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AGREEMENT

BETWEEN THE

C-TEC
TEACHERS' EDUCATION ASSOCIATION

AND THE

C-TEC
BOARD OF EDUCATION

JULY 1, 2025 THROUGH JUNE 30, 2028

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PREAMBLE

It is recognized by the Association and the Board that the sole purpose of C-TEC is to provide the best possible education to the students enrolled.

It is agreed that the intent is to negotiate no policy that will abridge the educational or constitutional rights of the students of the district.

RECOGNITION

The C-TEC Board of Education, hereinafter referred to as the Board, recognizes C-TEC Teachers' Education Association, hereinafter referred to as the Association, as the exclusive bargaining representative of the secondary school teaching personnel employed by the Board. Satellite teachers shall have all of the obligations, rights and benefits of any regular bargaining unit member. Membership statistics should be provided to the Superintendent and Treasurer no later than December 1 of each school year.

It is recognized that teachers have the right to join or refrain from joining any association or organization for their professional or economic improvement and for the advancement of public education.

ARTICLE 1. NEGOTIATIONS PROCEDURES

A. "GOOD FAITH" NEGOTIATIONS

"Good Faith" requires that the Association and the Board be willing to react to each other's proposals. If a proposal is unacceptable to one of the parties, that party is obligated to respond with a counter proposal or to give reason as to why the proposal is not acceptable. "Good Faith" requires both parties to recognize negotiations as a shared process and for the purpose of attaining mutual understanding.

B. AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the Board and the Association to attempt to reach mutual understanding regarding all matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this Agreement. The Board and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of C-TEC. The Board recognizes that it must operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. The Board cannot reduce, negotiate, or delegate its legal responsibilities.

C. PROCEDURES FOR CONDUCTING NEGOTIATIONS

Section I - Request For Meeting

1. Request to initiate negotiations shall be submitted in writing by the Association to the Board through the Superintendent.
2. Request from the Board will be submitted in writing by the Superintendent to the President of the Association.
3. Such requests are to be made between sixty (60) and ninety (90) days prior to the expiration of the current negotiated agreement.

4. A mutually-convenient initial meeting date shall be set no later than fifteen (15) working days after the date of the request unless both parties agree to a later date. At this meeting, the negotiation teams shall exchange their detailed written proposals. Each team shall strive to limit the number of proposals to a maximum of ten (10) proposals. No new items shall be submitted thereafter except by mutual agreement.
5. At the next meeting to be held no later than five (5) working days after the exchange of lists or at a mutually-agreed later time, the negotiating teams shall adopt an agenda containing all items to be negotiated and set dates and procedures for the ensuing meetings. However, once the agenda items have been mutually agreed upon, no additional items will be added unless by mutual consent.

Section II - Negotiating Meetings

1. Until all items on the agenda have been negotiated to the satisfaction of both parties, each meeting shall include a decision on an agreed time and place for the next subsequent meeting.
2. When the Board and Association Representatives have reached agreement on a proposal, it shall be reduced to writing and initialed by the chairman of each group before the close of the session.
3. The chairman of either group may caucus his group for independent discussion at any time. Caucuses will be no longer than thirty (30) minutes except by mutual agreement by both parties.
4. The chairman of either group may call a recess when it appears no more meaningful discussion can be accomplished. Such recesses should be of reasonable length but should not exceed three (3) working days unless by mutual agreement.
5. Either team may call upon the use of lay or professional consultants, to assist in negotiations. Any expenses incurred through the use of consultants shall be borne by the requesting party.

The Board and the Association shall be represented at all negotiation meetings by a team of negotiators not to exceed five (5) members each unless agreed upon by both parties.

In the initial negotiations meeting, the names of members to negotiate from both sides will be identified. It is recommended that negotiations will not be conducted unless at least two (2) members of each negotiation team are present at each negotiations session unless otherwise agreed to prior to the session.

D. REACHING AGREEMENT

As agreement is reached between the teams on each issue, it shall be reduced to writing and initialed by representatives of both teams indicating tentative agreement.

When all items under consideration have been resolved, the total document of issues shall be submitted to the Association to ratify and then submitted to the Board for approval at its next regular or special meeting. Upon affirmative action by the Board, the terms of the agreement shall become Board Policy and both parties agree to abide by the terms and conditions so stated. The Board shall provide copies of the agreement to all teachers within thirty (30) school days of its action. The Association will be responsible to advise its members of the terms and conditions of the issues agreed to set forth in the agreement.

E. RESOLVING DIFFERENCES

In the event that items remain unresolved at the end of the negotiation period, either party may request the use of a mediator.

The mediator shall be obtained through the Federal Mediation and Conciliation Service as first preference, or the American Arbitration Association if the Federal Mediation and Conciliation Service is not available.

In the event agreement is not reached through mediation within twenty-one (21) calendar days after the first meeting with the mediator and the parties do not mutually agree to an extension of the twenty-one (21) day period, the Association may initiate the provisions of Section 4117.14 (D-2) of the Ohio Revised Code.

Any cost involved in use of the mediator shall be shared equally by the Board and the Association.

Agreement reached through use of this provision shall be subject to provisions of section D of this Article.

ARTICLE 2. GRIEVANCE PROCEDURE

GRIEVANCE POLICY

The Board of Education recognizes that in the interest of effective personnel management, a procedure is necessary whereby its teachers can be assured of a prompt, impartial, and fair hearing on their grievances. Such procedures shall be available to all teachers and no reprisals of any kind shall be taken against any teacher initiating or participating in the grievance procedure.

PURPOSE AND OBJECTIVES

The primary purpose of this procedure shall be to obtain at the lowest administrative level and in the shortest period of time, equitable solutions to grievances, which may arise from time to time. Both the Board and the Association agree that grievance proceedings shall be handled in a confidential manner.

GRIEVANCE DEFINED

A grievance is an alleged violation, misinterpretation, or misapplication of the negotiated agreement.

GENERAL PROVISIONS

1. Nothing contained in this procedure shall be construed as limiting the individual rights of a teacher, having a complaint or problem, to discuss the matter informally with members of the administration through normal channels of communication.
2. An individual grievance (at least one (1) unit member listed by name) shall be initiated by the person so aggrieved.
3. A group grievance may be initiated by the Association on an alleged violation that affects two (2) or more teachers (listed by name).
4. A grievance may be initiated at the next level when it has been determined by the affected administrator that the subject is not within his/her realm of responsibility or control.
5. A grievance shall be reduced to writing and include: (a) the alleged violation and full disclosure of the evidence, including specific provision(s) of the current negotiated agreement claimed to have been violated; (b) relief sought; and (c) date of initiating procedure. All grievances shall be filed using the approved electronic form, when available.
6. The Association shall be available to assist any teacher in preparing the proper and complete information necessary to expedite the procedure.
7. The employee has the right to be represented with an association representative or counsel of his/her choice.
8. Time limits given shall be considered as maximum, unless otherwise extended by mutual written agreement by the parties involved.
9. Failure of the aggrieved to proceed within the specified time limits to the next level of the procedure shall mean the grievance has been resolved by the recommendations stated in the previous level.
10. Failure of the administration to respond in the time limit stated shall mean the relief sought as stated in previous level of the proceedings shall be implemented.
11. A day referred to in this negotiated agreement shall be determined to be a scheduled school day; however, if the grievance is initiated within five (5) school days of Christmas Break, Spring Break, or Summer Break, all five (5) day time periods contained in the grievance procedure shall be expanded to ten (10) calendar days,

not including Holidays and weekends. It is recognized that all grievances should be acted upon promptly to assure proper accord.

12. A grievance may be withdrawn at any level without prejudice or record.
13. No record, document, or communication concerning a grievance shall be placed in the personnel file of any participants involved in the procedure herein described.

PROCEDURE

Informal Level

The unit member(s) will first discuss the concern with his/her immediate administrator or the lowest-level administrator who has the authority to address the concern, with the objective of resolving the matter informally. If this informal discussion does not resolve the concern, the unit member(s) may on the approved form, lodge a written grievance, which will move to the next level. When the unit member(s) intends the discussion to be the first step of the grievance procedure, as part of the informal discussion the grievant shall inform the administrator that the matter may result in a grievance.

Level I - Immediate Administrator

If at any time, the lowest-level administrator who has the authority to address the grievance is at a higher level, all levels leading up to that will be skipped, and the grievance will be processed at the higher level. Should this be an Association or group grievance, a member of the grievance committee will act on behalf of the Association in contacting the administrator. A copy of the written grievance shall be submitted to the aggrieved's immediate administrator as soon as possible or not later than thirty (30) days of his/her becoming aware of the alleged violation. A meeting shall be mutually agreed upon between the aggrieved and the administrator within five (5) school days. Either the aggrieved or the administrator may present such people who may provide information related to the grievance. Discussion at this meeting shall be confined to the issues as stated in the grievance and the relief sought. Within five (5) days of the meeting, the administrator shall provide the aggrieved with a written response stating his/her position and suggestion for resolution of the grievance.

Level II - Director

If the aggrieved is not satisfied with the suggestion for resolution received in Level I after full disclosure of the evidence has been made, he/she may within five (5) days of receipt of such written response, submit his/her written grievance to the Director and request a meeting to discuss the grievance. The meeting shall be within five (5) days of the request. The meeting shall be conducted in a manner as stated in Level I. Within five (5) days of the meeting, the Director shall provide the aggrieved with a written response stating his/her position and suggestion for resolution of the grievance.

Level III - Superintendent

If the aggrieved is not satisfied with the suggestion for resolution received in Level II after full disclosure of the evidence has been made, he/she may within five (5) days of receipt of such written response, submit his/her written grievance to the Superintendent and request a meeting to discuss the grievance. The meeting shall be within five (5) days of the request. The meeting shall be conducted in a manner as stated in Level I. Within five (5) days of the meeting, the Superintendent shall provide the aggrieved with a written response stating his/her position and suggestion for resolution of the grievance.

Level IV - Arbitration

If the aggrieved is not satisfied with the suggestion for resolution received in Level III after full disclosure of the evidence has been made, upon approval from the Association Executive Committee, he/she may within five (5) days of receipt of such written response, make written request to the Superintendent and the President of the Association that the grievance be submitted to arbitration. The arbiter shall be selected by the President of the Association and Superintendent. If the President of the Association and the Superintendent cannot agree on an arbiter, the arbiter shall be selected from the American Arbitration Association according to its voluntary rules and regulations. The arbiter shall hold such meetings as he/she determines necessary to make a fair and impartial ruling on the grievance as stated. The arbiter shall not have the authority to add to, subtract from, or change in any way the provisions of the negotiated agreement in this procedure. The ruling of the arbiter shall be made in writing to the aggrieved, Superintendent and the Association and shall be final to the limit of the grievance as stated. Cost of the arbiter shall be shared equally by the Association and the Board.

ARTICLE 3. TERMINATION AND NON-RENEWAL OF CONTRACT

A. TERMINATION OF CONTRACT

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

B. NON-RENEWAL OF REGULAR LIMITED CONTRACT

1. The following procedures must be followed in order to non-renew a teacher's first or second regular limited contract:
 - a. The teacher must be evaluated in accordance with the Evaluation Procedure contained in this Agreement.
 - b. If the Superintendent determines to recommend that a teacher's first or second regular limited contract not be renewed, written notice containing a full disclosure of the reasons will be given to the teacher before the Board acts on the recommendation.

- c. The teacher will have the right to an administrative hearing before the Superintendent with an Association Representative or counsel of choice to respond to allegations prior to official Board action.
- d. The teacher shall receive written notification of the Board's action of non-renewal on or before June 1.

A non-renewed teacher shall have the right to grieve any alleged violation of the procedures set forth in 1 a-d of this Article, however, the determination of whether to reemploy or not to reemploy a teacher is solely the Board's determination and not subject to review by an arbitrator or court. Except for failure to follow the procedures contained in 1 a-d of this Article, a decision to non-renew shall not be invalidated on any basis, including that the decision was not warranted by the results of any evaluation or any statement given pursuant to 1 b. of this Article.

The provisions of Ohio Revised Code Section 3319.11 and any amendment thereto during the duration of this Agreement are not applicable to non-renewal of the first or second regular limited contract and are superseded by this Article.

- 2. Non-renewal of a teacher's regular limited contract after the second contract shall be based only upon Section 3319.16 and related provisions of the Ohio Revised Code, or unsatisfactory work performance as determined from evaluation by school administration.

Upon recommendation of the Superintendent that a teacher's limited contract shall not be renewed, a teacher so notified shall have full disclosure of reasons and have the right to an administrative hearing before the Superintendent with an Association Representative or counsel of choice to respond to allegations prior to official Board Action.

ARTICLE 4. ASSOCIATION RIGHTS AND RESPONSIBILITIES

The Association, its agents, and affiliates shall have the right to use the school buildings for meetings. Such meetings shall not interfere with or interrupt normal instructional programs or school operation, and further shall be in keeping with building and administrative policies of the Board and the Ohio Revised Code.

It is agreed by the Administration that the Association may hold a maximum of one (1) meeting per month with a starting time within the regular working day provided said meeting does not interfere or interrupt normal student instructional day, and further, said meetings shall be arranged on the school calendar so as not to conflict with Administrative Staff Meetings or building policies. This shall include all general membership meetings, but shall exclude the executive committee meetings with the Superintendent, joint negotiations team meetings or when the team meets with its OEA representative, and Labor-Management Committee meetings. If a bargaining unit member(s) attends an Association meeting during the regular teacher work day that exceeds this limit, all time spent at such meeting will be credited against any compensatory time at the rate of one hour for each hour of time over the limit.

The Association shall have the right, within established administrative procedures, to use facilities, equipment, computers, copy machines, and audio-visual equipment, and shall be responsible for said equipment when operated by qualified persons.

The Association shall have the right to use school faculty bulletin boards.

The Association shall have the use of the internal mail system of the school. The Association shall receive a copy of the Board Minutes and the Treasurer's monthly financial report after each Board Meeting.

A copy of the Association membership roster and a copy of all Association publications such as constitution, local association newsletter, code of ethics, and related publications will be regularly provided to the Superintendent.

ARTICLE 5. INDIVIDUAL RIGHTS

It is recognized by the Association and the Board that teachers shall have the right to join or not to join, and participate in the Association as a means of improving their economic and professional status. It is further agreed that the Constitutional rights of an individual shall not be negated or taken away through items negotiated between the Association and the Board. Any individual teacher shall have the right to discuss and resolve individual concerns with the Administration and Board through normal channels of communication. However, negotiations shall be conducted exclusively between authorized representatives of both the Board and the Association.

ARTICLE 6. EVALUATION

The purpose of teacher evaluation is two-fold: to evaluate the teacher's competence and to improve teaching and learning; therefore, a primary concern of the administrators is not only evaluating, but helping. When weaknesses are noted, be they in teacher competence or overall program, the administrator(s) will give assistance to the teachers to improve their effectiveness as well as their program by suggesting specific methods for improvement.

“OTES” - is the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2011. The Board and the Association will follow the standards-based framework developed by the State Board of Education and applicable provisions of the Ohio Revised Code (O.R.C. 3319.111, 3319.112, and 3319.113) for the evaluation of teachers. Annually a committee of no more than six (6) members, with equal representation on each side, may meet at the beginning of the school year to finalize the specific procedures for that school year to reflect any changes to the foregoing. All classroom teachers who are subject to OTES will be evaluated using a consistent method of evaluation, as determined by the committee. Exceptions to this would include bargaining unit member positions that are not covered by OTES or any changes to evaluation mandates.

Absent an agreement to make a change, the current practice regarding the process of evaluating teachers will continue to utilize the chain of command, i.e., immediate administrator, director, and superintendent.

ARTICLE 7. ACADEMIC FREEDOM

It is recognized by the Board and the Association that academic freedom is a student and teacher right and that such freedom is granted to students and teachers by the C-TEC School District in order that they may study, investigate, and interpret concepts when pursuing the C-TEC Courses of Study.

The teacher shall ensure that all teacher supplied supplemental materials and methods are consistent with the approved Courses of Study and course content contained therein. Any deviation from Courses of Study or course content as approved by Board Policy and Regulations shall have prior approval of the appropriate administrator. Teachers shall ensure that materials, other than those provided by the Board, and methods of teaching, match the needs of the learner and remain within the scope and sequence of each Course of Study. The Board agrees that it shall guarantee the Constitutional rights of both teachers and students within the compliance of this policy. Teachers will be entitled to full rights of citizenship, and no religious or political activities of any teacher or lack thereof will be grounds for any discipline or discrimination with respect to the employment of such teacher providing said activities are not in violation of law.

ARTICLE 8. COMPLAINTS AGAINST PERSONNEL

1. In the event a complaint is determined to fall under Title IX, the District will follow current federal regulations.
2. When a complaint is made to the Board or any of its members or administrators concerning a teacher's conduct or to other activities that relate to the teacher's employment duties, and the complaint is considered serious enough to warrant an investigation, the teacher shall be informed as follows:

During the time school is in session: within forty-eight (48) hours, excluding days not in session.

During the summer break: within seventy-two (72) hours, excluding weekends and days the Board office is closed. Initial summer notification shall be attempted by phone with written notification to the member's last known address.

The Board shall not be required to abide by the above timelines if prohibited to do so by a legal authority having jurisdiction over the complaint.

Initially, the teacher will be informed of the nature of the complaint and the identity of the complainant before the administration talks with a student or staff member other than the person(s) submitting the complaint. Such disclosure shall not be required if students or staff members other than the complainant are not interviewed by the administration.

If, after investigation, the administration determines that action may be taken on the complaint, a meeting shall be held between the teacher and his/her administrator. At the meeting between the teacher and his/her administrator, the teacher shall have the alleged misconduct/complaint

explained in full detail. The appropriate administrator and teacher shall attempt to resolve the party's complaint.

Following the disclosure meeting, the teacher will have the right to a follow-up meeting with his/her administrator, at which time the teacher shall be afforded the right to submit names of witnesses for the administration to interview.

The investigating administrator shall inform the teacher of the status of the investigation no later than five (5) teacher work days after the first notice to the teacher and no more than every five (5) teacher work days after the first status report, until the investigation is terminated. Should the investigation of the complaint prove the complaint to be unjustified, the teacher shall be so notified within two (2) teacher workdays of the termination of the investigation and no record of said complaint shall be placed in the teacher's personnel file.

The administration shall have five (5) teacher workdays from receipt of a complaint to determine if the complaint is considered serious enough to warrant an investigation. All complaint investigations shall be terminated and a final determination made within forty (40) teacher workdays of the date the complaint is considered serious enough to warrant an investigation.

In situations where a legal authority is investigating the complaint, the forty-five (45) teacher workdays will start on the date the investigating agency notifies the District of the completion of its investigation.

Nothing in this article will prevent the administration from investigating newly discovered evidence. Unsubstantiated complaints shall not be used against a teacher.

Should the complaining party still not be satisfied and take the concern to the Board, the teacher shall be so informed and have the right to provide the Board information concerning the issue. In no case shall such complaint be grounds for action, reprimand, or discipline against a teacher without the teacher having prior notice that would allow him/her to attempt to resolve the concern or provide information on the issue to the administration or Board, or be provided a due process hearing with representation if requested by the teacher.

ARTICLE 9. REPRIMAND PROCEDURE

- A. The Board agrees that administrators will make every reasonable effort to see that reprimands to employees are made in private and not in the presence of other employees, students or parents.
- B. The Association agrees that administrators may conference with teachers regarding school procedures and policies as well as teachers' respective programs. In doing so, administrators may provide constructive criticism when giving assistance.
- C. The procedures delineated below shall be followed prior to the placement of any performance related document in a unit member's personnel file with the exception of the Ohio Teacher Evaluation System documents.

- D. Before any written reprimand other than those delineated in Section C, above is placed in a unit member's personnel file, the following procedures shall be followed:
1. The administrator shall inform the member of his/her intent to place a written reprimand in the unit member's personnel file and shall inform the unit member of the right to a meeting to respond to the content of the written reprimand. If the unit member requests a meeting, the administrator shall mutually schedule the meeting with the member. The member shall have the right to have a representative of his/her choice present at the meeting.
 2. At the meeting the member shall:
 - a. be informed of the alleged conduct leading to the written reprimand;
 - b. be informed of the individual(s) raising the allegation;
 - c. be afforded the opportunity to address the content of the written reprimand, submit names of witnesses, and to respond to the written reprimand;
 - d. be informed of his/her right to file a written response or rebuttal to the written reprimand. Such response must be filed by the member within five (5) workdays of the meeting and will be included with the written reprimand if it is placed in the personnel file;
 - e. sign the written reprimand only that he/she has been afforded the rights set forth in this Article. This signature shall not be construed as agreement with the content of the written reprimand nor shall it waive a member's right to appeal said document.
- E. All written reprimands shall be written in a professional manner and shall not contain derogatory or unsubstantiated statements.
- F. All appeals of such written reprimands shall be made to the Superintendent.

ARTICLE 10. TEACHING CONDITIONS

Teachers employed under regular contract to perform regular teaching duties shall be governed by the following working conditions:

The school year for teachers shall be one hundred eighty-four (184) days with new teachers being required at the administration's discretion to participate in one (1) extra day for orientation.

The one hundred eighty-four (184) days shall be as follows:

1. One hundred eighty (180) days shall be designated as student instructional days.

2. Two (2) days shall be designated as before-school orientation for teachers and/or professional development and one (1) day shall be designated as end-of-the-year teacher work days. If the Superintendent determines that part of the two (2) before-school orientation days shall be for professional development, the PDC shall have the responsibility of planning and implementing the program.

The teacher work day shall consist of no more than seven and one-half (7-1/2) continuous hours. The teacher work day shall include an uninterrupted duty-free lunch period equal to that provided to students and in no case less than thirty (30) minutes.

Each teacher will be provided during the teacher's work day at least forty-five (45) minutes of non-pupil contact teaching activities. This time shall be for conferences (student, parents, advisory committees), professional study, lesson preparation or other personal use necessary for carrying out the duties of assignment.

Teachers shall participate in the selection and operation of advisory committees which shall only be required to meet twice per year to fulfill state requirements.

Required travel time during the regular school day is not to be considered lunch or conference time. Such travel will be limited to regular teaching hours or as otherwise provided in this Agreement.

Teachers will be given the opportunity to earn contact hours or compensatory time for District determined events outside of the contracted day (e.g., Open House, Evening of Exploration, required advisory committee meetings). Compensatory time must be used outside of the student day, PD days, and scheduled meetings. In lieu of receiving compensatory time and/or contact hours, teachers may choose to receive a lump sum payment. The lump sum payment would be two hundred dollars (\$200) for attending two (2) events in the first semester and/or two hundred dollars (\$200) for attending two (2) events in the second semester. The payments will be made according to the supplemental payments schedule.

Career-Technical class assignment of students shall not exceed facilities provided to conduct meaningful instructional programs. Reasonable efforts will be made to establish mutually agreed upon lab capacities. Limited back-fill of students will be permitted after a mutually agreed upon date only after a conversation is held with the instructor.

Academic class size shall not exceed one-hundred seventy (170) students per semester per teacher nor exceed thirty (30) students per class period in classroom students and/or credit recovery. Class size numbers for the first semester shall be calculated using October 15 enrollment figures and for the second semester using March 1 enrollment figures.

The goal shall be to have fifty percent (50%) or less of the maximum number of students permitted in an academic classroom (30) on IEPs. Reasonable efforts will be made to keep the number as low as possible.

Every effort will be made to obtain a substitute teacher in the absence of a regular teacher.

In keeping with departmental budgets, supplies and equipment shall be provided for staff in sufficient quantity to assure quality educational programs. A high-volume copier shall be made available in a central location for teachers. Whenever reasonably possible, teachers will use the copier rather than the more expensive classroom printer.

The Board will provide District-required building and network access with alternative options when needed.

Each teacher will be provided storage space and files for maintaining records and related materials. Teachers will be provided individual mailboxes in a lockable area.

Toilet facilities will be provided to staff, separate of those provided for student use. Every reasonable effort will be made to see that facilities are cleaned daily, and that exhaust fans and soap dispensers are operational. The Association will designate one (1) toilet facility as "men's" and one (1) as "women's", and the Maintenance Staff will label these respectively.

Every reasonable effort will be made to regulate classroom temperature at a level of comfort for teachers and students.

General staff and departmental meetings will be held during the regular teacher day.

ARTICLE 11. CALENDAR COMMITTEE

Annually a committee of no more than six (6) members, with three (3) members appointed by the Superintendent and three (3) members appointed by the Association, will meet to confer on the C-TEC calendar. The District Administration will create at least two (2) calendars and seek input from teachers as determined by Administration. The District Administration will make the final determination of the school calendar.

ARTICLE 12. JOB DESCRIPTION

The following shall be the regular duties and responsibilities of teachers employed by C-TEC. Teachers are employed by the C-TEC Board of Education.

Teachers are to abide by administrative policies and procedures and Board of Education adopted rules and regulations.

Teachers are:

To instruct students in keeping with responsibilities set forth in individual contract, Board Policy, Course of Study, and License of the State Department of Education.

To make necessary preparations to conduct instruction of classes, including:

Developing a new and/or reviewing and revising an existing Course of Study shall be done in cooperation with, and with the continued support and help of appropriate administrator(s). Any teacher who, at the direction of an administrator, develops a new Course of Study shall be paid \$900.00.

1. When a Course of Study exists, a teacher shall review and make necessary revisions annually. When an appropriate administrator directs a teacher to review and revise an existing course of study, the teacher will be compensated \$450.

The teachers within a department/program shall work collaboratively with their immediate administrator to determine assignment of the course of study tasks. If more than one teacher is involved in the development or review/revision of a course of study at the direction of an administrator, the stipends in these paragraphs will be shared equally between (among) all participating teachers unless the involved teachers agree otherwise.

A teacher developing a new Course of Study shall have twelve (12) months to complete the task. A newly-hired Career Technical teacher will have two (2) years to develop a Course of Study new to the district. A teacher reviewing and revising a Course of Study shall have six (6) months to complete the task.

2. Maintaining weekly and daily lesson plans. (See Job Description for specific instructions.)

To provide routine monitoring of the physical facilities in which regular assignments are normally conducted excluding regular custodial services.

To use non-pupil contact conference time during the regular school day for lesson preparations or other activities that will assist in conducting one's regular teaching duties.

To complete and forward necessary written reports required by Local, State, and Federal Regulations. These reports include but are not limited to:

- a. Student Discipline Reports
- b. Student Grade Reports
- c. Observed Rules Infraction Reports
- d. Student Accident Reports
- e. Teacher Daily Absence Reports
- f. Student Attendance Reports
- g. Student Financial Charge Reports.

CLASSROOM

Responsibility

Responsible to the administrator in his/her area, and under the overall supervision of the Director and the Superintendent.

General Duties

The teacher's fundamental duty is the reasonable, impartial, and just education and training of those students assigned to him/her, as well as for all students with whom he/she comes in contact.

This education should instill in the student an understanding of, and enthusiasm for his/her chosen Career-Technical field, and that all work has dignity and worth.

Instruction

1. Lesson Plan - Should be filed with the immediate administrator. Detailed lesson plans should be available for any authorized administrator.
2. Utilize various teaching techniques in presentation of materials.
3. Provide student motivation in instruction.
4. Follow prescribed course of study, with exceptions being approved by administration.
5. Develop, in cooperation with their administrator, an appropriate and explainable system of grading that is in keeping with the philosophy of the school.

Students

1. Provide personal, social, educational, and employment guidance to students, as needed. Classroom teacher can be the most effective guidance person in our school. Be available for scheduled and non-scheduled guidance needs.
2. Be responsible for student behavior in all areas, classrooms, and on the school grounds. This refers to all students, not just those in your class. A student in the classroom is the direct responsibility of the teacher assigned to that area and period. Special assignments will be made by the administration.

The administration shall take into consideration teacher assignments and number of daily class preparations in making special assignments.

Teachers are responsible for preparations for a substitute teacher (e.g. lesson plans, seating charts, lab assignment, materials) and upon return to address and process code of conduct violations that occurred during his/her absence. The student's

behavior that occurs when the teacher is absent is not the fault of the teacher, nor shall it be held against the teacher.

3. Avoid any form of physical or corporal punishment.
4. Report to the administrator any and all rule infractions that might be for the good department of the school. Also report discipline cases that prove extremely difficult for you, as the teacher, to handle.
5. Restrict any student from engaging in illegal and/or prohibited activities.
6. Conduct parental conferences in private. Where problems exist, seek the counsel of the administration or Guidance Department.
7. Never dispense medication to students. Permit student taking of medication only when needs are properly documented.
8. Be aware of student needs and be knowledgeable of the special services provided by the school.
9. Instruct students regarding school safety procedures.

Administrative

1. Follow outlined procedure for reporting attendance and grades and submit in allotted time.
2. Encourage care of school property. Students are to be held responsible for the defacing and proper use of school property.
3. Secure approval of the administration before entering into any student or club extra-curricular or money making activity.
4. Remain on duty in the school during assigned hours, exclusive of lunch time. Teachers leaving the building during the lunch time shall sign out in an administrator's office. An administrator's permission shall be secured if it is necessary to leave the building during regular hours, exclusive of the lunch time.
5. Meet all classes and assigned student meetings on time. Labs and Classrooms are not to be left unsupervised at any time. If it is necessary to leave the class, contact an administrator for arrangements.
6. Serve as club advisor and perform the duties of this position.
7. Collect and account for monies pertaining to the educational programs.
8. Notify the administration as early as possible when unable to attend school because of illness or otherwise.

9. Refuse to participate in any commercial promotions.
10. School equipment is not to be taken from the school without permission of an administrator.
11. School keys are the responsibility of each employee and he/she should be accountable for them. Keys will not be loaned to students.
12. Participate in student and school activities.
13. Attend regular and special meetings called by the administration.
14. Attend workshops, seminars, and other educational activities designed to assist in the improvement of teaching, particularly those related to Career Technical education.
15. Use moderation in conduct and dress as befitting a teacher.
16. Report unauthorized persons in the building to an administrator.

ARTICLE 13. PERSONNEL FILES

1. There will be established and maintained one (1) official personnel file on all teachers. This file shall be maintained in the office of the Treasurer.
2. Personnel files shall be open to inspection by the teacher and/or his/her authorized representative.
3. Teachers shall be notified of the placement of any material in the file which relates in any manner to the effectiveness of his/her performance and the teacher shall be given a copy of any material placed in his/her official personnel file and delivery of said copy shall constitute notice.
4. If and when a teacher and the Superintendent or his/her designee agree that there is adequate evidence that certain material in said teacher's file is irrelevant, inappropriate or false, such material shall be removed from the file or corrected. If the teacher and the Superintendent/designee are unable to reach an agreement and the teacher still believes that the material contained in the file is irrelevant, inappropriate or false, such teacher shall have the right to attach a written statement to the disputed information.
5. A teacher shall have the right to inspect his/her personnel file at any time, as long as such request is during the normal working hours of the administrative offices. The teacher's personnel file shall be available for inspection to the teacher within one (1) working day after request. Prior arrangements for such examination shall be made with the Treasurer or his/her designee.

6. In order for any person other than the aforementioned people (Article 13 item 2) to obtain access to an individual personnel file, that person must notify the Treasurer of the information he/she wishes to see and the purpose of said request. If such request is made, the teacher shall have the right to be present whenever his/her file is authorized to be opened to a person other than authorized school personnel.

ARTICLE 14. PROFESSIONAL DEVELOPMENT AND MEETINGS

Professional Development is a vital and necessary part of the educational program for districts; therefore, a comprehensive provision must be provided for the maximum utilization to ensure continued improvement of the quality of our education program.

A. Professional development meetings:

Professional development at C-TEC will be planned and implemented by the Professional Development Committee.

The PDC shall consist of five (5) members named by the administration and five (5) members named by the Association. The PDC shall have two (2) co-chairs: one appointed by the administration, and one appointed by the Association. The PDC may appoint subcommittees as it deems necessary for quality professional development.

The PDC will plan professional development activities in accordance with the District's mission, goals and local, state and national initiatives (excluded – the teacher mentoring program and possible professional development activities during administrative meetings).

B. The PDC will plan and implement the following professional development activities (excluded - the teacher mentoring program and possible professional development activities during an Administrative meeting):

1. There shall be at least two (2) full day professional development days each year. One-half (.5) day of any Professional Development day may be used for collaboration that is (1) driven by the PDC, and (2) has specific goals and outcomes; or other teacher-related work activities.

Teachers are required to attend all local professional development training. In an emergency situation, in which the teacher cannot attend, he/she is responsible for the content of the professional development.

2. Article 10, Teaching Conditions, item #2, if any.

C. Administrative Meetings:

Administrative Meetings are likewise a necessary and important part of communication within the District. Therefore, it is agreed by the Association that mandatory Administrative Meetings may, when administratively-determined necessary, extend beyond the regular working day. If such mandatory Administrative Meetings exceed the

regular work day by more than five (5) hours per work year, bargaining unit members shall receive compensatory time at the rate of one hour for each hour of time over the limit.

Meetings called by the administration shall be with five (5) days advance written notice, except in emergencies, and no more than two (2) per month unless otherwise agreed to between a majority of the staff involved.

- D. Teachers doing mapping, HQSD, Credit Flex, or other types of curriculum work will be given the opportunity to earn contact hours per LPDC by-laws.

ARTICLE 15. PAYROLL DEDUCTION

As the recognized sole and exclusive agent representing the teachers of C-TEC, the Association shall be granted payroll deductions. The Board shall authorize payroll deductions of Association dues. Such deductions shall be made in equal installments each month beginning the first pay in November and continuing for the next ten (10) months.

Said deductions will be made upon receipt of a signed, authorized form submitted to the Treasurer of the Board. Said deductions will be continuing unless a teacher gives written notice to the Board Treasurer during September to stop such payroll deductions.

Dues deducted shall be transmitted monthly to the Treasurer of the Association by the Treasurer with a list of names from whom deductions were made. The Association Treasurer shall submit and update a list of names for whom deductions are to be made annually by October 15, with the authorization forms.

Deductions for tax-sheltered annuities and disability insurance shall be made two (2) times per month.

Teachers shall have their paycheck direct deposited.

ARTICLE 16. SEQUENCE OF CONTRACT ISSUANCE

Regular limited contracts shall be offered in the following manner:

- A. Upon initial employment, a one- (1) year contract shall be issued by the Board.
- B. The second contract issued by the Board shall be for one (1) year.
- C. The third contract issued by the Board shall be for two (2) years.
- D. The fourth contract and thereafter shall be issued accordingly:
 - 1. Teacher paid on Class II category shall receive a three- (3) year contract;
 - 2. Teacher paid on Class III category or higher classification shall receive a five- (5) year contract.

E. Continuing contracts shall be granted by the Board in keeping with the Ohio Revised Code. Proper licensure is necessary by teachers to fulfill contract provisions herein provided.

ARTICLE 17. INDIVIDUAL CONTRACTS

All teachers employed by the Board to perform regular duties shall be issued written contracts in accordance with provisions of the Ohio Revised Code. Said contracts shall include the following information:

Name of teacher; name of school district; type of contract (limited or continuing); if limited, the number of years in the contract; annual compensation to be paid during the year of issuance of the contract; basis of determining the compensation (i.e., classroom teacher, B.S. Degree and 5 years teaching experience); frequency of salary payments effective 2011-2012 school year: twenty-four [24] equal pays, the 15th and the last day of each month. If the pay date falls on a weekend or holiday, payroll will be made the previous workday, statement that teachers agree to abide by adopted Board Policies adopted in accordance with Board established policy and procedures; statement that all necessary implementing procedures have been completed by the Board prior to issuance of the written contract; provision that a copy of said contract shall be provided to the teacher; that issuance of renewal of limited contract or continuing contracts shall be effected no later than June 1 of each year; that said contract shall contain the signatures of the Board President, the Board Treasurer, and the Teacher along with the date of issuance. A copy of agreement between the Board and Association will be given at time of contract issuance.

ARTICLE 18. SUPPLEMENTAL CONTRACTS

Teachers employed for supplemental duties shall be issued supplemental contracts in keeping with the provisions of Section 3319.08 of the Ohio Revised Code. All supplemental duties shall be authorized by the Board. Said teachers shall be paid in keeping with the procedure below.

A job description shall be developed by the Administration for each supplemental duty. Copies of the job description shall be available to teachers upon request and shall be given to teachers when supplemental contracts are awarded.

The Administration will make every effort to limit the issuance of no more than two (2) supplemental contracts per teacher as set forth in this article, and all parties involved shall cooperate to achieve this objective.

No teacher shall be coerced to accept a supplemental contract and teachers may only be required to accept supplementals in accordance with this paragraph. When qualified teachers do not seek the CTSO positions and vacancies exist, the procedure for filling the supplemental contracts will take the form of a rotation of responsibility within the pathway area. Sequence of responsibility shall begin with the qualified teacher with the least seniority in the district, but having at least one

(1) year of teaching experience. When it is necessary to utilize the rotation system, the Administration will advise the appropriate qualified teacher of his/her responsibility. Upon notification by the Administration of being chosen, the teacher may delay his/her year of service if another qualified teacher is willing to exchange places in the rotation. Teachers assigned to a supplemental position through the rotation system shall only be required to serve in that position for one (1) year per rotational assignment. This provision is not applicable in the event there is only one teacher in the area.

A qualified teacher shall be defined as a Career Technical instructor whose pathway is within the scope of the particular CTSO. A maximum of two (2) academic instructors may serve as a CTSO Advisor per each CTSO. Two (2) qualified teachers may share a position and divide the compensation.

The rotation system will not apply to supplemental positions other than those relative to CTSOs.

Where there is only one (1) qualified teacher in the bargaining unit, that teacher will not be required to accept the supplemental position. The position may be filled according to law if the unit member declines the position.

There shall be a minimum of one (1) CTSO advisor position per required organization, a minimum of one (1) other student activity advisor, one (1) academic department chair per department, one (1) special education department chairperson, and one (1) lead mentor when applicable.

Each year all supplemental positions shall be posted. When a vacancy occurs in a supplemental position, staff will be notified and normal application and interview processes will occur. The rotation system shall not apply if applicant(s) applies for the vacancy.

The Board agrees to compensate the supplemental positions at the rate of \$2,400.

Additionally, there will be At-Large Coordinator/Advisor positions keeping the total number of supplemental positions at 19. Positions will be filled at the discretion of the administration.

ARTICLE 19. SICK LEAVE

The Board considers a well-administered program of sick leave essential to the welfare of an employee.

Sick leave shall be granted to maximum accumulation for any of the following reasons:

1. personal illness (including pregnancy)
2. personal injury
3. exposure to contagious disease which could be communicated to others
4. illness or injury of a member of the immediate family
5. death in the immediate family.

Immediate family shall mean any of the following persons: spouse, children; father; mother; brother; sister; in-laws; members of the immediate household; grandparents; grandchildren; or

other persons who have assumed a similar personal position to the teacher regardless of residence or relationship. The maximum accumulated sick leave shall be two hundred fifty-five (255) days.

A teacher who is a grandparent may use up to three (3) days to be with his/her daughter or daughter-in-law within two (2) weeks after the daughter/daughter-in-law has given birth to a child. The teacher taking this leave cannot use sick leave and must first exhaust his/her personal leave, and then must take time off without pay, but may take no more than three (3) total days of leave. Application for this leave must be submitted at least five (5) workdays before the absence. This provision is only for circumstances not already covered under this sick leave policy.

Sick leave shall be granted to a pregnant teacher for pregnancy-related disability to maximum accumulation provided the teacher supplies the Board of Education with a statement from her physician indicating that she cannot fulfill the duties of her contract.

Sick leave shall be earned on the following basis:

1. One and one-quarter (1-1/4) days per month or fifteen (15) days per year for all full-time employees.
2. Sick leave reserve shall be that accumulated amount not used by the employee.
3. Employee sick leave balances are available in the Kiosk.
4. Unused sick leave accumulated by an employee in any State Agency in Ohio shall be credited to the employee's account.
5. The responsibility for transfer of sick leave from one State Agency to another shall rest with the incoming employee.
6. Necessary proof of personal illness shall be provided in accordance with Ohio Revised Code.
7. Upon beginning the duties of employment, a teacher new to the district shall be granted five (5) days of sick leave, but the maximum annual accumulation shall be fifteen (15) days. Should a teacher sever his/her employment with the District prior to earning all advanced sick leave day(s), the District shall deduct the day(s) used from the teacher's last paycheck. This shall include both day(s) used in accordance with this Article and day(s) donated to the Sick Leave Pool.
8. A teacher may be granted additional sick leave beyond the number accumulated upon recommendation of the Superintendent according to Section 3319.141 of the Ohio Revised Code.
9. In the event of the extended absence (five [5] days or more) of a regular teacher/instructor, the teacher/instructor shall not be required to submit routine weekly lesson plans. This language shall not prohibit a teacher/instructor from voluntarily carrying out such task.

ARTICLE 20. LEAVE OF ABSENCE

A leave of absence (without pay or fringe benefits) may be granted to personnel for a period of one (1) year with Board approval and in keeping with Ohio Revised Code. Conditions governing granting of this leave are as follows:

1. Leaves of absence may be granted for armed forces duty, illness or disability, formal education, and maternity;
2. School insurance may be continued at the individual's expense. Advance payments to the Treasurer must be made by the individual each month;
3. An electronic application for a leave of absence for a formal education plan, approved by the Superintendent, must be made prior to May 1 of the year of the desired leave.

ARTICLE 21. PERSONAL LEAVE

Each teacher shall have up to a maximum of three (3) personal leave days per year with full pay. Teachers who have completed Step 20 or above on the Salary Schedule shall have up to a maximum of four (4) personal leave days per year with full pay.

Electronic application for personal leave shall be submitted by the teacher at least five (5) days (when possible) prior to the day/days such leave is to be taken. When emergency situations arise making this compliance impossible, the Superintendent shall be advised at the first opportunity and the electronic application for personal leave shall be submitted to the Superintendent within three (3) days after the date of absence.

Examples for use of Personal Leave are to attend graduation exercises of the teacher or members of the immediate family, to conduct college business, to attend marriages in the immediate family, for religious observances, to conduct legal matters, to attend to personal matters that cannot be conducted on other than school time.

Personal leave shall not be used for any of the following reasons:

1. To conduct personal business that can be conducted on other than school time.
2. To seek other employment.
3. To transact other income-producing business activities.

Use of Personal Leave Before or After a Scheduled School Break or Holiday

Requests for use of personal leave immediately before or after a scheduled school break may not be made more than five (5) weeks in advance. No more than three (3) bargaining unit members may use personal leave on these days, unless the number is increased at the Superintendent's discretion. An individual bargaining unit member may only use personal leave immediately before or after a scheduled school break one (1) time per school year.

An employee who earns three (3) personal leave days and uses no personal leave days in any year will be credited with three (3) additional days of sick leave at the end of each school year to be added to his/her accrued, unused sick leave total. An employee who earns three (3) personal leave days and uses no more than one (1) personal leave day per year will be credited with two (2) additional days of sick leave at the end of each school year to be added to his/her accrued, unused sick leave total. An employee who earns three (3) personal leave days and uses two (2) personal days will be credited with one (1) sick leave day to his/her total accumulation.

An employee who earns four (4) personal leave days and uses no personal leave days in any year will be credited with four (4) additional days of sick leave at the end of each school year to be added to his/her accrued, unused sick leave total. An employee who earns four (4) personal leave days and uses no more than one (1) personal leave day per year will be credited with three (3) additional days of sick leave at the end of each school year to be added to his/her accrued, unused sick leave total. An employee who earns four (4) personal leave days and uses two (2) personal days will be credited with two (2) sick leave days to his/her total accumulation. An employee who earns four (4) personal leave days and uses three (3) personal days will be credited with one (1) sick leave day to his/her total accumulation.

Any employee who has reached the maximum sick leave accumulation contained in Article 19 shall be paid for the unused personal day(s) at the rate of 50% of the member's per diem.

ARTICLE 22. PROFESSIONAL LEAVE

Professional leave shall be considered a part of the professional development training when it is for the purpose of attendance of meetings and visitation in promoting the needs of local district programs and obtaining of information that will assist the improvement of said programs at local, state, or national levels.

Meetings attended while on professional leave may be approved by the Superintendent as fulfilling the requirements for the local professional development program.

Absence with pay will be allowed by the Board for worthwhile educational activities involving school business. The Superintendent's approval through regular channels will be required for all such activities. These absences will not be deducted from sick leave credit. All applications should be submitted five (5) days in advance of requested visit.

The educational activities for which a member requests professional leave must be related to either the district, department or member's individual goals.

Upon return from professional leave, the member shall be required to submit a brief written summary of the activity in which he/she participated. A member may be required to provide a presentation on the educational activity at a staff meeting or in-service. In no case shall a member be required to provide more than a fifteen (15) minute presentation.

Meetings of an instructional and related nature attended by teachers shall be reimbursed in keeping with the policy governing travel reimbursement.

As a part of Professional Leave, the Association shall be granted up to five (5) days annual leave for association representatives to attend professional business meetings. The Association President or his/her designee may use up to two (2) of these days for Satellite Program visitations. This leave is non-accumulative. The Board will pay the expense of the substitute. The Association will be responsible for the expenses of the representative(s) at such meetings.

ARTICLE 23. ASSAULT LEAVE

The Board shall grant up to twenty (20) consecutive days of paid assault leave due to injury or illness resulting from a physical assault on a teacher which occurs on Board premises or which occurs off Board premises in connection with the performance of assigned duties when the teacher's conduct was within the bounds of general standards of professional behavior.

Eligibility shall be determined by the Superintendent and will be based on a signed statement by the teacher within two (2) school days after the incident occurs, or later at the discretion of the Superintendent, which shall include, but not be limited to, the following:

1. Nature of injury or illness
2. Date and time of occurrence
3. Identification of individual or individuals causing the assault, if known
4. Facts and circumstances surrounding the assault
5. A certificate from a licensed physician describing the nature of the injury or illness and its duration causing absence
6. A statement indicating a willingness to participate and cooperate with the Board if the Board decides to pursue legal action against the assailant(s)

Falsification of either the signed statement or a physician's certificate is grounds for suspension or termination of employment under Section 3319.16 of the Ohio Revised Code.

Assault leave granted under this section shall not be charged against sick leave or personal leave. Worker's compensation cannot be received simultaneously with leave benefits.

ARTICLE 24. REDUCTION IN FORCE

In the event that a reduction in the number of teachers becomes necessary due to a decline in student enrollment, program funding, for financial reasons or other just reasons as determined by the Board, this reduction will be in keeping with the provisions of this Article and Section 3319.17 of the Ohio Revised Code.

NOTIFICATION OF ANTICIPATED RIF

The Superintendent shall notify the President of the Association at least thirty (30) days prior to the Board meeting date that it is his/her intention to recommend to the Board a proposed reduction in force. This notification shall include the position(s), recommended effective date, and reason(s) for the recommended action.

The Association will be afforded the opportunity to address the Board in Executive Session prior to Board action.

SENIORITY

Seniority shall be defined as length of service at C-TEC from the date of most recent hire. All approved "leaves of absence" will be approved for seniority purposes. Seniority will be assigned at the date of hire on the following basis:

Time spent in a non-bargaining unit position shall not contribute to the accrual of seniority, but shall not constitute a break in seniority. This item shall become effective on January 1, 1994.

A tie in seniority shall be broken by the following method to determine the most senior member:

1. Date of Board meeting hired; if more than two (2) unit members are hired at the same meeting, then
2. Total number of years of active teaching service in Ohio public schools documented by STRS and provided by the unit member; if 1 and 2 are equal, then
3. The person with the largest last digit of his/her social security number, then
4. By lottery. The most senior member being the one whose name is drawn first at the time of hire.

Seniority shall be lost when a bargaining unit member retires, resigns, is discharged for cause, or otherwise leaves the employment of the Board.

The Superintendent shall provide the President of the Association a seniority list by November 1 of each contract year. Such list shall include name, license(s) held, type of contract (continuing or limited), and the first day of continued employment.

REDUCTION IN FORCE IMPLEMENTATION

1. During the term of this negotiated agreement Reduction In Force shall be applied to individual Career Technical and/or academic teaching units on the basis of the final summative rating for each teacher.
 - a. **SUSPENSION OF CONTRACTS, NON-TENURED TEACHERS:** Suspension of contract shall occur to non-tenured first and shall be based upon the recommendation of the Superintendent who shall recommend the

suspension of contracts by area of licensure beginning with the teacher who has the lowest rating based solely on the final summative evaluation. If two (2) or more teachers have comparable evaluations, the teacher with the least seniority shall have his/her contract suspended first.

- b. **SUSPENSION OF CONTRACTS, TENURED TEACHERS:** If the suspension of contract is necessary for any tenured teacher, this shall be based upon the recommendation of the Superintendent who shall recommend the suspension of contracts by area of licensure beginning with the teacher who has the lowest rating based solely on the final summative evaluation. If two (2) or more teachers have comparable evaluations, the teacher with the least seniority shall have his/her contract suspended first.
 - c. For the purpose of determining which evaluations are “comparable”, all members rated “accomplished” shall be deemed comparable to one another; all members rated “skilled” shall be comparable to one another; all members rated “developing” shall be comparable to one another; and all members rated “ineffective” shall be deemed comparable to one another.
- 2. Members may displace a less senior member in another teaching area provided they hold a valid provisional teaching certificate/license or higher and have had comparable evaluations as defined in 1(c) above at C-TEC.
 - 3. A teacher whose contract is suspended as a result of a RIF shall be given written notification, by registered mail, that his or her employment will be suspended and the reason for such suspension. This notification shall be in accordance with Section 3319.17 of the Ohio Revised Code.

RE-EMPLOYMENT FROM THE RECALL LIST

- A. All teachers whose contracts are suspended as a result of a reduction in force as herein defined shall be placed on a list stating years of continuous service to the district and subject(s) licensed to teach. These teachers will remain on the Recall List for a period of two (2) years.
- B. Teachers on the recall list who are licensed to perform the work in a vacant position will be recalled on the basis of performance with the highest performing recalled first. Seniority will not be the basis for this decision except where teachers have comparable evaluations.
- C. When an opening(s) occurs, the Board shall send a certified letter to all teachers licensed for the position to their last known address to advise them of such position. It is the teacher's responsibility to keep the Board informed of his or her whereabouts. The teacher shall notify within ten (10) calendar days from the date the letter is sent to indicate availability and desire for such position. Of the teachers indicating availability and desire for such position, the one on the recall list with the highest performance rating shall be reinstated by the Board. If a teacher is recalled into an area where he/she has not taught within the last five years, he/she shall be required to successfully complete within 12

months of recall no less than nine (9) CEUs or equivalent directly related to the new area of instruction.

- D. If a position(s) initially abolished is reinstated or if a new position(s) is established, this position(s) will be staffed first from the teacher Recall List in keeping with procedures stated above (Paragraph B).
- E. Transfers may be made to a position affected by the RIF in accordance with the provisions of Article 34 after the position(s) has been offered to all properly certificated/licensed teachers on the Recall List.
- F. No teachers new to the district will be employed in a position affected by the RIF until all properly licensed teachers on the Recall List have been offered a contract for the position in accordance with the provisions of this article.

In addition, no teacher new to the district shall be hired under a temporary license while there are teachers on the Recall List who are eligible for such temporary license.

The Board must first offer all eligible employees on the Recall List, in descending order of seniority, the opportunity to secure a temporary license and return to full employment in the vacant position. Should an employee(s) decline the opportunity to secure a temporary license, said employee shall remain on the Recall List for rehire to a position for which he/she is properly licensed.

- G. Upon recall, all rights related to salary, fringe benefits, and seniority shall be fully restored to their former status.
- H. Teachers remaining laid off will be given preferential consideration as substitute teachers.
- I. Laid-off teachers shall have the right to pay the total premium for group life, hospitalization, and other group insurance benefits for a period not to exceed two (2) years.
- J. Recall rights are maintained to a maximum of two (2) years.
- K. After a period of two (2) years, or after waiving recall rights, any teacher who is RIFd and not subsequently employed as a teacher may apply for severance pay if they have four (4) years of service with the Board.
- L. Any teacher affected by this policy shall waive all stated recall rights upon accepting a similar position elsewhere.

ARTICLE 25. SALARY AND DETERMINATION OF PLACEMENT ON THE SALARY SCHEDULE

Placement on the salary schedule shall be based upon an employee's years of experience and class determination.

Class placement shall be determined by the employee's education level and licensure as follows:

Class	Educational Level	Licensure
I.	a. Bachelor's Degree b. Non-Degree	Resident Educator License Provisional Career Technical Development Workforce License
II.	a. Bachelor's Degree b. Non-Degree	Professional Educator License (1st 5 year) Adv. Career Technical License (1st 5 year)
<i>Eligible for additional movement after completion of four (4) total years of teaching experience: Bachelor's Degree to Class III or Master's to Class IV</i>		
III.	a. Bachelor's Degree 150 total sem hrs or 225 total quarter hrs b. Non-degree or below Bachelor Degree 31 total sem hrs or 47 total quarter hrs	Professional Educator License (5 year) Adv. Career Technical License (5 year)
<i>Bachelor's Degree eligible for additional movement after completion of nine (9) total years of teaching experience</i>		
IV.	a. Master's Degree b. Bachelor's Degree 160 total sem hrs or 240 total quarter hrs c. Non-Degree or below Bachelor Degree 41 total sem hrs or 62 total quarter hrs	Professional Educator License (5 year) 2 nd Professional Educator License (5 year) 2 nd Adv. Career Technical License (5 year)
<i>Master's Degree eligible for additional movement after completion of nine (9) total years of teaching experience</i>		
V.	a. Master's Degree b. Non-Degree or below Bachelor Degree 86 total sem hrs or 129 total quarter hrs	2 nd Professional Educator License (5 year) 2 nd Adv. Career Technical License (5 year)

*Successful completion of the second year requirements of the Resident Educator License or Provisional Career Technical Workforce Development License process will result in movement to Class 2 provided the District-approved form is submitted.

UPON INITIAL EMPLOYMENT

- A. Previous professional teaching experience will be recognized for placement on the salary schedule. The Board has the discretion on where to place a teacher on the salary schedule. The Board does not have to provide credit for all years of prior teaching experience. If the Board does not recognize all of the teacher's prior teaching experience, then the teacher must receive a salary that is at least equal to the salary the teacher was making at their last school district.
- B. The Board has discretion on where to place a CTE Instructor on the salary schedule.
- C. Teachers with a Bachelor's Degree and an Alternative Resident Educator License shall be initially placed at Class I. Career Technical teachers with previous experience and with an Alternative Resident Educator License shall be placed on Class I.
- D. On or before June 15, a teacher in the second year of the Resident Educator Program, or a Career Technical Instructor actively enrolled in required coursework, shall submit to the Treasurer a written request to be moved to Class II. The written request must be accompanied by a statement from the teachers' mentor or administrator that the teacher has successfully completed the work required during the first two years of the Resident Educator Program or is actively enrolled in required coursework.

In instituting the new class requirements, no unit member shall be reduced to a lower class than the one they were in prior to the effective date of this Agreement.

Upon completion of the coursework that qualifies a licensed employee to move from one class to another, the employee shall provide an official transcript of completed coursework and/or new or renewed license (or electronic verification of license) to the Treasurer. Adjusted salary shall be effective from the date the transcript, license or electronic verification of license is received in the Treasurer's office.

The base salary shall be \$44,125 effective July 1, 2025 through June 30, 2026; the base salary shall be \$45,780 effective July 1, 2026 through June 30, 2027; the base salary shall be \$47,155 effective July 1, 2027 through June 30, 2028. Salaries shall be rounded off to the nearest five dollars (\$5.00). In addition to the base salary, there will be a one-time lump sum payment of \$1,000, not on the base, made only to those teachers who were employed by the District at the time of ratification in March 2025. The payment will be made in the first (1st) payroll in July 2025.

LONGEVITY

A teacher who has completed Step 20 or above on the Salary Schedule may elect not to defer and to receive as part of salary up to seven (7) days of accumulated years of pay for service beyond ten (10) years in the District to be paid at 84% of the employee's per diem. The Treasurer must be notified in writing of such election prior to July 1 of the school year in which this salary will be received.

TEACHER SALARY SCHEDULES

	Index				
<u>Step</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
0	0.958	1.000	1.050	1.100	1.150
1	1.000	1.045	1.100	1.150	1.205
2	1.042	1.090	1.150	1.200	1.260
3	1.084	1.135	1.200	1.250	1.315
4	1.126	1.180	1.250	1.300	1.370
5	1.168	1.225	1.300	1.350	1.425
6	1.210	1.270	1.350	1.400	1.480
7	1.252	1.315	1.400	1.450	1.535
8	1.294	1.360	1.450	1.500	1.590
9	1.336	1.405	1.500	1.550	1.645
10	1.378	1.450	1.550	1.600	1.700
11	1.420	1.495	1.600	1.650	1.755
12	1.462	1.540	1.650	1.700	1.810
13	1.504	1.585	1.700	1.750	1.865
14	1.546	1.630	1.750	1.800	1.920
15	1.588	1.675	1.800	1.850	1.975
16	1.630	1.720	1.850	1.900	2.030
17	1.672	1.765	1.900	1.950	2.085
20	1.714	1.810	1.950	2.000	2.140
25	1.756	1.855	2.000	2.050	2.195

FY26					
<u>Step</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
0	42,270	44,125	46,330	48,540	50,745
1	44,125	46,110	48,540	50,745	53,170
2	45,980	48,095	50,745	52,950	55,595
3	47,830	50,080	52,950	55,155	58,025
4	49,685	52,065	55,155	57,365	60,450
5	51,540	54,055	57,365	59,570	62,880
6	53,390	56,040	59,570	61,775	65,305
7	55,245	58,025	61,775	63,980	67,730
8	57,100	60,010	63,980	66,190	70,160
9	58,950	61,995	66,190	68,395	72,585
10	60,805	63,980	68,395	70,600	75,010
11	62,660	65,965	70,600	72,805	77,440
12	64,510	67,950	72,805	75,015	79,865
13	66,365	69,940	75,015	77,220	82,295
14	68,215	71,925	77,220	79,425	84,720
15	70,070	73,910	79,425	81,630	87,145
16	71,925	75,895	81,630	83,840	89,575
17	73,775	77,880	83,840	86,045	92,000
20	75,630	79,865	86,045	88,250	94,425
25	77,485	81,850	88,250	90,455	96,855

FY27					
<u>Step</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
0	43,855	45,780	48,070	50,360	52,645
1	45,780	47,840	50,360	52,645	55,165
2	47,705	49,900	52,645	54,935	57,685
3	49,625	51,960	54,935	57,225	60,200
4	51,550	54,020	57,225	59,515	62,720
5	53,470	56,080	59,515	61,805	65,235
6	55,395	58,140	61,805	64,090	67,755
7	57,315	60,200	64,090	66,380	70,270
8	59,240	62,260	66,380	68,670	72,790
9	61,160	64,320	68,670	70,960	75,310
10	63,085	66,380	70,960	73,250	77,825
11	65,010	68,440	73,250	75,535	80,345
12	66,930	70,500	75,535	77,825	82,860
13	68,855	72,560	77,825	80,115	85,380
14	70,775	74,620	80,115	82,405	87,900
15	72,700	76,680	82,405	84,695	90,415
16	74,620	78,740	84,695	86,980	92,935
17	76,545	80,800	86,980	89,270	95,450
20	78,465	82,860	89,270	91,560	97,970
25	80,390	84,920	91,560	93,850	100,485

FY28					
<u>Step</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
0	45,175	47,155	49,515	51,870	54,230
1	47,155	49,275	51,870	54,230	56,820
2	49,135	51,400	54,230	56,585	59,415
3	51,115	53,520	56,585	58,945	62,010
4	53,095	55,645	58,945	61,300	64,600
5	55,075	57,765	61,300	63,660	67,195
6	57,060	59,885	63,660	66,015	69,790
7	59,040	62,010	66,015	68,375	72,385
8	61,020	64,130	68,375	70,735	74,975
9	63,000	66,255	70,735	73,090	77,570
10	64,980	68,375	73,090	75,450	80,165
11	66,960	70,495	75,450	77,805	82,755
12	68,940	72,620	77,805	80,165	85,350
13	70,920	74,740	80,165	82,520	87,945
14	72,900	76,865	82,520	84,880	90,540
15	74,880	78,985	84,880	87,235	93,130
16	76,865	81,105	87,235	89,595	95,725
17	78,845	83,230	89,595	91,950	98,320
20	80,825	85,350	91,950	94,310	100,910
25	82,805	87,475	94,310	96,670	103,505

ARTICLE 26. HEALTH, DENTAL, VISION AND LIFE INSURANCE

The Board shall provide Health, Dental, Vision, and Life Insurance.

HIGH DEDUCTIBLE HEALTHCARE PLAN/HEALTH SAVINGS ACCOUNT

The Board shall provide a High Deductible Healthcare Plan.

The in-network deductibles and in-network out-of-pocket maximums for the HDHP will be the IRS minimum for an embedded deductible for singles and twice that amount for families.

The non-network deductibles will be twice the in-network deductibles. The non-network out of pocket maximum will equal the non-network deductible plus co-insurance.

A Health Savings Account (HSA) shall be available for each unit member who is a part of the HDHP. The Board shall determine a custodian for the HSA. Any contribution by the unit member to his/her HSA up to the maximum limits provided by law may, at the member's discretion, be made by payroll deduction of either six months or twelve months, or in a lump sum payment or a combination of the one-time lump sum and the remaining funds to be deducted over twelve (12) or twenty-four (24) consecutive pays. The HSA shall be maintained by the individual unit member for his/her exclusive benefit and that of his/her beneficiaries. Distributions of funds from this HSA may be made at any time upon the discretion of the member. The member is responsible for substantiating the distribution is for qualified medical expenses.

Each bargaining unit member who participates in the District's High Deductible Healthcare Plan (HDHP) on the preceding December 31 or enrolls into the District's HDHP during the most recent open enrollment period shall receive from the Board, for the period of January 1 through December 31 of the year in which payment is made, a contribution to the employee's Health Savings Account. The Board shall contribute fifty percent (50%) of the In-Network Deductible to each eligible bargaining unit member's account on the 1st payroll of each calendar year.

Employees hired during the HDHP/HSA plan year (January 1 - December 31) or employees who choose to voluntarily re-enroll in the District plan, shall receive the Board contribution on a pro-rated basis as provided by the IRS Code and Regulations. For employees switching from single coverage to family coverage or vice versa during the calendar year, they will have no adjustment to the HSA contribution. Any adjustment would take place the 1st business day of the calendar year following the change.

HEALTH CARE COMMITTEE

There shall be a Health Care Committee comprised of the Treasurer and two (2) administrators, five (5) unit members, and three (3) classified employees. The purpose of the Committee shall be to review and make decisions regarding the insurance benefit coverages available to unit members. The Committee may not, however make any increases in benefit levels without the Board's approval. The Board has the authority to determine the Insurance provider(s) that will provide insurance coverage, with the Committee providing input on the decision. The final decision on the provider(s), however, rests with the Board. Reasonable efforts will be made to not reduce the level of benefits in effect on June 30, 2019. The Committee shall meet at least twice per year. The

Committee shall maintain all the Health, Dental, Vision and Life Insurance plan documents for at least the duration of the Negotiated Agreement.

HEALTH CARE PREMIUM

The Board shall pay 85% of the premium cost for an employee's family or single health care coverage with the insured employee contributing the remaining 15% premium cost.

ANNUAL OPT OUT

Annually Opting Out is defined as a member voluntarily forgoing coverage of the District-provided hospitalization/surgical/major medical plan. Any bargaining unit member who demonstrates with an insurance card or other documentation from a health insurance company that he/she is covered by a non-District hospitalization/surgical/major medical plan shall have the right to annually opt out of the District-provided hospitalization/surgical/major medical insurance plan.

The Annual Opt Out procedure shall be:

The member provides written notice to the Board Treasurer between November 1 and November 15 of any year, which must be done each and every year that a member opts out.

The District shall pay a lump sum equal to 25% of the family plan premium. This lump sum amount shall be forwarded to the member on or before November 15 of the succeeding year.

In order to be reinstated to the District plan, one of the two following criteria and conditions must be followed:

1. If a member demonstrates to the District that he/she has lost coverage of the non-District health plan involuntarily, then the member will be reinstated immediately to the District plan.
2. If the member chooses to voluntarily re-enroll in the District plan, he/she must do so during the annual enrollment period.

FLEXIBLE SPENDING ACCOUNTS

The Board will provide, to the extent available under the Internal Revenue Service Code and Regulations, Flexible Spending Accounts (FSA).

Employee contributions will be in a 125 Plan, contributions will be deducted from gross pay prior to the assessment of tax.

GENERAL

In general, coverage changes will only be possible during the open enrollment period which will begin as early as possible, but no later than November 1, and ending no later than November 15 of each year.

A copy of said policies will be provided to the Association.

ARTICLE 27. RETIREMENT CONTRIBUTION

The Board designates the mandatory contribution of the Licensed Employees to the State Teachers' Retirement System of Ohio as "picked up" by the Board as contemplated by Internal Revenue Service Rulings 77-464 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the employee's income reported by the Board as subject to federal and state income tax shall be these employees' total gross income reduced by the current percentage amount of the employees' mandatory State Teacher Retirement System contribution which has been designated as "picked up" by the Board; and that the amount designated as "picked up" by the Board shall be included in computing final average salary, provided that these employees' total salaries are not increased by such "pick up," nor is the Board's total contribution to the State Teachers' Retirement System increased thereby.

ARTICLE 28. TUITION REIMBURSEMENT

The Board agrees to grant allowances of individual licensed personnel for tuition reimbursement according to the following guidelines:

1. Alternative Resident Educator License teachers may not claim both tuition reimbursement and workshop compensation.
2. All requests for reimbursement must be submitted on the formal application supplied by the Board to the Superintendent ten (10) work days prior to the start of the class. A response will be made within ten (10) work days of receipt of the request.
3. Credits must be earned in an academic or trade-related course from a college, trade or specialized school or university in the employee's area of licensure and assignment, and at a like rate for equivalent courses in the areas of licensure of a teacher of Career Technical education.
4. Coursework must be scheduled at times that do not interfere with normal duties during the regular work day of the employee.
5. Licensed personnel receiving tuition reimbursement must return to C-TEC for the entire school year following the completion of coursework. An exception to this rule will be made if the person is involved in a RIF or becomes eligible for disability retirement approved by the State Teachers Retirement System.

6. In order for a teacher to be eligible for reimbursement, the following items must be on file in the Treasurer's office:
 - An official transcript of the credits or the official grade card from the class for which reimbursement has been applied, showing a grade of no lower than a "C" or "Pass" for each course for which tuition reimbursement is requested.
 - A detailed bill or other official document from the institution indicating the actual cost of tuition and breakdown of other fees.
 - Proof of payment.
7. Reimbursement shall be made within forty-five (45) days after the Treasurer has received the item described in the foregoing stipulations.
8. Tuition reimbursement will be funded by the Board as follows:

The tuition reimbursement pool shall be funded to the amount of forty-five thousand dollars (\$45,000) per calendar year and will not be carried over to the next calendar year. The reimbursement amount shall be charged to the pool based upon the first scheduled class date.
9. No teacher will be reimbursed by the Board if he/she received grants, payments, or scholarships from some other source for tuition.
10. Teachers may receive a yearly maximum of five thousand dollars (\$5,000).
11. Teachers who have been approved for tuition reimbursement and who later do not enroll in the class as scheduled, are asked to notify the Superintendent as soon as possible.

ARTICLE 29. COMMITTEES

To promote communication, the Association and the Board agree to the following:

- A. The following practices will be exercised at all committee meetings:
 1. A designated individual will take notes of the proceedings.
 2. Minutes or another form of information sharing will be developed by each committee and implemented to inform staff of the content of meetings.
 - a. For instance, reports of subcommittee meetings should be published.
 - b. There must be accountability for information disseminated.
 - i. Minutes should reflect whether decisions were made, information provided or issues were discussed without final resolution.

- ii. Prior to dissemination, all minutes shall be approved by the committee or subcommittee chairperson or chairpersons.
- B. Committees will develop avenues for input regarding changes, such as a place on meeting agendas where an opportunity for input will be provided, a place for input included on meeting minutes or some other document so that a person may fill in the space and return it to the committee.
- C. The Association will assign an individual to each committee and subcommittee. This person will report information regarding the committee and its proceedings to the Association.
- D. Regular curriculum updates and related issues that affect terms and conditions of staff members will be on the LMC agenda.
- E. The appropriate administrator(s) will announce to the staff all final major changes affecting staff members.
- F. All committee meetings will be scheduled at a time and place that will afford all members the opportunity to be in attendance.

Committee Stipend

Bargaining unit members holding the position of PDC Chair shall be paid an annual stipend of \$500.

ARTICLE 30. TRAVEL ALLOWANCE

Teachers may be required to conduct travel in the course of performing their duties.

The Board shall pay mileage to all satellite teachers when they are required to travel to meetings, in-services, etc. scheduled at C-TEC and/or to travel between local districts during the course of their work day.

Teachers shall be compensated for actual and necessary expenditures within forty-five (45) days of submission to the Treasurer of an approved voucher for such activities or assignments.

Mileage reimbursement for use of personal cars shall be as follows:

Prevailing Internal Revenue Service (IRS) Rate.

Teachers shall be granted travel advances when the anticipated travel costs exceed one hundred dollars (\$100.00). Teachers must submit receipts and/or reimbursements fourteen (14) days after returning from such travel, along with an accounting of all monies advanced.

Should the Board pre-pay a travel expense for a teacher and/or provide a teacher with a travel advance for an event which the teacher subsequently does not attend, the teacher shall reimburse the Board for the total amount pre-paid or advanced.

ARTICLE 31. SEVERANCE PAY

Under the provisions of Section 124.39 of the Ohio Revised Code, the Board will grant, upon retirement or upon separation after ten (10) years of service with C-TEC or upon separation by Reduction In Force (RIF) after four (4) years with C-TEC, severance pay for one-fourth (1/4) of the value of a licensed employee's accrued, but unused, sick leave credit up to a maximum of one-fourth (1/4) of two hundred forty days (240), plus one (1) day for each year of service over ten (10) years employment with C-TEC. Such payment shall be based upon the employee's rate of pay at the time of retirement or separation. No payment will be made when an employee is terminated.

Payment for unused sick leave on this basis shall apply only for accrued sick leave credit earned by the employee to the time of his or her retirement or separation. Said payment will eliminate all sick leave accrued by the employee at the time of retirement or separation.

Application for severance pay must be submitted to the Treasurer no later than thirty (30) days prior to an employee's effective retirement date or date of separation from service. Separation by Reduction In Force shall be in accordance with Letter K of the Reduction In Force Article.

An employee receiving this benefit shall receive payment in one lump sum within sixty (60) days of an employee's effective retirement date.

ARTICLE 32. PROVISIONS FORBIDDEN BY LAW

Issues resolved in this Agreement were arrived at in good faith and with the understanding of both parties that all provisions are in keeping with the stated statutes of the State of Ohio. If it is determined by a court of law with jurisdiction to this school district or an act of legislature that all or part of any provision is forbidden by law, that part shall be deemed null and void to the extent prohibited with the rest of the agreement remaining in effect. If a section is deemed forbidden by law as previously described and makes the rest of the provision unworkable, said action shall be reason to initiate negotiations within thirty (30) days on that provision to obtain workable provisions within the established legal structure.

ARTICLE 33. CONTINUOUS PERFORMANCE PROVISION

It is agreed by the Board and Association that neither party will sponsor or encourage concerted actions such as strikes or lockouts during the life of this Agreement so long as all parties operate in keeping with the stated provisions.

ARTICLE 34. VACANCIES AND TRANSFERS

1. The assignment and transfer of staff members is a function and responsibility of the Superintendent.
2. A vacancy shall be any existing or newly-created position(s) in the bargaining unit which no unit member holds and which the Board or Superintendent intends to fill. A vacancy does not include a restructured or renamed position held by the same unit member.
3. If a vacancy occurs in a licensed position, including supplemental positions, all staff members will be notified (by the e-mail system during the school year and through the e-mail system and text messaging during the summer), and be given five (5) days in which to respond in writing notifying the Superintendent of their interest. Vacancies occurring during the summer after July 9 will not have a minimum posting period and will be filled as soon as possible.
4. Transfers may be made to a position affected by the Reduction-In-Force after the position has been offered to all properly licensed teachers on the Recall List.
5. All bargaining unit members requesting a voluntary transfer shall be interviewed and given consideration in filling a vacant or new position. Said interview shall not be required if a mutually-agreeable date and time cannot be arranged within ten (10) days of the end of the posting period.
6. Should the Board desire to change any of the qualifications (i.e., license, experience) for a vacant position after the position has been posted, the position must be reposted and filled in accordance with all provisions of this Article.
7. During the period of ten (10) days before the beginning of each school year, notice of vacancies or any changes to qualifications as described in paragraph 6 will be sent to bargaining unit members via the phone alert system; and during the period of ten (10) days after school starts written notice shall be sent by e-mail. Interested individuals will be given five (5) weekdays in which to respond in writing to the Superintendent.

ARTICLE 35. LABOR-MANAGEMENT COMMITTEE

PURPOSE

The purpose and goal of the Labor-Management Committee ("LMC") shall be to maintain open communication between the Association and the administration and to research, study and discuss relevant resolutions to mutual problems affecting labor relations.

The LMC shall not be used to avoid or bypass proper administrative channels or the chain of command nor shall the LMC be used to address any issue which is the subject of a grievance and/or an unfair labor practice charge.

MEETINGS

Meetings shall be held once a month except when the co-chairpersons agree that no meeting is necessary. The dates of these meetings shall be determined by mutual agreement of the co-chairs. The meetings may be attended by up to four (4) Association members selected by the Association President and up to four (4) administrators selected by the Superintendent. The Association President and Superintendent shall each select a co-chairperson from their respective members (either or both may choose to serve as a chairperson).

The parties agree that the concurrence with actions taken by this Committee do not waive the contractual provisions of this Agreement and that any resolution that affects the wages, hours terms and/or conditions of employment must be ratified by the respective parties.

AGENDA AND RESPONSE TO AGENDA ITEMS

An agenda will be mutually developed by the co-chairs prior to each meeting. If either co-chair deems an agenda item an inappropriate topic for the LMC, the item shall not be placed on the agenda. Each item on the agenda will be openly and freely discussed and action reached before proceeding to the next agenda item. Items requiring further study may be tabled. Where mutually satisfactory resolutions are not reached, the agenda item will be canceled, reverting to its proper place in the labor-management relationship – for instance, grievance procedure, negotiations, etc. A resolution may be an agreement to disagree.

Minutes will consist of date, time, place of meeting, those in attendance and absent, description of issue(s) discussed and action(s) taken. Before distribution, both parties shall review and agree upon the minutes.

Any agenda item requiring a response from the Superintendent or his/her designee shall be responded to no later than thirty (30) days after the date the issue was discussed at a LMC meeting, unless the Superintendent and Association President agree to extend the response time.

COMMITTEE

When the co-chairs agree that it would be beneficial to have a committee address an issue, a committee of no more than six (6) members, with equal representation of each party appointed by the Superintendent and by the Association President, will be formed and charged with the task(s) agreed to by the committee.

ARTICLE 36. COMPUTER USAGE AGREEMENT

- A. All bargaining unit members using computers at C-TEC, including use of the Internet, shall be required to sign the "Computer Usage Agreement" and any specific amendments thereto required by the State of Ohio, Department of Education, and/or A-site administrators.
- B. Prior to the revocation of a member's computer usage privileges for a period of five (5) or more work days, a unit member will be given an opportunity to address the charges in an administrative meeting before the Superintendent or his/her designee. At such meeting,

the member will be given a written statement of the charges and will have the opportunity to address the charges, which may include the presentation of witnesses. The unit member may be accompanied by a representative of his/her choice.

ARTICLE 37. SICK LEAVE BANK

The Board and the Association hereby agree to establish a Sick Leave Bank on the following basis:

- A. An enrollment period shall be established between September 1 and October 1 for each member of the bargaining unit to voluntarily donate sick leave days to a Sick Leave Bank. In order to be established, the Sick Leave Bank shall have not less than twenty-five (25) days as certified by the Association. The Sick Leave Bank shall not exceed a maximum of one hundred and fifty (150) days in any school year. The one hundred fifty (150) day maximum shall be exceeded to allow new enrollees to participate in the Sick Leave Bank. Sick leave days donated and not used in the prior school year will be carried over. Only full sick leave days shall be donated (increments are not allowed).
- B. A committee comprised of two (2) administrators appointed by the Superintendent and two (2) Association members appointed by the Association President shall administer the Bank. The Committee shall develop the approved form and shall approve applications at its discretion. The Superintendent's designee shall serve as chairperson. If the Committee denies the application, the decision may be appealed to the Superintendent. The Superintendent may require a second medical opinion at the Board's expense.
- C. Bargaining unit members who have exhausted all of their sick leave accumulation, who have developed a serious or catastrophic illness or injury, and who have contributed to the Sick Leave Bank, may request sick leave days from the Bank. A maximum of twenty-five (25) days may be requested for a serious or catastrophic illness in the member's immediate family as defined in Article 19. Days may not be requested for elective procedures.
- D. After three (3) years of employment with C-TEC, a bargaining unit member must have had an average sick leave balance of five (5) days for each year of employment with C-TEC to be eligible to be awarded days from the Sick Leave Bank.
- E. Approved bargaining unit members shall be granted up to a maximum of twenty (20) days from the Bank, per request up to a total of forty (40) days in any school year. Days borrowed must be paid back to the Sick Leave Bank at the rate of one-half (1/2) day per month.
- F. In order to be considered for participation in the Sick Leave Bank, bargaining unit members shall provide documentation required by the Committee.
- G. In no case shall the Sick Leave Bank prevent or prolong a bargaining unit member from applying for and going on disability retirement.
- H. The Sick Leave Bank shall not be used as a means for increasing retirement compensation and/or severance pay.

ARTICLE 38. RESIDENT EDUCATOR PROGRAM

1. The Ohio Resident Educator program is an induction program that provides ongoing support to Ohio's new teachers throughout their residency.
2. Mentors are selected based on the Mentor Standards for the Ohio Resident Educator Program:
 - a. Mentors demonstrate commitment to advance the professional learning and practice of Resident Educators.
 - b. Mentors design and facilitate professional development for Resident Educators.
 - c. Mentors create and foster positive learning environments for Resident Educators.
 - d. Mentors support Resident Educators' instructional and assessment practices.
 - e. Mentors develop as leaders and learners through professional growth.
3. To qualify for consideration, mentor candidates must meet all of the following qualifications:
 - a. Five-year Professional License that has been renewed two or more times.
 - b. Five years of teaching experience; and
 - c. Recent classroom experience within the last five years.
4. In addition to the requirements in #3 above, mentor candidates must complete the following steps:
 - a. Complete the district application process.
 - b. Be selected by the district to attend state-sponsored mentor training.
 - c. Successfully complete state-sponsored mentor training.
5. A screening committee consisting of the lead mentor and two current or former mentors shall screen all applicants. The committee shall, through consensus, select mentor applicants which it deems qualified and submit their applications to the administration. The final selection of mentors and mentor pairings are the administration's responsibility.
6. The screening committee shall promote the residency program and assist in recruiting potential members in order to have a well-established and trained pool of mentors.
7. Year 1 RE program: Mentors work with Resident Educators following the Year 1 Timeline.

- a. Ratio for Resident Educator and Mentor shall be 1:1.
- 8. Year 2 RE program: Mentors work with assigned Resident Educators following a cohort, co-teaching or combination setting following the Year 2 Timeline.
 - a. Ratio for Resident Educator and Mentor shall be 3:1.
 - b. If the ratio at year 2 is smaller than the 3:1, the lead mentor will determine other responsibilities for the mentor.
- 9. The Board shall provide professional leave release time for mentors and resident educators to attend meetings and for observations.
- 10. The communication between the mentor and the Resident Educator shall be considered confidential, except as required by law. Mentors shall not participate in the formal evaluation of a bargaining unit member.
- 11. Mentors shall be paid in accordance with Article 18 of the Negotiated Agreement.

ARTICLE 39. LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

The Association and the Board hereby agree to establish a Local Professional Development Committee (LPDC) consistent with R.C. 3319.22 as amended by SB 230 and regulations adopted thereunder.

The LPDC shall oversee and review Professional Development Plans for coursework, continuing education units, or other equivalent activities as required by law. The Committee will not administer Professional Development or Tuition Reimbursement Monies.

A. COMMITTEE COMPOSITION AND SELECTION

- 1. The LPDC will be comprised of three (3) teacher members and two (2) representatives of the administration for a total of five (5) Committee members.
- 2. The three (3) teacher members shall be appointed by the Association President.
The two (2) administration representatives shall be appointed by the Superintendent.
- 3. Vacancies shall be filled in the manner of original appointment.
- 4. Whenever an issue regarding an administrator comes before the LPDC, the Committee Membership shall consist of a majority of administrators. Following action on the administrator's IPDP, the Committee shall immediately return to its original composition.
- 5. In the event a teacher or administrative committee member is being considered for licensure renewal, that member will abstain from voting.

B. CHAIRPERSON

The Committee Chairperson shall be determined by a majority vote of the Committee Members.

C. TERMS OF OFFICE

Membership will consist of a two- (2) year term after the initial staggering of the teacher membership of which two (2) teachers serve a two- (2) year term and one (1) teacher serves a three- (3) year term.

D. MEETINGS

1. A quorum of the Committee shall consist of no less than two (2) members appointed by the Association and one (1) member appointed by the Superintendent.
2. Decisions shall be made by majority vote of the Committee Members present.
3. The number of meetings and the time and place of each shall be determined by the Committee.

E. APPEAL OF A LICENSURE DECISION

The Bylaws of the LPDC shall include provisions for the appeal of decisions denying the approval of Individual Professional Development Plans. Said appeals process shall be in keeping with guidelines established in the state regulations governing LPDCs.

The appeals process provided in the Bylaws shall not preclude any appeals process established under state law, but must be the one first pursued.

A decision of the Committee or of anybody who hears an appeal shall not be subject, in whole or in part, to any portion of the grievance procedure set forth in the Master Agreement.

F. LIABILITY

Members of the LPDC shall be indemnified for action related to the proper performance of their duties as members of said Committee.

G. COMPENSATION

Teacher members of the LPDC shall be paid one thousand dollars (\$1,000). The committee chair and secretary shall be paid \$1,750 each. In addition, such members may be granted one-half (1/2) release day to conduct Committee activities.

H. MASTER AGREEMENT COMPATIBILITY

The LPDC shall not have the authority to supersede any section of the Master Agreement between the Board and the Association.

- I. The sole purpose of a bargaining unit member's Individual Professional Development Plan (IPDP) and all supporting documents is for the upgrade and/or renewal of his/her teaching license. Any person requesting information in the LPDC files must follow LPDC guidelines on the Kiosk. The LPDC file shall be physically located in the Secondary Center front office.

ARTICLE 40. SATELLITE PROGRAMS

- A. A satellite teacher shall be defined as a teacher primarily assigned to a facility or a location other than the C-TEC main campus.
- B. When a satellite teacher's associate school is closed, the member shall not be required to report for work. When a satellite teacher's associate school is required to make up excess calamity day use, the teacher shall report for all make-up days.
- C. The satellite teacher shall follow all staff policies of the assigned school regarding the satisfactory operation of the program (paperwork, discipline, supervision, extra duties, etc.). Conflicts between the two schools regarding policy shall be resolved between the immediate administrator, satellite teacher and satellite school administrator.
- D. C-TEC will be solely responsible for the employment, assignment, and evaluation of satellite Career Technical teachers.
- E. If there is a strike by teachers at a school district where a satellite teacher is located, the satellite teacher shall not be required to report to work. The satellite teacher will report to work at an alternative location and be assigned alternative educational responsibilities mutually agreed to between the teacher and his/her administrator.
- F. Satellite teachers who work more than a 184-day contract year shall be reimbursed at their regular daily rate. The reimbursement shall be made in accordance with the following:
 - 1. Annually, prior to May 31 the administrator of Satellite Programs will meet with every satellite teacher who does not automatically follow the C-TEC calendar to mutually determine his/her work schedule for the next school year. The agreed-upon calendar shall be presented to the Superintendent for final approval.
 - 2. Every reasonable effort should be made to keep a satellite teacher's work calendar within the 184-day contract.
 - 3. The teacher and administrator will discuss non-student contact days in terms of their importance and relevance to the overall program with the administrator having the final approval of the days to be added.
 - 4. Any changes to a teacher's approved calendar must be approved by the administrator of Satellite Programs. Approved changes will be presented to the Superintendent for final approval.

5. Payment for days in excess of the 184-day work year will be made in one (1) lump sum no later than the second pay period in June.
- G. The Satellite administrator will meet with any Satellite teachers working fewer than 184 days to mutually agree upon activities and assignments to meet the 184-day minimum. Approved changes will be presented to the Superintendent for final approval.

ARTICLE 41. INCLUSION

The work assignment/schedule and service delivery model of a VOSE Teacher/Intervention Specialist shall be developed in full compliance with the IEPs of the students he/she services.

ARTICLE 42. ACADEMIC DISTRESS COMMISSION

As required by ORC Section 3302.10 (P), the parties incorporate into this negotiated agreement the provisions of ORC Section 3302.10 regarding academic distress commissions. ORC Section 3302.10 will have no effect on any provision of this negotiated agreement unless the District would meet the requirements of state law for the Superintendent of Public Instruction to establish an academic distress commission for the District. Should the District enter into academic distress, the intent of the parties is to emerge from academic distress with this Agreement intact.

ARTICLE 43. DURATION OF AGREEMENT

This Agreement shall become effective July 1, 2025, upon ratification by the Association and adoption of the Board, and remain in effect through June 30, 2028, unless agreed to otherwise by the Association and the Board in accordance with the negotiated procedure.

Provisions in this Agreement shall supersede and take precedence over previously negotiated provisions, related Board Policy, and related Administrative Procedures, with all other provisions affecting teachers remaining in effect for the duration of this Agreement.

By affixing our names, we indicate that our respective party ratified or adopted this Agreement.

FOR THE ASSOCIATION


5-1-25

FOR THE BOARD


5.1.2025

C-TEC GRIEVANCE FORM

Date Filed: _____

Grievant's Name(s): _____

Position: _____ Date Grievance Occurred: _____

Date of Informal Discussion and Attendee(s): _____

Grievance Defined (Concise statement of the facts upon which the grievance is based, including specific provision(s) of the current negotiated agreement claimed to have been violated, misinterpreted or misapplied.)

Relief Sought: _____

Note: Attach additional relevant documents or additional statements.

Signature of Grievant/Representative: _____ Date: _____

LEVEL 1 - Immediate Administrator's Name: _____ **Date Received:** _____

Date of Conference: _____

Disposition of Immediate Administrator: _____

Immediate Administrator's Signature: _____ **Date:** _____

Grievant's Response to Level 1 Disposition

_____ **The above response resolves this grievance and the matter is hereby resolved.**

_____ **The above response does not resolve this grievance and it is hereby requested that the matter move to Level 2. Reason for appeal to the next level: reasons given must be specific in nature and explained in complete detail.**

Grievant's Signature: _____ **Date:** _____

LEVEL 2 - Director's Name: _____ **Date Received:** _____

Date of Conference: _____

Disposition of Director: _____

Director's Signature: _____ **Date:** _____

Grievant's Response to Level 2 Disposition

_____ The above response resolves this grievance and the matter is hereby resolved.

_____ The above response does not resolve this grievance and it is hereby requested that the matter move to Level 3. Reason for appeal to the next level: reasons given must be specific in nature and explained in complete detail.

Grievant's Signature: _____ Date: _____

LEVEL 3 - Superintendent's Name: _____ Date Received: _____

Date of Conference: _____

Disposition of Superintendent: _____

Superintendent's Signature: _____ Date: _____

Grievant's Response to Level 3 Disposition

_____ The above response resolves this grievance and the matter is hereby resolved.

_____ The above response does not resolve this grievance and it is hereby requested that the matter move to Arbitration. Reason for appeal to the next level: reasons given must be specific in nature and explained in complete detail.

Grievant's Signature: _____ Date: _____