50%	$ 45,817.28	126.00%	$ 49,131.73	131.00%	$ 51,081.40	136.00%	$ 53,031.07
4	116.00%	$ 45,232.38	122.00%	$ 47,571.99	131.00%	$ 51,081.40	136.00%	$ 53,031.07	141.00%	$ 54,980.74
5	120.00%	$ 46,792.12	126.50%	$ 49,326.69	136.00%	$ 53,031.07	141.00%	$ 54,980.74	146.00%	$ 56,930.41
6	124.00%	$ 48,351.86	131.00%	$ 51,081.40	141.00%	$ 54,980.74	146.00%	$ 56,930.41	151.00%	$ 58,880.08
7	128.00%	$ 49,911.60	135.50%	$ 52,836.10	146.00%	$ 56,930.41	151.00%	$ 58,880.08	156.00%	$ 60,829.76
8	132.00%	$ 51,471.33	140.00%	$ 54,590.81	151.00%	$ 58,880.08	156.00%	$ 60,829.76	161.00%	$ 62,779.43
9	136.00%	$ 53,031.07	144.50%	$ 56,345.51	156.00%	$ 60,829.76	161.00%	$ 62,779.43	166.00%	$ 64,729.10
10	140.00%	$ 54,590.81	149.00%	$ 58,100.22	161.00%	$ 62,779.43	166.00%	$ 64,729.10	172.00%	$ 67,068.71
11	144.00%	$ 56,150.54	153.50%	$ 59,854.92	166.00%	$ 64,729.10	172.00%	$ 67,068.71	178.00%	$ 69,408.31
12	144.00%	$ 56,150.54	153.50%	$ 59,854.92	166.00%	$ 64,729.10	172.00%	$ 67,068.71	178.00%	$ 69,408.31
13	144.00%	$ 56,150.54	153.50%	$ 59,854.92	166.00%	$ 64,729.10	172.00%	$ 67,068.71	178.00%	$ 69,408.31
14	144.00%	$ 56,150.54	153.50%	$ 59,854.92	166.00%	$ 64,729.10	172.00%	$ 67,068.71	178.00%	$ 69,408.31
15	149.00%	$ 58,100.22	159.00%	$ 61,999.56	172.00%	$ 67,068.71	178.00%	$ 69,408.31	184.00%	$ 71,747.92
16	149.00%	$ 58,100.22	159.00%	$ 61,999.56	172.00%	$ 67,068.71	178.00%	$ 69,408.31	184.00%	$ 71,747.92
17	154.00%	$ 60,049.89	164.50%	$ 64,144.20	178.00%	$ 69,408.31	184.00%	$ 71,747.92	190.00%	$ 74,087.52
18	154.00%	$ 60,049.89	164.50%	$ 64,144.20	178.00%	$ 69,408.31	184.00%	$ 71,747.92	190.00%	$ 74,087.52
19	154.00%	$ 60,049.89	164.50%	$ 64,144.20	178.00%	$ 69,408.31	184.00%	$ 71,747.92	190.00%	$ 74,087.52
20	159.00%	$ 61,999.56	170.00%	$ 66,288.84	184.00%	$ 71,747.92	190.00%	$ 74,087.52	196.00%	$ 76,427.13
21	159.00%	$ 61,999.56	170.00%	$ 66,288.84	184.00%	$ 71,747.92	190.00%	$ 74,087.52	196.00%	$ 76,427.13
22	159.00%	$ 61,999.56	170.00%	$ 66,288.84	184.00%	$ 71,747.92	190.00%	$ 74,087.52	196.00%	$ 76,427.13
23	159.00%	$ 61,999.56	170.00%	$ 66,288.84	184.00%	$ 71,747.92	190.00%	$ 74,087.52	196.00%	$ 76,427.13
24	159.00%	$ 61,999.56	170.00%	$ 66,288.84	184.00%	$ 71,747.92	190.00%	$ 74,087.52	196.00%	$ 76,427.13
25	164.00%	$ 63,949.23	175.50%	$ 68,433.48	190.00%	$ 74,087.52	196.00%	$ 76,427.13	202.00%	$ 78,766.74
26	164.00%	$ 63,949.23	175.50%	$ 68,433.48	190.00%	$ 74,087.52	196.00%	$ 76,427.13	202.00%	$ 78,766.74
27	164.00%	$ 63,949.23	175.50%	$ 68,433.48	190.00%	$ 74,087.52	196.00%	$ 76,427.13	202.00%	$ 78,766.74
28	164.00%	$ 63,949.23	175.50%	$ 68,433.48	190.00%	$ 74,087.52	196.00%	$ 76,427.13	202.00%	$ 78,766.74
29	164.00%	$ 63,949.23	175.50%	$ 68,433.48	190.000%	$ 74,087.52	196.00%	$ 76,427.13	202.00%	$ 78,766.74
30	169.00%	$ 65,898.90	180.50%	$ 70,383.15	195.000%	$ 76,037.20	202.00%	$ 78,766.74	208.00%	$ 81,106.34

APPENDIX A Riverdale Local Schools

2027-2028

Base Salary **$40,065.75**

Step	Index	BA	Index	BA150	Index	MA	Index	MA+15	Index	MA+30
0	100.00%	$ 40,065.75	104.00%	$ 41,668.38	111.00%	$ 44,472.99	116.00%	$ 46,476.27	121.00%	$ 48,479.56
1	104.00%	$ 41,668.38	108.50%	$ 43,471.34	116.00%	$ 46,476.27	121.00%	$ 48,479.56	126.00%	$ 50,482.85
2	108.00%	$ 43,271.01	113.00%	$ 45,274.30	121.00%	$ 48,479.56	126.00%	$ 50,482.85	131.00%	$ 52,486.14
3	112.00%	$ 44,873.64	117.50%	$ 47,077.26	126.00%	$ 50,482.85	131.00%	$ 52,486.14	136.00%	$ 54,489.42
4	116.00%	$ 46,476.27	122.00%	$ 48,880.22	131.00%	$ 52,486.14	136.00%	$ 54,489.42	141.00%	$ 56,492.71
5	120.00%	$ 48,078.90	126.50%	$ 50,683.18	136.00%	$ 54,489.42	141.00%	$ 56,492.71	146.00%	$ 58,496.00
6	124.00%	$ 49,681.53	131.00%	$ 52,486.14	141.00%	$ 56,492.71	146.00%	$ 58,496.00	151.00%	$ 60,499.29
7	128.00%	$ 51,284.16	135.50%	$ 54,289.10	146.00%	$ 58,496.00	151.00%	$ 60,499.29	156.00%	$ 62,502.57
8	132.00%	$ 52,886.79	140.00%	$ 56,092.05	151.00%	$ 60,499.29	156.00%	$ 62,502.57	161.00%	$ 64,505.86
9	136.00%	$ 54,489.42	144.50%	$ 57,895.01	156.00%	$ 62,502.57	161.00%	$ 64,505.86	166.00%	$ 66,509.15
10	140.00%	$ 56,092.05	149.00%	$ 59,697.97	161.00%	$ 64,505.86	166.00%	$ 66,509.15	172.00%	$ 68,913.10
11	144.00%	$ 57,694.68	153.50%	$ 61,500.93	166.00%	$ 66,509.15	172.00%	$ 68,913.10	178.00%	$ 71,317.04
12	144.00%	$ 57,694.68	153.50%	$ 61,500.93	166.00%	$ 66,509.15	172.00%	$ 68,913.10	178.00%	$ 71,317.04
13	144.00%	$ 57,694.68	153.50%	$ 61,500.93	166.00%	$ 66,509.15	172.00%	$ 68,913.10	178.00%	$ 71,317.04
14	144.00%	$ 57,694.68	153.50%	$ 61,500.93	166.00%	$ 66,509.15	172.00%	$ 68,913.10	178.00%	$ 71,317.04
15	149.00%	$ 59,697.97	159.00%	$ 63,704.55	172.00%	$ 68,913.10	178.00%	$ 71,317.04	184.00%	$ 73,720.99
16	149.00%	$ 59,697.97	159.00%	$ 63,704.55	172.00%	$ 68,913.10	178.00%	$ 71,317.04	184.00%	$ 73,720.99
17	154.00%	$ 61,701.26	164.50%	$ 65,908.16	178.00%	$ 71,317.04	184.00%	$ 73,720.99	190.00%	$ 76,124.93
18	154.00%	$ 61,701.26	164.50%	$ 65,908.16	178.00%	$ 71,317.04	184.00%	$ 73,720.99	190.00%	$ 76,124.93
19	154.00%	$ 61,701.26	164.50%	$ 65,908.16	178.00%	$ 71,317.04	184.00%	$ 73,720.99	190.00%	$ 76,124.93
20	159.00%	$ 63,704.55	170.00%	$ 68,111.78	184.00%	$ 73,720.99	190.00%	$ 76,124.93	196.00%	$ 78,528.88
21	159.00%	$ 63,704.55	170.00%	$ 68,111.78	184.00%	$ 73,720.99	190.00%	$ 76,124.93	196.00%	$ 78,528.88
22	159.00%	$ 63,704.55	170.00%	$ 68,111.78	184.00%	$ 73,720.99	190.00%	$ 76,124.93	196.00%	$ 78,528.88
23	159.00%	$ 63,704.55	170.00%	$ 68,111.78	184.00%	$ 73,720.99	190.00%	$ 76,124.93	196.00%	$ 78,528.88
24	159.00%	$ 63,704.55	170.00%	$ 68,111.78	184.00%	$ 73,720.99	190.00%	$ 76,124.93	196.00%	$ 78,528.88
25	164.00%	$ 65,707.84	175.50%	$ 70,315.40	190.00%	$ 76,124.93	196.00%	$ 78,528.88	202.00%	$ 80,932.82
26	164.00%	$ 65,707.84	175.50%	$ 70,315.40	190.00%	$ 76,124.93	196.00%	$ 78,528.88	202.00%	$ 80,932.82
27	164.00%	$ 65,707.84	175.50%	$ 70,315.40	190.00%	$ 76,124.93	196.00%	$ 78,528.88	202.00%	$ 80,932.82
28	164.00%	$ 65,707.84	175.50%	$ 70,315.40	190.00%	$ 76,124.93	196.00%	$ 78,528.88	202.00%	$ 80,932.82
29	164.00%	$ 65,707.84	175.50%	$ 70,315.40	190.000%	$ 76,124.93	196.00%	$ 78,528.88	202.00%	$ 80,932.82
30	169.00%	$ 67,711.12	180.50%	$ 72,318.68	195.000%	$ 78,128.22	202.00%	$ 80,932.82	208.00%	$ 83,336.77

APPENDIX B

Riverdale Local Schools
Supplemental Salary Schedule

To determine the salary for each position listed on the Supplemental Salary Schedule the appropriate percentage figure shall be multiplied by the base salary in effect on the Teachers Salary Schedule.

		0-1	2-3	4-6	More
POSITION	**LEVEL**	**YEARS**	**YEARS**	**YEARS**	**YEARS**
High School Athletic Director	I	0.18	0.19	0.205	0.22
Head Football Coach	II	0.13	0.14	0.155	0.17
Associate Head Football Coach	III	0.1125	0.125	0.14	0.155
Assistant Football Coaches (2)	IV	0.085	0.095	0.11	0.125
Co-Coaches Jr Hi Football (2)	VI	0.06	0.07	0.075	0.08
Head Boys Basketball Coach	II	0.13	0.14	0.155	0.17
Assistant Basketball Coach	IV	0.085	0.095	0.11	0.125
Freshman Basketball Coach	V	0.075	0.085	0.1	0.115
8th Grade Basketball Coach	VI	0.06	0.07	0.075	0.08
7th Grade Basketball Coach	VI	0.06	0.07	0.075	0.08
Heads Girls Basketball Coach	II	0.13	0.14	0.155	0.17
Assistant Girls Basketball Coach	IV	0.085	0.095	0.11	0.125
Freshman Girls Basketball Coach	V	0.075	0.085	0.1	0.115
8th Grade Girls Basketball Coach	VI	0.06	0.07	0.075	0.08
7th Grade Girls Basketball Coach	VI	0.06	0.07	0.075	0.08
Head Boys Track Coach	III	0.1125	0.125	0.14	0.155
Head Girls Track Coach	III	0.1125	0.125	0.14	0.155
Assistant Track, Boys and Girls (2)	V	0.075	0.085	0.1	0.115
Head Field Coach	III	0.1125	0.125	0.14	0.155
7-12 Cross Country Coach(2)	V	0.075	0.085	0.1	0.115
7-12 Assistant Cross Country Coach	VI	0.06	0.07	0.075	0.08
Jr Hi Boys Track Coach	VII	0.045	0.05	0.055	0.06
Jr Hi Girls Track Coach	VII	0.045	0.05	0.055	0.06
Head Girls Softball Coach	III	0.1125	0.125	0.14	0.155

Assistant Girls Softball Coach	V	0.075	0.085	0.1	0.115
Head Baseball Coach	III	0.1125	0.125	0.14	0.155
Assistant Baseball Coach	V	0.075	0.085	0.1	0.115
		0-1	**2-3**	**4-6**	**More**
POSITION	**LEVEL**	**YEARS**	**YEARS**	**YEARS**	**YEARS**
Head Volleyball Coach	II	0.13	0.14	0.155	0.17
Assistant Volleyball Coach	IV	0.085	0.095	0.11	0.125
Freshman Volleyball Coach	V	0.075	0.085	0.1	0.115
Jr Hi Volleyball Coach	VI	0.06	0.07	0.075	0.08
Head Soccer Coach	II	0.13	0.14	0.155	0.17
Assistant Soccer Coach	IV	0.085	0.095	0.11	0.125
Head Golf Coach	V	0.075	0.085	0.1	0.115
Head Wrestling Coach	III	0.1125	0.125	0.14	0.155
Assistant Wrestling Coach	V	0.075	0.085	0.1	0.115
Jr Hi Wrestling Coach	VII	0.045	0.05	0.055	0.06
Freshman Cheerleader Advisor	VIII	0.04	0.045	0.05	0.055
Jr Hi Cheerleader Advisor (2)					
Fall and Spring	VIII	0.04	0.045	0.05	0.055
Winter	VIII	0.04	0.045	0.05	0.055
HS Cheerleader Advisor (2)					
Football (tryouts)	V	0.075	0.085	0.1	0.115
Basketball (JV & Varsity and asst tryouts)	V	0.075	0.085	0.1	0.115
Head Junior Class Advisor	VIII	0.04	0.045	0.05	0.055
Junior Class Advisors (3)	X	0.02	0.025	0.03	0.035
Head Senior Class Advisor	IX	0.025	0.03	0.035	0.04
Senior Class Advisors (3)	X	0.02	0.025	0.03	0.035
Sophomore Class Advisor	X	0.02	0.025	0.03	0.035
Freshman Class Advisor	XI	0.01	0.015	0.02	0.025
Asst Band Director (must have 35 or more students)	VI	0.06	0.07	0.075	0.08
Director, Spring Play	VII	0.045	0.05	0.055	0.06
Set Designer, Spring Play	X	0.02	0.025	0.03	0.035
Set Designer, Fall Play	X	0.02	0.025	0.03	0.035

Debate and/or Forensics	IX	0.025	0.03	0.035	0.04
Jr Hi Play Director	VIII	0.04	0.045	0.05	0.055
HS Yearbook	V	0.075	0.085	0.1	0.115
MS Yearbook	X	0.02	0.025	0.03	0.035
HS Newspaper	VII	0.045	0.05	0.055	0.06
		0-1	**2-3**	**4-6**	**More**
POSITION	**LEVEL**	**YEARS**	**YEARS**	**YEARS**	**YEARS**
Weight Training Coordinator (Co-Ed)	$1500 Summer Session	$500/sport season (each)			
High School Student Council Advisor	X	0.02	0.025	0.03	0.035
Middle School Student Council Advisor	X	0.02	0.025	0.03	0.035
HS Quiz Bowl Advisor	VII	0.045	0.05	0.055	0.06
Jr Hi Quiz Bowl Advisor	XI	0..01	0.015	0.02	0.025
RSA/ADA Advisor	X	0.02	0.025	0.03	0.035
HAPPY Advisor	X	0.02	0.025	0.03	0.035
Thespian Advisor	X	0.02	0.025	0.03	0.035
High School Honor Society Advisor	X	0.02	0.025	0.03	0.035
Middle School Honor Society Advisor	X	0.02	0.025	0.03	0.035
Language Club Advisor	X	0.02	0.025	0.03	0.035
Robotics Advisor	X	0.02	0.025	0.03	0.035
Washington, DC Coordinator	X	0.02	0.025	0.03	0.035
ESPORTS	VI	0.06	0.07	0.075	0.08
HS Fall Musical Director	V	0.075	0.085	0.1	0.115
Show Choir	V	0.075	0.085	0.1	0.115
Asst Show Choir (must have 35 or more students)	VI	0.06	0.07	0.075	0.08
MS Play/Musical Director	VI	0.06	0.07	0.075	0.08
Elementary Music	VIII	0.04	0.045	0.05	0.055

1. Tutoring, After School Detention/Assistance, and Saturday School - $25.00 per hour
2. Virtual Learning Academy/Independent Study/9th period class- $50.00 per student/per semester
3. College Credit Plus- $100 per course set-up and $5.00 per student enrolled per class/per semester
4. Event Manager- $50/per Event

5. Summer School- Per Diem Rate
6. Assistant Athletic Director - $10,500 per year
7. Special Education Specialist/Student Needs and Curriculum Specialist - $10,500 per year
8. Athletic Game Manager (Fall/Winter/Spring) - $1,000 for each season (up to 20 events per season)
9. A. All coaches whose season extends beyond the first level of OHSAA tournament competition shall receive additional compensation at the rate of .06 per week multiplied by the individual coach's supplemental salary. In any sport where our athletic team does not automatically qualify for the OHSAA tournament the above stipend will go into effect each week that the Falcons compete in the state's tournament.
   B. All paid high school coaches shall receive additional compensation for two weeks of physical fitness at the rate of .06 per week multiplied by the individual coach's supplemental salary.
10. Coaching/Activity Advisor experience at the high school level shall be counted toward salary as a head coach in the same sport and/or activity. If a coach/advisor moves to a lower level in the same sport/activity, all experience shall be counted toward the salary. Coaching and/or Advisor experience from another school shall be counted toward the salary.
11. Supplemental pay will be issued in either one or two checks at the discretion of the bolder.
12. The position of elementary summer band director will be maintained.
13. The Board retains the discretion to determine whether to fill a particular position in either Appendix B, Supplemental Salary Schedule and Appendix C, Extended Service Schedule.
14. In determining the number of coaches or other supplementary positions, the number of students involved shall be considered.
    A. For the sports of Cross Country, Golf, High School Volleyball, High School Basketball, High School Wrestling, Baseball, Softball and Track, if the number of student athletes exceeds 17, another coach is added.
    B. For the sports of Junior High Volleyball, Junior High Basketball and Junior High Wrestling, if the number of student athletes exceeds 11, another coach is added.
    C. For the sport of Soccer, if the number of student athletes exceeds 35, another coach is added.
    D. For the sport of Football, if the number of student athletes exceeds 49, another coach is added.
15. Permanent members of the IAT teams at the elementary level will be paid a stipend of $500.00 per year. Such amount will be prorated if service is less than a full year.

APPENDIX B continued -SUPPLEMENTAL Salary Schedule

Riverdale Local School District
Effective July 1, 2025

Base Salary - $37, 766.04

Level	0 to 1 years Experience		2 to 3 years Experience		4 to 6 years Experience		7+ years Experience	
	%	$	%	$	%	$	%	$
1	18.00	$ 6,798	19.00	$ 7,176	20.50	$ 7,742	22.00	$ 8,309
2	13.00	$ 4,910	14.00	$ 5,287	15.50	$ 5,854	17.00	$ 6,420
3	11.25	$ 4,249	12.50	$ 4,721	14.00	$ 5,287	15.50	$ 5,854
4	8.50	$ 3,210	9.50	$ 3,588	11.00	$ 4,154	12.50	$ 4,721
5	7.50	$ 2,832	8.50	$ 3,210	10.00	$ 3,777	11.50	$ 4,343
6	6.00	$ 2,266	7.00	$ 2,644	7.50	$ 2,832	8.00	$ 3,021
7	4.50	$ 1,699	5.00	$ 1,888	5.50	$ 2,077	6.00	$ 2,266
8	4.00	$ 1,511	4.50	$ 1,699	5.00	$ 1,888	5.50	$ 2,077
9	2.50	$ 944	3.00	$ 1,133	3.50	$ 1,322	4.00	$ 1,511
10	2.00	$ 755	2.50	$ 944	3.00	$ 1,133	3.50	$ 1,322
11	1.00	$ 378	1.50	$ 566	2.00	$ 755	2.50	$ 944

APPENDIX B continued - SUPPLEMENTAL Salary Schedule

Riverdale Local School District
Effective July 1, 2026

Base Salary - $38, 993.43

Level	0 to 1 years Experience		2 to 3 years Experience		4 to 6 years Experience		7+ years Experience	
	%	$	%	$	%	$	%	$
1	18.00	$ 7,019	19.00	$ 7,409	20.50	$ 7,994	22.00	$ 8,579
2	13.00	$ 5,069	14.00	$ 5,459	15.50	$ 6,044	17.00	$ 6,629
3	11.25	$ 4,387	12.50	$ 4,874	14.00	$ 5,459	15.50	$ 6,044
4	8.50	$ 3,314	9.50	$ 3,704	11.00	$ 4,289	12.50	$ 4,874
5	7.50	$ 2,925	8.50	$ 3,314	10.00	$ 3,899	11.50	$ 4,484
6	6.00	$ 2,340	7.00	$ 2,730	7.50	$ 2,925	8.00	$ 3,119
7	4.50	$ 1,755	5.00	$ 1,950	5.50	$ 2,145	6.00	$ 2,340
8	4.00	$ 1,560	4.50	$ 1,755	5.00	$ 1,950	5.50	$ 2,145
9	2.50	$ 975	3.00	$ 1,170	3.50	$ 1,365	4.00	$ 1,560
10	2.00	$ 780	2.50	$ 975	3.00	$ 1,170	3.50	$ 1,365
11	1.00	$ 390	1.50	$ 585	2.00	$ 780	2.50	$ 975

APPENDIX B continued - SUPPLEMENTAL Salary Schedule

Riverdale Local School District
Effective July 1, 2027

Base Salary - $40, 065.75

Level	0 to 1 years Experience		2 to 3 years Experience		4 to 6 years Experience		7+ years Experience	
	%	$	%	$	%	$	%	$
1	18.00	$ 7,212	19.00	$ 7,612	20.50	$ 8,213	22.00	$ 8,814
2	13.00	$ 5,209	14.00	$ 5,609	15.50	$ 6,210	17.00	$ 6,811
3	11.25	$ 4,507	12.50	$ 5,008	14.00	$ 5,609	15.50	$ 6,210
4	8.50	$ 3,406	9.50	$ 3,806	11.00	$ 4,407	12.50	$ 5,008
5	7.50	$ 3,005	8.50	$ 3,406	10.00	$ 4,007	11.50	$ 4,608
6	6.00	$ 2,404	7.00	$ 2,805	7.50	$ 3,005	8.00	$ 3,205
7	4.50	$ 1,803	5.00	$ 2,003	5.50	$ 2,204	6.00	$ 2,404
8	4.00	$ 1,603	4.50	$ 1,803	5.00	$ 2,003	5.50	$ 2,204
9	2.50	$ 1,002	3.00	$ 1,202	3.50	$ 1,402	4.00	$ 1,603
10	2.00	$ 801	2.50	$ 1,002	3.00	$ 1,202	3.50	$ 1,402
11	1.00	$ 401	1.50	$ 601	2.00	$ 801	2.50	$ 1,002

APPENDIX C

RIVERDALE LOCAL SCHOOLS
Extended Service Salary Schedule

Based on teacher's daily rate: **Total Extended Service**	**Position**
Up to 60 days	One High School/Junior High Band Director - 30 days at teacher's daily rate for school year programs, 30 days at teacher's daily rate for summer band.
Up to 20 days	One Elementary Band Director for summer band. If position is split between two people, each person will receive 1O days at teacher's daily rate.
Up to 20 days	Middle School/High School Choral Activities Director - 20 days at teacher's daily rate for school year program.
Up to 30 days	High School Guidance
Up to 20 days	Middle School Guidance
Up to 20 days	Elementary Guidance
Up to 30 days	High School Librarian/Media Director
Up to 20 days	Elementary Librarian
Up to 7 days	Science and Technology of Food
Up to 30 days	Agriculture Business - 25+ students
Up to 15 days	Agriculture Business - less than 25 students
Up to 60 days	Agriculture Production - 25+ students
Up to 30 days	Agriculture Production - less than 25 students
Up to 10 days	Industrial Arts - 25+ students
Up to 5 days	Industrial Arts - less than 25 students
Up to 10 days	Summer Keyboarding

APPENDIX D

Administrative Guidelines for Ohio Teacher Evaluation System (OTES) 2.0

The Board of Education is responsible for a standards-based teacher evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law.

The Board adopts the Ohio Teacher Evaluation System ("OTES") model as approved by the State Board of Education, effective the 2021-22 school year.

The purpose of teacher evaluation is to use fair, objective, and reasonable practices to assist teachers and administrators in identifying, implementing, and supporting best educational practices that will provide the greatest opportunity for student learning and growth.

This negotiated framework shall be implemented as set forth herein and shall be included as Appendix D in the collective bargaining agreement with the Riverdale Education Association and in all extensions and renewals thereof.

OTES Committee

The Board authorizes the Superintendent to establish and maintain an ongoing OTES Committee (equal number of teachers and administrative representatives), with continuing participation by District teachers for the express purpose of recommending necessary changes to the Board and the Riverdale Education Association for the appropriate revision of the policy, procedures and processes. The OTES Committee will be charged with the determination and approval of HQSD, for use in the evaluation of teachers within the district.

Any recommended changes to the evaluation procedures, processes or instrument shall be documented in a Memorandum of Understanding and subject to ratification by both parties.

Definitions

"OTES" - Stands for the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2020, or as otherwise modified by the State Board of Education and as required by Ohio Rev. Code § 3319.111 and§ 3319.112.

"Teacher" - For purposes of this policy, "teacher" means licensed instructors who spend at least fifty percent (50%) of his/her time providing content-related student instruction and who is working under one (1) of the following:

A. A license issued under R.C. 3319.22, 3319.26, 3319.222 or 3319.226; or
B. A permanent certificate issued under R.C. 3319.222 as it existed prior to September 2003; or
C. A permanent certificate issued under R.C. 3319.222 as it existed prior to September 2006; **or**
D. A permit issued under R.C. 3319.301.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this policy.

The Superintendent, Treasurer and any "other administrator" as defined by R.C. 3319.02 are not subject to evaluation under this policy.

"Credentialed Evaluator" - means the appropriately qualified individual, assigned by the District, who is responsib1e for comp1eting the evaluation process for a teacher. For purposes of this policy, each teacher subject to evaluation will be evaluated by one (1) person who:

A. meets the eligibility requirements under R.C. 3319.11l(D); and
B. holds a credential established by the Ohio Department of Education (ODE) for teacher evaluation; and
C. has completed State-sponsored evaluation training and has passed an online credentialing assessment,
D. is employed by the Riverdale Board of Education and holds an administrative license.

The Board shall authorize the Superintendent/designee to approve and maintain a list of credentialed evaluators as necessary to effectively implement this policy.

"High-Quality Student Data" - means locally-determined data that provides evidence of student learning attributab1e to the teacher who is being evaluated. When applicable to the grade level or subject area taught, High-Quality Student Data (HQSD) shall include the value-added progress dimension and the teacher shall use at least one other measure of HQSD to demonstrate student learning. HQSD may also include data obtained from the list of Ohio Department of Education approved student assessments.

High-quality student data may not include student learning objectives (SLOs) or shared attribution measures.

''Value-Added" - refers to the EVAAS Value-Added methodology provided by SAS, Inc., which provides a measure of student progress at the District and school level based on each student's scores on State-issued standardized assessments.

"Evaluation Cycle'' - means the period of time for the completion of the evaluation procedure. The evaluation cycle is completed when performance assessments are conducted for the current school year and the teacher is assigned a final holistic rating.

"Evaluation Factors"- The walkthrough(s), observation(s), and other components required by Ohio Rev. Code to be used in the teacher evaluation procedure.

"Evaluation Framework" - means the document created and approved by the Ohio Department of Education (ODE) in accordance with R.C. 3319.111(A) that establishes the standards-based framework for the evaluation of teachers developed under R.C. 3319.112.

"Evaluation Instruments" - refers to the fo1ms developed by the ODE, including the "Teacher Performance Evaluation Rubric. The approved instruments are attached in this agreement as Appendix D.

"Evaluation Procedure" - refers to the procedural requirements set forth in this policy are intended to provide specificity to the statutory obligations established under R.C. 3319.111 and R.C. 3319.112 and to conform to the framework for the evaluation of teachers developed under R.C. 3319.112.

"Evidence"- Information collected by the evaluator and/or information provided to the credentialed evaluator by the teacher, to support and inform the accurate reflection of the Evaluation Factors. Examples include, but are not limited to, student information affecting educational progress, student interest or learning style surveys, newsletters, classroom rules, lesson plans, student portfolios, summative assessments, and student work samples.

"Final Holistic Evaluation Rating" - means the final holistic evaluation rating that is assigned to a teacher based upon all the Evaluation Factors observed during the Evaluation Cycle. The evaluation rating is assigned at the conclusion of the evaluation cycle. and shall be "accomplished", "skilled", "developing", or "ineffective". Areas rated N/A shall not negatively impact the evaluation rating.

"Improvement Plan"- A detailed, written plan collaboratively developed between the teacher and evaluator to identify specific deficiencies in performance and foster growth through professional development and targeted support. The approved form for the Improvement Plan is attached to this agreement as Appendix D.

"Ohio Evaluation System (Ohio ES)" - The electronic system used by the District to report aggregate, holistic teacher evaluation ratings to the Ohio Department of Education (ODE).

"Professional Growth Plan"- A written plan, self-directed or jointly developed between the teacher and evaluator, designed to help identify areas of professional development that will enable the teacher to enhance practice, focused on the teacher's most recent observations and/or evaluations.
The approved form for the Professional Growth Plan is attached to this agreement as Appendix D.

"Self-Assessment Summary Tool"- an optional survey to indicate strengths and areas for growth for each standard.

Standards-Based Teacher Evaluation

Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based upon teacher performance, student growth, and other locally determined criteria.

Each teacher evaluation will result in a holistic evaluation rating of:

A. Accomplished;
B. Skilled;
C. Developing; or
D. Ineffective.

The specific standards and criteria for distinguishing between these ratings/levels of performance shall be the same as those developed by the State Board of Education, which are incorporated herein by reference.

The Superintendent shall annually cause to be filed a report to the Ohio Department of Education (ODE) the number of teachers for whom an evaluation was conducted as well as the number of teachers assigned each rating as set forth above, aggregated by teacher preparation programs from which and the years in which the teachers graduated. The Board will utilize the ODE's guidelines for reporting this information.

The Board may not evaluate a teacher who:

a. was on leave from the School District for fifty percent (50%) or more of the school year.
b. is participating in the Ohio teacher Resident Educator program in the year during which the teacher takes at least half of the performance-based assessment as prescribed by the State Board of Education for the first time.

The Board shall not evaluate a teacher who has submitted a notice of retirement that was accepted by the Board no later than December 1st of the year the teacher was scheduled to be evaluated.

Professional Growth Plans and Professional Improvement Plans

Based upon the results of the annual teacher evaluation, each teacher must develop either a professional growth plan or be placed on a professional improvement plan as follows:

A. A teacher whose final holistic rating is "accomplished" on his/her most recent evaluation will develop a professional growth plan and may choose his/her their credentialed evaluator from those available to the Board for that purpose, utilizing the components determined by the District. Professional Growth Plans will be completed by October 1.

B. A teacher whose final holistic rating is "skilled" will develop a professional growth plan collaboratively with his/her credentialed evaluator and will have input on his/her evaluator for the next evaluation cycle, utilizing the components determined by the District. Professional Growth Plans will be completed by October 1.

C. A teacher whose final holistic rating is "developing" will develop a professional growth plan guided by his/her assigned credentialed evaluator, utilizing the components determined by the District. Professional Growth Plans will be completed by October 1.

D. A teacher whose final holistic rating is "ineffective" will be placed on a professional improvement plan by their assigned evaluator, utilizing the components determined by the District.

E. A teacher who is new to the profession or new to the District will develop a professional growth plan collaboratively with his/her credentialed evaluator, utilizing the components determined by the District. Professional Growth Plans will be completed by October 1.

Any teacher who feels the assigned evaluator may have a conflict of interest may request a change in evaluators. Effort will be made to change evaluators if possible.

F. The District administration has discretion to place a teacher on an Improvement Plan at any time a teacher exhibits an individual deficiency in the evaluation system.

G. Professional growth and improvement plans shall be aligned to the teacher's evaluation

and, if applicable, include one (1) component of the District's or Building level improvement plan required -under the "Elementary and Secondary Education Act of 1965", as amended.

H. No Improvement Plan or Professional Growth Plan will have more than two (2) achievable goals per Evaluation Cycle.

Board Professional Development Plan

In accordance with the Ohio State Board of Education's State-wide evaluation framework and in accordance with Ohio Rev. Code § 3319.l12(A)(8)(9), the Board has adopted a specific plan for the allocation of financial resources to support the professional development of teachers covered by this policy. The plan will be reviewed annually.

Assessment of Teacher Performance

Teacher performance will be evaluated during formal observations (including evidence submitted by the teacher to the evaluator) and periodic informal observations also known as "classroom walkthroughs. Such performance will be used to determine the teacher's evaluation rating and will be assessed through a holistic process by trained and credentialed evaluators based upon the following Ohio Standards for the Teaching Profession:

A. understanding student learning and development, respecting student diversity, and holding high expectations for all students to achieve and make progress at high levels an;

B. knowing and understanding the content area for which they have instructional responsibility;

C. understanding and using varied assessments to inform instruction, evaluate and ensure student learning;

D. planning and delivering effective instruction that advances individual student learning;

E. creating learning environments that promote high levels of student learning and achievement for all students;

F. collaborating and communicating with students, parents, other educators, District administrators, and the community to support student learning; and

G. assuming responsibility for professional growth and performance as an individual and as a member of a learning community.

Formal Observation and Classroom Walkthrough Sequence

A. A teacher not under consideration for renewal or nonrenewal, who is subject to a full evaluation cycle, shall be evaluated based on two (2) formal observations of at least thirty (30) minutes each and periodic (no more than four (4)) classroom walkthroughs each school year.

B. The first formal observation will be a holistic observation where the evaluator assesses all areas of the rubric demonstrated during the observation as well as information gained from

any pre-observation conference.

C. The second and any subsequent formal observation(s) will be focused observations in which the evaluator emphasizes identified focus area(s). Identified focus areas will be selected after completion of the holistic observation and may include area(s) of relative strength and/or area(s) targeted for improvement. There will be a minimum of three (3) school days between formal observations. The second formal observation shall be completed no later than May 1.

D. Teachers with a final holistic evaluation rating of Accomplished (from the previous year) will select their own focus area(s). A teacher with a final holistic evaluation rating of Skilled (from the previous year) wilt select focus area(s) in collaboration with his/her evaluator. A teacher with a final holistic evaluation rating of Developing (from the previous year) will be-guided by his/her evaluator in determining focus area(s). A teacher with a final holistic evaluation rating of Ineffective (from the previous year) will have focus area(s) selected by the evaluator. A teacher new to the profession will select focus area(s) in collaboration with his/her evaluator. Focus Areas will be limited to no more than two (2). Evaluators will collect evidence during the focused observation to assess the identified focus area(s). Evaluators will also document evidence to support the final holistic evaluation rating.

E. A teacher new to the District or any teacher on a limited contract who is under consideration for renewal/nonrenewal shall receive at least three (3) formal observations (one (1) holistic and two (2) or more focused observations) in addition to periodic (at least two (2)) classroom walk throughs, unless the Superintendent waives the third observation.

Off-Cycle Evaluations

A teacher who receives a holistic rating of "Accomplished" on his/her most recent evaluation will be evaluated once every three (3) years. The teacher will be required to submit a self-directed professional growth plan to the evaluator, and the evaluator will determine if the teacher is making progress on the plan. The professional growth plan will focus on the most recent evaluation of the teacher. The teacher will be provided with at least one (1) informal observation and post-conference to discuss progress on the Professional Growth Plan, in any year that such teacher is not formally evaluated.

A teacher who receives a holistic rating of Skilled on the teacher's his/her most recent evaluation will be evaluated once every two (2) years. The teacher and the evaluator will jointly develop a professional growth plan for the teacher and the evaluator will determine if the teacher is making progress on the plan. The professional growth plan will focus on the most recent evaluation and observations of the teacher.

Teachers will be provided with at least one (1) informal observation and post-conference to discuss progress on the Professional Growth Plan, in any year that such teacher is not formally evaluated.

Evaluations will be completed by May 1st and each teacher will be provided a written report of the results of his/her evaluation by May 10th. Written notice of nonrenewal will be provided by June 1st.

In evaluating teacher performance, the Board shall utilize the measures set forth by the Ohio Department of Education's OTES "Teacher Performance Evaluation Rubric" for instructional planning, instruction and assessment, and professionalism.

Formal Observation Procedure

A. The first formal observation may be preceded by a conference between the evaluator and the employee prior to the observation in order for the employee to explain plans and objectives for the classroom situation to be observed. The second observation may be unannounced.
B. A post-observation conference shall be held after the first observation and may be held after each additional formal observation; and will include discussion on the professional growth plan/improvement plan and focus area(s).
C. Evaluator or teacher may request a post-conference after any formal observation.

Classroom Walkthrough Procedure

A walkthrough is an informal observation in which an evaluator may assess one or more areas in the Teacher Performance Evaluation Rubric.

Evaluators may collect evidence in any identified focus area(s). Walkthroughs may be announced or unannounced. The walkthrough should be of sufficient duration to allow the evaluator to assess the focus of the walkthrough.

A walkthrough shall consist of at least five (5) consecutive minutes, but not more than ten (10) consecutive minutes in duration. Data gathered from the walkthrough will inform the final evaluation.

Feedback from a walkthrough shall be provided after the walkthrough. The teacher and/or administrator may request a face-to-face meeting to discuss observations relative to the identified focus of the walkthrough.

Classroom walkthroughs shall not unreasonably disrupt and/or interrupt the learning environment.

Use of High-Quality Student Data

At least two measures of high-quality student data will be used as evidence of student learning. The teacher will select student data that will be used, in consultation with the evaluator, and will provide evidence that demonstrates the teacher has used the data in acc-0rdance with this policy. The evaluator may use the data as evidence to determine a performance rating in any component of the evaluation related to the following:

A. Knowledge of the students to whom the teacher provides instruction;
B. The teachers use of differentiated instruction practices;
C. Assessment of student learning;
D. The use of assessment data;
E. Professional responsibility and growth

When applicable to the grade level or subject area(s) taught by a teacher, high-quality student data will include the value-added progress dimension. High-quality student data will meet the following criteria:

A. aligns to learning standards
B. measures what is intended to be measured
C. is directly attributable to the teacher being evaluated for course(s) and grade level(s) taught
D. demonstrates evidence of student learning (achievement and/or growth)

E. follows protocols for administration and scoring
F. provides trustworthy results; and
G. is fair and unbiased

Teachers must provide evidence to their evaluator which demonstrates that they have used high-quality student data in the following ways:

A. critically analyze and reflect upon results to support improvement and enhancement of student learning
B. assess student learning needs and styles, including the strengths and weaknesses of an entire class as well as individual students in each class
C. inform and adapt instruction to meet student needs; and
D. measure student learning achievement and growth, as well as progress toward achieving state and local standards.

The use of HQSD will be used in the holistic evaluation based upon the use of data to impact student learning and teacher practice.

In addition to value-added data, the District's OTES Committee, may select high-quality data from among state-approved vendor assessments or other locally determined measures or instruments that meet the definition and criteria outlined above. All teachers may be trained on the Vendor Assessment prior to utilizing the Vendor Assessment as HQSD.

Annually, the Superintendent shall develop a list of approved high-quality student data in consultation with experts in the field of education and with the District's OTES Committee.

For the purpose of selecting high-quality student data, the Board defines the term "expert" to include members of the District's administrative team, credentialed evaluators, as well as:

A. Educational service center employees or consultants, or another private or public entity to provide expertise on student growth and learning;
B. Faculty from a post-secondary institution who have a degree in education or a related field, including district teachers;
C. District teachers.

Final Evaluation Procedures

Evaluators will consider evidence gathered during the evaluation cycle to assign a final holistic evaluation rating, based upon the criteria developed by the Ohio Department of Education. Evaluators will consider evidence gathered and any evidence that may be submitted by the teacher during the evaluation cycle to assign a final holistic evaluation rating, based upon the criteria developed by the Ohio Department of Education.

Prior to finalizing the evaluation cycle, and not later than May 10, the final written evaluation will be available using the reporting system prescribed by the Ohio Department of Education and a final summative conference shall be held between the teacher and evaluator.

The evaluator shall submit the final written evaluation using the reporting system prescribed by the Ohio Department of Education (ODE) OhioES. The teacher will confirm receipt of the same.

Retention and Promotion Decisions/Removal of Poorly .Performing Teachers

It is the purpose of this Standards-Based Teacher Evaluation Policy to improve the quality of instruction, enhance student learning, and strengthen professional competence through meaningful feedback and targeted professional development. In addition, the evaluations produced will serve to inform the Board on employment decisions, i.e., retention, promotion of teachers, renewal of teaching contracts, and the removal/nonrenewal of poorly performing teachers.

Definitions:

"Retention" - for purposes of this policy refers to emp1oyment decisions on the question of whether or not to suspend a contract pursuant to a reduction in force, non-renew a limited or extended limited contract, or terminate employment for good and just cause. In the case of a reduction in force, seniority will not be considered when making decisions on contract suspensions, except in the instance of comparable evaluations. The decision to non-renew or terminate the contract of a poorly performing teacher maybe informed by the evaluation(s) conducted under this policy. However, decisions to non-renew or terminate a teaching contract are not limited by the existence of this policy.

"Promotion" - as used in this context is of limited utility given the fact that teachers covered by this policy are not currently employed in any discernible hierarchy. Nevertheless, when making decisions relative to such matters as determining department or grade level chairpersons, selections to curricular or strategic planning bodies, or teaching assignments, the Board will consider teacher performance as indicated by evaluations.

"Poorly Performing Teachers" - refers to teachers identified through the evaluation process set forth in this policy who demonstrate an inability and/or unwillingness to meet the reasonable expectations of this standards-based evaluation system.

''Comparable Evaluations'' - since seniority may not be the basis for teacher retention or other employment decisions, except when deciding between teachers who have comparable evaluations, this refers to teachers within the holistic rating categories of "Ineffective," "Developing," "Skilled," and "Accomplished."

Removal of Poorly Performing Teachers

Removal of poorly performing teachers will be in accordance with the nonrenewal and termination statutes of the Ohio Revised Code and/or the relevant provisions of the collective bargaining agreement in effect between the Board and the Riverdale Education Association.

Nothing in this policy will be deemed to prevent the Board from exercising its rights to non-renew, terminate, or suspend a teaching contract as provided by law and the terms of the collective bargaining agreement in effect between it and the Riverdale Education Association. The evaluation system and procedures set forth in this policy shall not create an expectation of continued employment for teachers on a limited contract that are evaluated under this policy. The Board reserves the right to non-renew a teacher evaluated under this policy in accordance with R.C. 3319.11 notwithstanding the teacher's holistic rating.

APPENDIX E

RIVERDALE LOCAL SCHOOLS
TEACHER REQUEST FOR REASSIGNMENT

_____ _____
Name **Date**

Building in which Teacher is Teaching _____Grade Level____

Subject Area Teacher is Teaching (Junior High or High School)_____

Building to which Teacher wants to be reassigned_____

Grade Level to which Teacher wants to be reassigned_____

Subject Area (Jr. High or High School) to which Teacher wants to be Reassigned

_____

Date opening occurred_____

Teacher wishes to be interviewed if an opening occurs Yes_____ No_____

Where did opening occur?_____
Building Grade Level

Subject Area:_____

Disposition of Request: Teacher Reassigned_____

Teacher Not Reassigned_____

Reason for Reassignment or Non-Reassignment: _____

_____

_____
Superintendent Signature

***Teacher requests notification of openings or newly created positions: ___Yes ___No**

APPENDIX F

Grievance No._____ **Page 1 of 2**

GRIEVANCE FORM

_____

NAME OF GRIEVANCE **BUILDING** **DATE FILED**

A. Date cause of grievance occurred_____

B. Statement of Grievance (including contract provision(s) alleged to have been violated):

_____

_____

_____

_____

C. Relief Sought:

_____

_____

_____

_____

_____

SIGNATURE OF GRIEVANT **DATE**

STEP I

RECEIVED BY: _____ **DATE**_____

DISPOSITION OF SUPERVISOR_____

_____

_____

_____

SIGNATURE OF SUPERVISOR **DATE**

STEP II

RECEIVED BY_____DATE_____

DISPOSITION OF SUPERINTENDENT_____

_____

_____

_____

SIGNATURE **DATE**

STEP III

Notification of request for arbitration received by_____

on_____.

APPENDIX G

RIVERDALE LOCAL SCHOOLS
APPLICATION FOR USE OF LEAVE

Employer's Name _____Date_____

Building_____Position_____

The undersigned is hereby making application for the use of leave, as provided in Section 3319.141 ORC, and that the use of such leave is justified for the following reasons:

1. Personal Illness, Nature of illness:_____
2. Personal Injury, Nature of injury: _____
3. Illness or injury in immediate family:

   Name_____Relationship_____
4. Death in family:

   Name_____Relationship_____
5. Professional Leave, Nature of Professional leave_____

   (Please attach registration and requisition)
6. Personal Leave
7. Jury Duty
8. Vacation Leave - Alternate Dates: _____
9. Unpaid Leave
10. Military Duty
11. Calamity Day
12. Professional Leave (Meals not to exceed $30 per day)
13. Other Leave

I hereby request _____ day(s) of leave beginning _____ (time), _____, (20__) _____ (date), and ending _____ (time), _____, 20__ (date). I understand that falsification of this statement is grounds for termination of my employment under R.C. 3319.081 or 3319.16.

_____
Signature of Employee Date

____ Approved
____ Disapproved

_____
Signature of Responsible Administrator Date

APPENDIX H

RIVERDALE LOCAL SCHOOL DISTRICT
Request for Compensation

Description	Pay Per contract	Date	Time/Miles	Total Hours/Pay

_____ _____
Print Name Date

_____ _____
Signature Date

_____ _____
Signature of Responsible Party/Principal Date

_____ _____
Superintendent Date

Not limited to Tutoring, Classroom Prep, Substituting for Another Teacher; Supplemental, VLA, Thursday, Friday or Saturday School, Academic Assist

Example of form found on "myscview.com:Tools-MyForms.
Form must be submitted electronically.

Contact the treasurer if you have any questions: mweber@riverdalfalcons.org

APPENDIX I

RIVERDALE LOCAL SCHOOLS
FORM TO EXPRESS INTEREST IN SUPPLEMENTAL DUTIES

_____

Name of Teacher Date

School Building to which the teacher is currently assigned:

_____

Supplemental duties for which teacher is currently employed:

_____

I have an interest in holding the following supplemental duty or duties for the next school year:

_____

_____

_____

_____

This form must be returned to the Superintendent.

_____

Applicant's Signature

APPENDIX J

RIVERDALE LOCAL SCHOOLS
TUITION REIMBURSEMENT REQUEST FORM

Example of form found on "myscview.com:Tools-MyForms"
Form must be submitted electronically.

(Individual requisition is not needed/required)

STEP 1. Employee Information: *To be submitted prior to taking course(s)*

EMPLOYEE NAME_____

COLLEGE/UNIVERSITY _____

COURSE(S) SELECTED

Course/Course #	#of Hours	Cost Per Hour	Total Cost

Teachers will be reimbursed per Article XI Section I of the Negotiated Agreement.

DATE SUBMITTED:_____/_____/_____ SIGNATURE:_____

STEP 2. PAYMENT REQUEST: Due by June 30th

THE FOLLOWING FORMS MUST BE GIVEN TO SUPERINTENDENT BEFORE AN APPROVAL OF PAYMENT IS MADE:

_____ Proof of Payment

_____ Proof of Grades Received (Transcripts)

Payment Approved _____ Payment Denied _____

SUPERINTENDENT'S SIGNATURE_____ DATE _____

APPENDIX K

RIVERDALE LOCAL SCHOOLS
REQUEST FOR PERSONAL REIMBURSEMENT

Example of form found on “myscview.com:Tools-MyForms”
Form must be submitted electronically.

This form is ONLY to be used when requesting personal reimbursement for items NOT purchased through the school.
Note: Sales tax will NOT be included in the amount reimbursed to employee.

Merchant Name	Item Description	PO Number	Amount to be Reimbursed
Total			

I hereby certify that under penalty of perjury that this is a true and correct claim for necessary expenditures incurred by me on behalf of Riverdale Local Schools and no payment has been received by me on account thereof.

Printed Name: _____

Signature: _____ Date: _____

Signature of Responsible Administrator: _____

Signature of Supervisor: _____ Date: _____

INCLUDE ORIGINAL ITEMIZED RECEIPTS AND OTHER DOCUMENTATION AND FORWARD TO TREASURER'S OFFICE FOR PROCESSING.