Thu, 06/12/2025 09:04:02 AM SERB

0139-01
25-MED-03-0332
45632

NEGOTIATED AGREEMENT

between the

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION

and the

WAYNESFIELD-GOSHEN EDUCATION ASSOCIATION

EFFECTIVE JULY 1, 2025 - JUNE 30, 2028

TABLE OF CONTENTS

Article		Page
I	RECOGNITION	1
	A. Recognition of Association	1
	B. Recognition of Board of Education	1
II	NEGOTIATIONS PROCEDURE	1-2
	A. Meetings and Meetings Requests	1
	B. Representation	1
	C. Information	1
	D. Caucuses	1
	E. Protocol	2
	F. Schedule of Meetings	2
	G. Agreement	2
	H. Final Agreement	2
	I. Dispute Settlement Procedure	2
	J. Scope of Bargaining	2
III	LEAVES OF ABSENCE	3-8
	A. Sick Leave	3-4
	B. Maternity Leave	5
	C. Child Care Leave	5
	D. Professional Leave	5
	E. Sabbatical Leave	5-6
	F. Assault Leave	6
	G. Personal Leave	6
	H. Military Leave	7
	I. Court/Jury Duty Leave	7
	J. Unpaid Leaves of Absence	7
	K. Returning From Leave	7-8
IV	GRIEVANCE PROCEDURE	8-9
	A. Definitions	8
	B. General Practices	8
	C. Grievance Procedure	8-9
V	VACANCIES, TRANSFERS AND ASSIGNMENTS	9-10
	A. Vacancies	9-10
	B. Transfers	10
	C. Assignments	10
VI	CONTRACTS…	10
VII	REDUCTION IN FORCE	11-13
VIII	PERSONNEL FILES	13
IX	SCHOOL CALENDAR	13-14

Article		Page
X	SCHOOL DAY	14
XI	SEVERABILITY	15
XII	ASSOCIATION RIGHTS	15-16
XIII	SALARY AND FRINGE BENEFITS	16-21
	A. Salary Provisions	16
	B. Mileage	16
	C. Experience Credit	17
	D. Supplemental Contracts	17-18
	E. Severance Pay	18-19
	F. STRS Tax Deferred Pick-up	19-20
	G. College Credit Plus/Dual Enrollment Classes	20
	H. Insurance	20-21
	1. Medical Insurance	20
	2. Life Insurance	20
	3. Dental Insurance	20
	4. Vision Insurance	20
	5. Plan Provider	21
	I. Classroom Supplies	21
	J. Graduation Attendance	21
XIV	TEACHER EVALUATION	21-23
XV	DEFINITIONS	23-24
XVI	DUES DEDUCTION	24
XVII	CLASS SIZE	24
XVIII	LONG TERM SUBSTITUTES	25
XIX	RESIDENT EDUCATOR PROGRAM	25
XX	LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE	25
XXI	CONTINUING EDUCATION ASSISTANCE	25-26
XXII	EMPLOYMENT OF RETIRED TEACHERS	26-27
XXIII	VICTORY LAP RETIREMENT INCENTIVE	27
XXIV	ACADEMIC DISTRESS	27
XXV	DURATION AND INTENT OF AGREEMENT	28
XXVI	SIGNATURES	28

Article Page

Appendices

Appendix A Teacher Grievance Form 29

Appendix B Transfer Request Form 30

Appendix C Certificated Employee Salary Index (Fiscal Year 2026 and After) 31

Appendix D Certificated Employee Salary Schedules 32-34
D-1 – 2025-2026 Certificated Employee Salary Schedule 32
D-2 – 2026-2027 Certificated Employee Salary Schedule 33
D-3 – 2027-2028 Certificated Employee Salary Schedule 34

Appendix E Supplemental Salary Schedule 35-40
E-1 – 2025-2026 Supplemental Salary Schedule 35-36
E-2 – 2026-2027 Supplemental Salary Schedule 37-38
E-3 – 2027-2028 Supplemental Salary Schedule 39-40

ARTICLE I -- RECOGNITION

A. Recognition of Association

The Waynesfield-Goshen Local School District Board of Education, hereinafter referred to as the "Board," recognizes the Waynesfield-Goshen Education Association, (OEA/NEA), hereinafter referred to as the "Association," as the sole and exclusive bargaining agent for the purposes of and as defined in Chapter 4117 of the Ohio Revised Code, for all certified professional personnel in the School District, including long term substitutes, except casual substitutes, casual employees, and administrative personnel, confidential employees, and management level employees as defined in O.R.C. Chapter 4117.

B. Recognition of Board of Education

The Association recognizes the Board as the locally elected body, serving as the agent of the State, charged with the establishment of policies, procedure, and regulations for the educational programs and activities within the Waynesfield-Goshen Local School District and as the employer of all certified personnel of the school system. The Association further recognizes that by accepting this Agreement, the Board does not relinquish any statutory right, responsibilities, and/or authority as they pertain to the total operation of the Waynesfield-Goshen Local School District and the educational programs provided and the education of the students therein.

ARTICLE II -- NEGOTIATIONS PROCEDURE

A. Meetings and Meetings Requests

1. Either the Association or the Board may initiate negotiations by a Notice to Negotiate forwarded to the other party between one hundred twenty (120) and sixty (60) days prior to the expiration of this Agreement. Requests for negotiation from the Association will be made in writing directly to the Superintendent or his/her designee. Requests from the Board will be made in writing to the President of the Association. Within ten (10) days of transmittal of said Notice, the parties shall hold their first negotiations session. The first negotiations session shall be for the purpose of exchanging proposals and determining any ground rules deemed necessary. The above times may be changed by mutual agreement.

2. Further meetings are to be scheduled so as not to interfere with educational programs and activities of the school system.

B. Representation

The negotiating teams of either party will be limited to four (4) persons. Reference persons may attend by mutual agreement.

C. Information

1. The Board and Superintendent agree to furnish the Association negotiations committee, upon request and within a period not to exceed five (5) school days all available current information concerning financial resources of the District and such other information as will assist the Association in developing intelligent, accurate, and constructive educational programs.

2. The Association agrees to furnish all available information on its proposals to the Board's negotiating team within five (5) school days to support the development of sound educational and extracurricular programs for the students of Waynesfield-Goshen Local School District.

D. Caucuses

The Chairperson of either negotiating team may recess their respective team for an independent caucus at any time. The caucus shall be limited to a reasonable length of time.

E. Protocol

No action to coerce or censor or penalize any negotiating participant shall be made or implied by any other member of either party.

F. Schedule of Meetings

Until all negotiation meetings are completed, each meeting shall include an agreed time, place and agenda for the next meeting.

G. Agreement

1. As tentative agreement is reached on each item during the negotiating period, the agreement shall be reduced to writing and initialed by each team.

2. If agreement is reached on matters being negotiated, the tentative agreements reached between negotiating teams will be reduced to writing and submitted to the Association for its consideration. The Association shall vote on the tentative agreement within fifteen (15) days of the date the agreement is reached. If ratified by the Association, such written agreement shall be submitted to the Board for its consideration. The Board shall, if possible, take action at the next regular or special meeting of the Board which shall be not less than fourteen (14) days from the date of the receipt of the ratified agreement from the Association.

H. Final Agreement

Upon approval by both the Association and the Board, one (1) copy of the total Agreement shall be signed by the President of the Board, the Treasurer, the Superintendent, and the President of the Association. One copy shall be retained by the Board and emailed to the Association and to the State Employment Relations Board, hereinafter referred to as "SERB."

I. Dispute Settlement Procedure

1. If forty-five (45) calendar days prior to the expiration of the Agreement, agreement has not been reached on all items under negotiations, either party may call for the services of the Federal Mediation and Conciliation Service (FMCS) or other mutually agreed upon mediator or mediation services to assist in negotiations. If a party calls for mutually agreed upon mediation involvement, the other party shall join in a joint request.

2. This dispute resolution procedure is mutually agreed to by the parties in accordance with O.R.C. §4117.14(C)(1)(f) and is intended to supersede the procedures contained in O.R.C. §4117.14.

3. The Association agrees that there will be no strike during the term of this Agreement. However, the Association retains its right to invoke the provisions of O.R.C. §4117.14(D)(2) should the dispute resolution procedure listed above be unsuccessful.

4. Both parties agree that this procedure is the final step in negotiations.

J. Scope of Bargaining

Pursuant to the Ohio Public Employee Collective Bargaining Law, the parties agree to negotiate with respect to wages, hours, or other terms and conditions of employment or the continuation, modification or deletion of existing provisions of the Negotiated Agreement. In the event of interim bargaining over any changes in the wages, hours, or other terms and conditions of employment, the parties may request the services of the Federal Mediation and Conciliation Service (FMCS) or other mutually agreed upon mediator or mediation services upon mutual agreement of the parties.

ARTICLE III -- LEAVES OF ABSENCE

A. Sick Leave

1. Each full-time employee shall be entitled for each completed month of service to sick leave of one and one-fourth (1¼) workdays with pay. Employees in continuous service will accumulate fifteen (15) days per year.

2. Unused sick leave shall be cumulative up to two hundred forty (240) days but shall be capped at two hundred twenty (220) days for purposes of calculating severance as outlined in Article XIII.

3. The previously accumulated unused sick leave of an employee from public school service shall be accepted upon employment as an employee of the school not to exceed one hundred twenty (120) days without approval by the Board.

4. Employees may use sick leave upon approval of the responsible administrative officer as follows:

   a. For absence due to personal illness, pregnancy related illness, injury, exposure to a contagious disease which could be communicated to others, and for absence due to illness, injury or death in the employee's immediate family. Immediate family shall be defined as spouse, child, son in-law, daughter-in-law, grandchild, parent, father-in-law, mother-in-law, sister, brother, household members or dependent resident in the employee's home.

   b. For the death of a parent, father-in-law, mother-in-law, child, son-in-law, daughter-in-law, grandchild, spouse, sister, brother or anyone who has virtually held the position of parent or child of the employee, use of sick leave is limited to three (3) days and additional days upon a request submitted to the principal and upon approval by the Superintendent. This rule also applies in the case of a death to any person who is a permanent resident in the employee's home.

   c. Sick leave may be used for pregnancy when a doctor certifies disability.

   d. One (1) day of sick leave may be used to attend the funeral of an aunt, uncle, nephew, niece, grandparent, or the grandparents of the employee's spouse. Additional days may be granted at the discretion of the Superintendent.

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

6. All absences of personnel shall be added in the online system, which is approved as necessary by the principals and forwarded to the Treasurer's office.

7. A day's pay will be deducted for each day's absence due to illness at the expiration of the employee's accumulated sick leave. Daily rate will be the yearly salary divided by number of days in that employee's work calendar. The employee will also be required to reimburse the Board the prorated daily cost of health insurance benefits.

8. Any certified employee who does not utilize any sick days during his/her contracted school year shall receive one (1) day's pay at his/her per diem rate payable on or before the final pay period in June of the applicable school year. In the event of a long-term building closure due to a pandemic, natural disaster, or other similar event, this will be evaluated based on discussion between both parties.

9. Falsification of sick leave shall be subject to disciplinary action in accordance with the provisions of O.R.C. §3319.141.

10. In the event that the Association and the Board (designated representative) mutually agree that a certified member who has a catastrophic illness or injury deserves additional sick leave, the total maximum sick leave contributed to such employee, shall not exceed thirty (30) days per school year and will be deducted from the contributing employees accumulated sick leave. Application of this provision shall be on a case-by-case basis and its application shall not establish precedent. Failure to mutually agree shall not be subject to an appeal or the grievance procedure.

    a. In order to be eligible for the receipt of sick leave under this Article, a certified employee must:

        i. Be absent from work because of a personal illness or injury for a total of at least twenty (20) school days during the current school year and should not be receiving benefits from workers' compensation.

        ii. Have used all of his/her personal leave and accumulated sick leave or reasonably expects to do so in the next fifteen (15) days and has investigated and/or applied for retirement system disability.

        iii. Provide written documentation to the Superintendent from a physician (MD or OD) to justify the request to participate in this program.

    b. Upon receipt of a written request from a certified employee accompanied with the letter described in subsection iii above, the Superintendent shall advise all certified employees by appropriate written notice that each may donate accumulated sick leave. Any certified employee desiring to donate sick leave must do so within ten (10) school days from the date of such notice.

    c. Each certified employee who elects to donate under this program shall:

        i. File a written and signed intent to donate with the District Treasurer within the time specified, indicating the number of accumulated sick days the employee will donate. The donation of sick days can be in one-half (1/2) day increments or one (1) day increments.

        ii. The donation of accumulated sick days will be irrevocable and will be adjusted from the certified employee's next regular paycheck.

        iii. Employees who donate shall not be compensated in any way for the donated sick time.

    d. The sick leave transfer shall not affect a bargaining unit member's annual salary which is reported to STRS for retirement purposes.

    e. No sick leave credited under this program shall be counted for the purpose of severance pay.

    f. No provision of this procedure is grievable under the collective bargaining agreement.

    g. The total maximum sick leave contributed to an employee – thirty (30) days – may be renewed twice per school year – not to exceed ninety (90) days per school year.

B. Maternity Leave

1. The Board shall grant a leave of absence for maternity for any regularly employed staff member, upon written request for such leave, and upon proper certification of pregnancy by the employee's physician. Such leave of absence shall not exceed one (1) full school year and may be renewed at the discretion of the Board. Of this leave, the employee may use up to six (6) calendar weeks of her accumulated sick leave for work days missed immediately following the birth in accordance with the medically-accepted post-partum recovery period and any other additional leave shall be deemed as unpaid leave of absence. Additional paid days may be granted upon appropriate documentation from a physician or approved by the Superintendent.

2. An employee on unpaid maternity leave may continue to participate in the District group insurance programs only if the employee is willing to assume the full cost of the coverage. Such payments shall be made, in advance, by the employee in the manner prescribed by the Treasurer's office. Coverage will be in accordance with the rules and regulations for COBRA (Consolidated Omnibus Budget Reconciliation Act).

3. Employees returning from maternity leave shall be assigned to the same or similar position which was held at the time the leave was granted.

4. Employees who receive a child through adoption shall be granted a leave of absence in accordance with this provision.

5. Employees who are on maternity leave or leaves of absence shall receive by email all information concerning policy changes, positions available and any other information that the regular employees receive as part of their employment.

6. Any employee returning from maternity leave may only return to active status after certification by a physician.

C. Child Care Leave

Upon written request by the employee, an additional year of unpaid leave may be granted by the Board. Such written request must be submitted no later than July 10.

D. Professional Leave

1. Request by an employee for permission to attend professional meetings shall be made to their Principal at least one (1) week in advance of said meeting. The request will be accepted or rejected and returned to the employee within three (3) working days.

2. Requests for professional leave may be processed in the following ways:
   a. Approved for full reimbursement (excluding meals).
   b. Approved for partial expenses by mutual agreement (excluding meals).
   c. Approved for leave only (expenses paid by employee).
   d. Not approved.

E. Sabbatical Leave

1. A teacher who has completed five (5) years of service for the Board may apply for a leave of absence in accordance with this Article for purposes of professional improvement. Teachers requesting such leave must submit with their applications a detailed plan for professional growth, including the proposed course of study and its value to the applicant, his/her pupils, and the District. The Board shall act on the application and notify the teacher within thirty (30) days after receipt of said application.

2. The Board may not approve sabbatical leaves for more than five percent (5%) of the bargaining unit for the same semester or school year. Applications shall be considered on a first-come basis. Applications may be approved for one (1) semester or one (1) school year, but may not exceed a total period of one (1) year.

3. A teacher on sabbatical leave may continue to participate in group insurance by paying the insurance premium to the Treasurer on a timely basis. The Board may pay a partial salary to a teacher on approved sabbatical leave, equal to but not to exceed the difference, if any, between the teacher's regular contract salary and the replacement teacher's salary.

4. The Board shall not grant a sabbatical leave to the same teacher more often than once in five (5) years of service to the District.

F. Assault Leave

1. Any certified employee of the Board physically assaulted or threatened with physical assault or violence (with approval from the Superintendent) while in the course of such teacher's employment shall remain on the payroll as a regular employee and shall receive all benefits as if on sick leave as hereinafter provided for a period not to exceed thirty (30) days. The Superintendent may extend such time in unusual circumstances.

2. To be eligible for assault leave, the certified employee shall:
   a. apply for Workers' Compensation benefits;
   b. make a written statement concerning the assault on forms provided by the Board; and
   c. cooperate with investigating and prosecuting authorities.

3. If Workers' Compensation benefits are paid, the Board shall pay to each employee the difference between the benefits received and the employee's regular salary.

4. There shall be no deduction from the accumulated sick leave of the certificated employee while on assault leave.

G. Personal Leave

1. Each full-time employee shall be entitled to three (3) days of personal leave per year.

2. Any certified employee who does not utilize all personal days during his/her contracted school year may carry over a maximum of two (2) unused personal days to the following school year. Employees cannot have more than five (5) personal days in a school year. Anyone utilizing more than three (3) personal days consecutively must obtain prior approval twenty (20) school days in advance of the leave. In the event of a long-term building closure due to a pandemic, natural disaster, or other similar event, this will be evaluated based on discussion between both parties.

3. Personal leave must be requested two (2) days in advance except in emergency situations.

4. Personal leave may be taken in either one-quarter (1/4) day, one-half (1/2) day or full day blocks of time upon approval by the Administration.

5. Except when approved by the Administration, such days shall not be allowed on days immediately preceding or following a holiday or non-scheduled work day nor on the first or last day of school.

6. All absences of personnel shall be added in the online system, which is approved as necessary by the principals and forwarded to the Treasurer's Office.

7. No more than ten percent (10%) of the bargaining unit may take personal leave on the same day. In May, no more than five percent (5%) of the bargaining unit may take personal leave on a Friday or Monday. Requests will be honored consistent with this section on a first come, first serve basis.

H. Military Leave

1. Military Leave Not to Exceed Thirty-One (31) Days - A teacher who is a member of the reserve component of the Armed Forces of the United States shall, upon application, be granted a leave of absence for military service not to exceed thirty-one (31) days in one (1) calendar year, without loss of pay, as specified in O.R.C. §5923.05.

2. Extended Military Leave - A teacher who leaves his/her teaching position to serve in the Armed Forces of the United States, as defined by O.R.C. §3319.14, shall be considered to be on special leave of absence, and he/she shall be entitled to return to the service of the District under the terms of pertinent statutes. Upon such return, the teacher shall be returned to service in the school without loss of professional or financial status.

I. Court/Jury Duty Leave

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

2. A teacher shall be excused without loss of pay in order to serve as a witness in an Ohio Court of Law under the following conditions:
   a. The teacher is served with a valid subpoena to appear;
   b. The matter upon which the teacher is testifying is school related; and
   c. The matter is not related to an employment issue or other matter in which a member of the bargaining unit or the Association is a plaintiff and the Board is a defendant in this case.

J. Unpaid Leaves of Absence

1. A leave of absence for up to two (2) years may be granted by the Board of Education or its designee to members of the bargaining unit (O.R.C. §3319.13). Such leave will be evaluated on a case-by-case basis.

2. An employee desiring such a leave shall present, in writing, a request stating clearly the reason and purpose of the leave to the Superintendent. The Superintendent shall report the request to the Board at the next regular meeting.

3. Any employee who is on leave of absence and who wishes to return to his/her duties at the beginning of the following school year shall notify the Superintendent in writing of such intention not later than April 1.

4. Upon return from a leave of absence, a teacher shall resume the contract status held prior to such leave and will be returned to a position for which he/she is qualified. Teachers using any Board approved leave of absence shall not lose seniority held prior to the leave, nor shall they gain additional seniority for the time on leave. If the employee desires to purchase the leave year for STRS credit, the employee will pay his/her share and the Boards share of the contribution.

K. Returning From Leave

If the teacher goes on leave and is replaced by a temporary contract teacher, then the returning teacher shall go back to the same or similar position that he/she held at the beginning of the leave as though he/she had not been on leave; and further, shall be affected by any transfers the same as though he/she had never gone on leave.

L. All absences of personnel shall be added in the online system, which is approved as necessary by the principals and forwarded to the Treasurer's Office. In the event a teacher is unable to report a leave online, either due to an emergency or due to limited computer access, a leave may be reported by a telephone call to the appropriate administrator.

ARTICLE IV -- GRIEVANCE PROCEDURE

A. Definitions

1. Grievance - A claim based on an alleged violation, misapplication, or misinterpretation of a provision of this Agreement.

2. Grievant - An individual employee or the Association having a grievance.

3. Days - "Days" shall refer to calendar days exclusive of Saturdays, Sundays, or legal holidays as defined by State or Federal statutes.

4. Immediate Supervisor - The Administrator assigned to evaluate the grievant.

B. General Practices

1. No one shall be required to have representation at any level of this procedure. A grievant may be represented at any level of the formal grievance procedure by an Association representative of his/her own choosing. A representative of the Association may be present at all levels of this procedure.

2. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems.

3. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step should be considered a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual written agreement.

4. Failure at any step in this procedure to communicate decisions in writing as called for within the specified time shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance at the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step, and there shall be no further right of appeal.

5. If any meetings or hearings conducted as part of the grievance procedure must be scheduled during the school day, the administration shall release the grievant and any necessary witnesses and Association President under professional leave. Such necessary personnel shall be determined mutually by the Superintendent and Association President.

6. No reprisals of any kind will be taken by either party or by any member of the administration against any party in interest, any school representative, any member of the WGEA grievance representatives, or any participant in the grievance procedure by reason of such participation.

C. Grievance Procedure

1. Step One (Informal Procedure) - Within twenty (20) days from the occurrence or event giving rise to the alleged grievance, the grievant may submit in writing a request for a meeting with his/her immediate supervisor in an attempt to resolve the problem informally.

2. Step Two (Formal Procedure) - If the grievant is not satisfied with the results of the decision at Step One, the grievant may, within five (5) days subsequent to the Step One meeting but no later than twenty-five (25) days from the occurrence or event giving rise to the alleged grievance, submit a formal written grievance to the immediate supervisor. (See Appendix A) The immediate supervisor will conduct a conference within five (5) days at a mutually agreeable time and place. A written decision shall be rendered by the immediate supervisor within ten (10) days after the conference, and said written decision shall be given to the grievant.

3. Step Three - Within five (5) days after receiving the decision of the immediate supervisor and assuming no satisfaction with the decision, a written notice to continue the process must be submitted to the Superintendent. If requested, the Superintendent shall meet with the grievant within five (5) days after the grievance has been received by the Superintendent. A written decision shall be rendered by the Superintendent within ten (10) days after the conference and said written decision shall be given to the grievant.

4. Step Four - If the grievant is dissatisfied with the decision rendered by the Superintendent, the grievant may request a review by the Board. This written request should be directed to the Treasurer of the Board, with a copy to the Superintendent. The Board shall meet with the grievant in executive session at the next regularly scheduled Board meeting. A written decision shall be rendered by the Board within fifteen (15) days after the meeting.

5. Step Five – If the grievant is dissatisfied with the decision rendered by the Board, the grievant may request arbitration with seven (7) days of the Board decision. A wholly disinterested arbitrator shall be chosen by alternate striking from a list provided by the American Arbitration Association. The arbitrator shall hold the necessary hearing(s) promptly and issue the decision within thirty (30) days of the conclusion of the hearing.

   The cost of the services of the arbitrator including per diem expenses, if any, and the actual and necessary travel and subsistence expenses shall be borne equally by the Board and the Association.

   Should the Association cancel a scheduled arbitration where there is no mutual settlement of the grievance in question, the Association shall pay the filing fee.

   When issued in accordance with these procedures, the opinion and award of the arbitrator shall be final and binding upon all parties. The arbitrator shall not have the power to add to, subtract from, or modify this agreement in light of applicable law as the same is related to the specific grievance appealed to arbitration.

ARTICLE V -- VACANCIES, TRANSFERS AND ASSIGNMENTS

A. Vacancies

1. All teaching, supplemental and administrative vacancies which occur during the school year shall be emailed to all teachers at their WG email, at least five (5) working days prior to filling the position. Application for said vacancies must be received by the Superintendent within five (5) days after the posting is closed.

2. Vacancies which occur between August 10th and the beginning of the school year will not be posted. Said vacancies will be filled as determined by the Board and/or Superintendent.

3. Notice of vacancies occurring in the months of June, July and through August 10th shall be communicated through One Call and W-G e-mail to all teachers. Vacancies declared in June, July and through August 10th shall be declared closed ten (10) days following the notice.

B. Transfers

Teachers desiring a transfer from their present teaching assignment should make such request in writing to the Superintendent prior to April 1. However, a teacher may submit to the District, a request for transfer at any time, whether or not a vacancy exists. A teacher may also submit a request for transfer subsequent to the posting of a vacancy notice pursuant to the posting procedure of this Section. (See Appendix B Teacher Transfer Request Form.) No teachers will be transferred involuntarily without first having a conference with the Superintendent to discuss the reasons and options for the transfer. If two (2) or more teachers with the appropriate credentials apply for an existing vacancy, seniority of the applicants will be given consideration prior to the awarding of the requested transfer.

C. Assignments

Teachers will normally be notified of their assignment for the next school year before the last day of school. The Superintendent may reassign staff at a later date if it becomes impossible to employ a teacher(s) to complete the staffing for the following school year. A teacher(s) will be notified immediately of any change of assignment and has the right to a conference with the Superintendent regarding the change.

D. Any teacher in grades 3-12 who is assessed by a standardized test included in the state Performance Index (PI) will be compensated Five Hundred Dollars ($500.00) annually if assigned more than four (4) preps per quarter (grading period). A "prep" is defined as preparation to teach different content in a subject taken for credit and the content is included on the state Performance Index (PI). Also, Administration will attempt to schedule courses consisting of subject matter assessed by a standardized test included in the state Performance Index (PI) is assigned to one teacher (not divided among two or more teachers).

ARTICLE VI – CONTRACTS

A. The procedural due process and evaluation requirements contained in O.R.C. §§3319.11, 3319.111 and Article XIV of this Agreement shall not apply to supplemental or extended time contracts. It is further agreed that all supplemental or extended time contracts shall have a duration of one (1) year, regardless of the date of issuance or the nature of the document on which the contract is issued and that notice to the teacher or non-renewal of a supplemental contract by the Board is not required.

B. An employee who, upon request, fails to file the required teaching certificate, or appropriate evidence or documentation that acceptable and legal certification is imminent, for his or her position by August 1, for the upcoming school year, shall automatically forfeit his/her employment position. Nonrenewal or termination of employment procedures shall not be required.

C. The Board will provide the employees with an electronic copy of the Negotiated Agreement as soon as practical.

D. Persons eligible for a continuous service contract must submit a written request for consideration for a continuing contract along with supporting documentation on or before the April Board of Education meeting of the year in which they are eligible. If the request or documentation is not received by April 1, the teacher will have to wait until the following school year to be considered for a continuing contract, unless the restriction is waived by the Board.

ARTICLE VII – REDUCTION IN FORCE

A. The Board may reduce the number of teaching positions by suspending contracts (Limited, Continuing, Extended Service and/or Supplemental) for one or more of the following reasons:
1. Decreased enrollment of pupils in accordance with law;
2. Return to duty of regular teachers after leaves of absence;
3. Suspension of schools or territorial changes affecting the District; and
4. Financial reasons.

Further, the Board may make reductions for financial reasons under the following condition:

A committee, composed of not less than three (3) members of administration and three (3) members of WGEA assigned by the President, shall meet to discuss reductions and make recommendations to the Board within reasonable time limits as established by the Board. The committee is advisory only; the Board welcomes all input, and will consider all sources, but serves as the elected governance and final decision maker.

B. The Board will notify the Association twenty-five (25) days prior to taking action on staff reductions.

C. Nothing herein shall preclude the lawful non-renewal of a teacher's limited contract.

D. Suspension of Contracts

All teachers, who are to be part of the plan, shall have their contracts renewed and the Board shall then proceed to suspend contracts for the reduction in staff. For the purpose of this sub-section, a teacher is deemed a "part of the plan" if the sole reason for dissolving the employment relationship between the Board and such teacher is reduction in force (RIF).

Procedure:

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

a. First, the Board shall handle staff reductions through normal attrition (early retirement, resignations, etc.).
b. Second, limited contract teachers shall be reduced first utilizing the following order:
   1. Licensure/Certification.
   2. Competency as determined by formal evaluation.
   3. When evaluations are comparable, seniority in the District shall prevail.
c. Third, continuing contract teachers shall be reduced by utilizing the following order:
   1. Licensure/Certification.
   2. Competency as determined by formal evaluation.
   3. When evaluations are comparable, seniority in the District shall prevail.
d. Using the criteria in this provision, the District will establish the order in which members' contracts are suspended and will recall members in reverse order. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. O.R.C. §3319.17(C).

E. Seniority

1. Every teacher's name shall appear in an Excel spreadsheet on a list which includes all his/her area(s) of certification and contract status. This list will be provided to the President of the Association no later than October 30th of each year. Those teachers who have more than one (1) area of certification shall have their name listed for each area for which they hold certification. Areas of certification shall be those areas in which the teacher is certified by the State Department of Education, on file in the Administrative or Treasurer's offices at the time the Board adopts the reduction in staff plan.

2. Seniority is based on the length of continuous service of the school system which is not affected by authorized leaves of absence. Seniority of teachers who resign and are subsequently re-employed shall begin at the date of re-employment.

F. Continuing Contracts

Teachers with continuing contracts shall be given preference by the Board in a RIF in accordance with O.R.C. §3319.17.

G. Determination of Seniority

Where two (2) or more teachers have joined the system at the same time, their names are arranged on the seniority lists based on the Board meeting at which they were hired. Those teachers employed on the same date shall use the date on their application form for seniority purposes.

H. Recall

Seniority shall not be the basis for recalling a Teacher, except when making a decision between Teachers who have comparable evaluations. O.R.C. §3319.17(C). Names of teachers whose contracts are suspended due to a RIF shall be placed on a RIF list based on (1) licensure/certification; (2) competency as determined by formal evaluation; and (3) when evaluations are comparable, seniority in the district shall prevail. When there is an opening, the teacher who meets the above criteria for the position shall be restored by the Board at the same seniority, salary, and fringe benefits as he/she would have received if a RIF had not taken place, provided, however, such teacher shall not be granted service credit for salary purposes for such time such teacher's contract was suspended. No new teachers may be hired by the school system for any position as long as there is a teacher certificated for the position on the RIF list.

I. Availability For Recall

1. If an opening occurs, the Board shall send a certified letter to all teachers certified 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/her current address. The teacher shall notify the Board by certified mail within five (5) days from the date the letter is received to indicate his/her availability for such position. The Board shall offer to reinstate from the recall list that teacher who has indicated availability for such position. If the certified letter is returned unopened or the teacher does not respond to the letter, the Board shall then reinstate the next eligible person on the list provided that the letter was mailed to the correct address as indicated by the forwarded address supplied by the teacher.

2. A RIF list will be made available to the Association at all times. When a teacher's contract is suspended due to a RIF, the teacher's name will remain on the RIF list for a period of twenty-four (24) months, unless:
   a. The teacher requests to be removed from the recall list;
   b. The teacher fails to respond within five (5) days as noted above to an offer of recall, or the notification letter is returned to the District as not at this address with no forwarding address;
   c. The teacher refuses an offer of recall to a position equal or more in time for which he/she is certified; or
   d. The teacher accepts a job in public education in Ohio.

J. Comparable Evaluations

Comparable evaluations shall be defined as follows:

a. All teachers rated "Accomplished" or "Skilled" will be considered comparable to one another;
b. All teachers rated "Developing" will be considered comparable to one another; and
c. All teachers rated "Ineffective" will be considered comparable to one another.

ARTICLE VIII – PERSONNEL FILES

There shall be one (1) official personnel file for each member of the bargaining unit. All members of the bargaining unit shall be entitled to the rights granted by O.R.C. §1347 with the following procedures to apply to personnel files:

A. A teacher shall have the right, upon request and with reasonable notice, to review the contents of his/her personnel file and to receive one (1) copy of any document contained therein.

B. A teacher may have an Association representative present when he/she inspects his/her personnel file, or may authorize in writing an Association representative to review his/her file.

C. Information of a derogatory nature shall not be entered or filed unless the teacher is given a copy of the material.

D. Anonymous letters or materials shall not be placed in a teacher's personnel file nor shall they be made a matter of record.

E. Teachers shall have the right to submit a written commentary to any material placed in the file and such written comment shall be attached to the item in the file.

F. Information in the personnel file(s) that is inaccurate, irrelevant or untimely may be removed upon mutual agreement of the teacher and the Superintendent.

ARTICLE IX -- SCHOOL CALENDAR

A. The responsibility for the construction of the school calendar rests with the Board. However, the Association may request a meeting with the Administration for the planning of the next school calendar before March 1st. Two (2) or more different calendars will be given to the Association for input. The Waynesfield-Goshen staff will be surveyed. The results will be sent to the Board. The Board will consider the recommendation of the Association and adopt one (1) of the calendars.

B. The school calendar shall not exceed one hundred eighty-three (183) days for the 2025-2026 school year inclusive of teacher workdays and/or in-service days for non-first year teachers. The Board may, at its discretion, add two (2) paid days for additional in-service and/or orientation for first year teachers.

C. The school calendar shall not exceed one hundred eighty-two (182) days for the 2026-2027 school year and beyond, inclusive of teacher workdays and/or in-service days for non-first year teachers. The Board may, at its discretion, add two (2) paid days for additional in-service and/or orientation for first year teachers.

For the 2026-2027 school year and beyond, the work year for teachers shall consist of one hundred eighty-two (182) days, with one of those days covering work performed outside the contractual day (trade off day), including but not limited to Waynesfield-Goshen events and extracurricular activities and shall be at the discretion of the building principal. Teachers shall keep documentation of the seven and a half (7.5) hours, which shall be accumulated in no less than fifteen (15) minute increments. All unpaid school-sponsored activities and events which fall outside the contractual day shall count as work performed to meet the requirement of the trade off day.

ARTICLE X -- SCHOOL DAY

A. The school day, exclusive of meetings and other school-scheduled events where specifically requested by the Administration, shall be defined as the time during which members of the bargaining unit are to be in attendance.

B. The school day shall be seven and one-half (7½) hours, including a thirty (30) minute duty-free lunch period each day. The normal adopted school day for teachers will not extend beyond 3:15 p.m.

C. The Board will provide independent, individual planning time of at least two hundred (200) minutes per week; with the following exceptions:

1. Any school day that does not conform to a regular eight (8) period day, including days such as career day/art day, State testing days, and other special days;

2. Meetings with Intervention teachers concerning special education students;

3. Meetings with parents;

4. Meetings with principals and/or the superintendent; or

5. Voluntary work of teachers; such as meeting with other teachers to improve instruction and compare best practices; to tutor students, to offer intervention and extra help; and other work that adds value to the district.

D. If a change to the school day schedule is to be considered, a committee of three administrators and three teachers (teachers appointed by WGEA) will develop the changes to be implemented and recommend to the Board. The committee is advisory only.

E. Any teacher who is requested to perform services as a substitute teacher during his/her planning time shall be compensated at a prorated tutor rate for all such services performed.

F. The Board and Administration agree that school make-up days shall exclude both Saturday and Sunday.

G. In the first quarter of the school year, a committee consisting of two (2) elementary teachers and two (2) middle school/high school teachers appointed by the WGEA; along with administration, will mutually agree on electronic learning guidelines for that school year.

ARTICLE XI -- SEVERABILITY

A. This Contract supersedes and prevails over all statutes of the State of Ohio (except as specifically set forth in O.R.C. §4117.10(A)) and all policies, rules, and regulations of the Employer. However, should the State Employment Relations Board or any Court of competent jurisdiction, determine, that any provision herein is unlawful, such provision shall be automatically terminated but all other provisions of the contract shall remain in full force and effect.

B. The parties shall meet within ten (10) days after the final determination to bargain over its impact and to bring the Contract into compliance. If the parties fail to reach agreement over the affected provision, the FMCS or other mutually agreed upon mediator or mediation services shall be utilized to resolve the dispute.

ARTICLE XII -- ASSOCIATION RIGHTS

A. The Association shall have the right to post notices of activities and matters of Association concern on Association bulletin boards, at least one of which shall be provided by the Board in each school building in areas frequented by teachers. The Association may use the District mail service and teacher mailboxes in accordance with Federal law for receipt of mail or communications to teachers.

B. The Association shall have the right to represent and be present with teachers in all discussions dealing with wages, hours, and terms and conditions of employment.

C. The District shall provide the Association with access to the complete Board of Education meeting agenda in advance of the Board meeting, except for materials that are for executive sessions.

D. The Association President or his/her designee shall be provided two (2) days of Association leave for the purpose of conducting Association business at no loss of salary or other benefits and without effect on personal leave or other leaves of absence.

E. The Administration has the right to appoint a teacher representative, or alternate, on all committees which consider wages, fringe benefits, terms of employment and working conditions. The Association shall appoint all other members of said committee. Once such committee meetings have been scheduled, the committee may proceed with its meeting as scheduled without teacher representatives present so long as a quorum of at least sixty percent (60%) of the committee is present.

F. The Association's designated representative shall be given sufficient time on the end of the agenda at faculty meetings and workshops to present reports and announcements for the Association.

G. The District agrees to furnish to the Association public information related to the financial and educational operation of the District. Such public information shall, if possible, be furnished within five (5) days of receipt of request from the Association. Access to all Board minutes shall be provided to the Association automatically, without specific request, within a reasonable time of any Board meeting.

H. The rights granted herein to the Association shall not be granted or extended to any competing organizations.

I. The Association may use the school facilities and equipment at no charge.

J. The Association Representative has the right to contact bargaining unit members during the school day as long as it does not interfere with class time with students.

K. The Association President will be notified of any changes in Board Policy per the minutes that affects teachers.

L. Building Councils

1. Building Councils shall be formed in the elementary and secondary sections. The Council shall consist of bargaining unit members from within the section and the Principal. Chairmanship will be limited to a member of the bargaining unit selected by the teachers.

2. The purpose of the Council will be to provide a vehicle for communication between teachers from within the building and the Principal of the building. The Building Council shall meet with the building Principal at the request of either Principal or Council to discuss matters of concern to either or both parties. Minutes of these meetings will be sent to the Association President and the Superintendent.

M. Labor Management Meetings

The Superintendent shall be available to meet once a month with the Association President or his/her designee and building representatives or their designee at the request of either party to discuss matters of concern to either or both parties.

ARTICLE XIII – SALARY AND FRINGE BENEFITS

A. Salary Provisions

1. The BA-0 base salary shall be increased four (4) percent each year with a new index:

2025-2026 School Year – $43,914

2026-2027 School Year – $45,671

2027-2028 School Year – $47,498

2. The salary index shall be as indicated in Appendix C. During FY20 (2019-2020) the step freezes were restored to those who were employed during the FY13 (2012-2013) step freeze. Effected employees were placed on the step equaling their years of service. There was no back payment.

3. See Appendix D for the Salary Schedule.

4. Direct deposit of pay shall be mandatory for all members of the bargaining unit at the bank of the member's choice.

5. All pay stubs will be sent electronically to the bargaining unit member's school e-mail account.

6. Beginning with the 2021-2022 school year, steps 29 and 30 were added to the salary schedule.

7. Beginning with the 2022-2023 school year, steps 31 and 32 were added to the salary schedule. Due to the additional steps being added, employees moved to the corresponding step, with the possibility of moving more than one step for the September 2022 step movement only. Any teacher who is eligible for Step 32 was put on that step.

B. Mileage

Upon prior approval of the Administration and/or Board, employees shall be reimbursed at the Board approved mileage rate for travel.

C. Experience Credit

Effective July 1, 2012, the Board may grant earned/actual experience credit at ten (10) years.

D. Supplemental Contracts

1. Extra duty assignments will be covered by supplemental contracts. Those extra duty assignments covered by supplemental contracts will be paid in accordance with the supplemental contract salary schedule in **Appendix E** for the duration of this Agreement. All supplemental contracts will be treated as limited contracts and limited to one (1) year. If the Superintendent intends to recommend the same bargaining unit individual for re-employment for the same duty, the position need not be posted. However, if the employee does not wish a renewal of this contract, they shall notify the Board by April 1.

2. No supplemental contract shall be required or contingent upon any teaching assignment or teaching contract.

3. Before the Board implements a salary for a new supplemental position or for a supplemental position which is a combination of former positions, it will negotiate in good faith with the Association with respect to the salary for the position.

4. Supplemental contracts will be paid in a lump sum following the completion of the duty and yearly contracts will be paid in regular pay.

   Beginning with fiscal year 2021 (July 1, 2020), the following will be effective for coaching supplementals:

   a. If any extracurricular activities/sports are canceled or modified during the school year as a result of unanticipated events that cause the Board to cancel or reduce the length of the activity season, including but not limited to, an act of God, pandemic, natural disaster, quarantine restriction, declared state of emergency, state or federal law or order, or if the season is shortened or postponed by directive of the Ohio High School Athletic Association (OHSAA), then any affected supplemental will be paid a prorated amount based on the percentage of the season or supplemental work completed at the time of cancelation.

   b. Before making the final determination of pay, the Superintendent will consult with staff supervisors and the Athletic Director, as necessary, to verify that duties were performed as reported. Payment will be made in accordance with the outlined items agreed to herein, Board-adopted procedures and any applicable language in the Agreement.
      i. Preseason, up to the first game – receive 1/3rd (one-third) of the total salary.
      ii. Season started – receive 1/3rd (one-third) of the total salary.
      iii. Post season duties completed - receive 1/3rd (one-third) of the total salary.
      iv. All three portions should be completed in order to receive the full amount.

Beginning with fiscal year 2021 (July 1, 2020), the following will be effective for supplementals other than year long supplementals or sports supplementals:

   a. If any band or drama activities are canceled or modified during the school year as a result of unanticipated events that cause the Board to cancel or reduce the length of the activity season, including but not limited to, an act of God, pandemic, natural disaster, quarantine restriction, declared state of emergency, or state or federal law or order, then any affected supplemental will be paid a prorated amount based on the percentage of the season or supplemental work completed at the time of cancelation.

b. Before making the final determination of pay, the Superintendent will consult with staff supervisors, as necessary, to verify that duties were performed as reported. Payment will be made in accordance with the outlined items agreed to herein, Board-adopted procedures and any applicable language in the Agreement.
   i. Preseason – receive 1/3rd (one-third) of the total salary.
   ii. Practices started – receive 1/3rd (one-third) of the total salary.
   iii. Post season duties completed - receive 1/3rd (one-third) of the total salary.
   iv. All three portions should be completed in order to receive the full amount.

c. For those activities that are currently paid hourly up to a maximum of hours (example: solo/ensemble and science/art fair), if the season/activity cannot be completed in full, the hours will be paid based on the hours completed, rather than on the maximum pay currently listed.

5. All supplemental positions could be singular (one person) or "co" (two or more people) by mutual agreement of all parties (coaches or advisors and administration). If "co" the percentage of compensation for each coach/advisor (of the listed compensation in the collective bargaining agreement) will be determined by mutual agreement of the coaches or advisors.

6. Those teachers who have been under supplemental contracts while employed in another district and are awarded a supplemental contract for the equivalent or lesser position in the same sport (i.e., head baseball coach = head baseball coach or head baseball coach = assistant baseball coach) in the Waynesfield-Goshen Local School District shall be credited with the number of years of prior experience in the other school district on the supplemental salary schedule. Whether a supplemental position is equivalent or lesser to a supplemental position held in a previous school district shall be decided by the Superintendent, whose decision shall be final. This provision shall only apply to those teachers who are new to the District and employed by the Board under regular contracts after July 1, 1993. This provision shall not apply to those teachers who were employed by the Board prior to July 1, 1993.

7. Any coach who takes on coaching duties outside their regular coaching duties in the same season and sport in which a coaching position has gone unfilled, that coach will be paid for their contracted position plus 75 percent of the unfilled position.

8. Hourly Rate for Service on a Leadership Team
All staff serving on the Building Leadership Team (BLT) or District Leadership Team (DLT) will be paid eighteen (18) dollars per hour for meetings outside of the school day. All Leadership Team members will sign-in on a single time sheet that will be processed and paid in the next payroll period.

E. Severance Pay
The Board will pay severance pay on the following basis:

1. The employee must become eligible for retirement, file all retirement papers, be accepted for retirement by the appropriate employee retirement system.

2. Any employee hired after the 2024-2025 school year must have served five (5) years with the Waynesfield-Goshen School District before becoming eligible for severance pay.

3. The number of days allowed for severance pay shall not exceed fifty-five (55) days.

4. Any employee not having the maximum accrued sick leave for computation purposes will have severance pay based upon twenty-five percent (25%) of unused sick leave up to the maximum amount prescribed in Item "2" above.

5. The per diem rate will be the employee's annual salary divided by the number of workdays in that employee's work calendar.

6. Severance pay will be paid only once to an employee. Upon accepting severance pay, the employee cancels all remaining unused sick leave.

F. STRS Tax Deferred Pick-up

1. The Treasurer of the District shall contribute to the State Teacher's Retirement System (STRS), in addition to the Board's required employer contribution in lieu of payment to such employee. The amount contributed by the Board on behalf of the employee shall be treated as a mandatory salary reduction from the contract salary otherwise payable to such certified employees.

2. The total annual salary for each employee shall be the salary otherwise payable under his/her contract. The total annual salary shall be payable by the Board in two (2) parts: (1) deferred salary and (2) cash salary. An employee's deferred salary shall be equal to that percentage of said employee's total annual salary which is required by STRS to be paid as an employee contribution by said employee as a "pick-up" of the STRS employee contribution otherwise payable by the employee. An employee's cash salary shall be equal to said employee's total annual salary less the amount of the "pick-up" for said employee and shall be payable, subject to applicable payroll deductions, to said employee.

3. The Board's total combined expenditures for an employee's total annual salaries otherwise payable under his/her contract (including "pick-up" amounts) and its employer contributions to STRS shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

4. The Board shall compute and remit its employer contribution to STRS based upon the total annual salary, including the "pick-up". The Board shall report for Federal and Ohio income tax purposes as an employee's gross income said employee's total annual salary less the amount of the "pick-up". The Board shall report for municipal income tax purposes as an employee's gross income said employee's total salary, including the amount of the withholding based upon gross income as reported to the respective tax authorities.

5. The "pick-up" shall be included in the employee's total annual salary for the purpose of computing daily rate of pay, for determining salary adjustments to be made due to absence, or for any other similar purpose.

6. The "pick-up" shall be a uniform percent for all certified employees, and it shall apply to all payroll payments made after the effective date of this provision and shall not be at the individual employee's option.

7. This provision shall be effective and the "pick-up" shall apply to all payroll payments commencing with the 1985-86 school year.

8. The current taxation or deferred taxation of the "pick-up" is determined solely by the Internal Revenue Service (IRS) and compliance with this section does not guarantee that the tax on the "pick-up" will be deferred. If the IRS or other governmental entity declares the "pick-up" not to be tax deferred, this section shall be null and void and the STRS contribution procedure in place prior to the effective date of this provision shall be in effect.

9. Should the Board's payment of deferred salary cause an individual bargaining unit member's annuity contributions to exceed the IRS permissible level, any such individual shall have the right to adjust annuity deductions within thirty (30) days of the adoption of this Agreement by the Board.

G. College Credit Plus/Dual Enrollment Classes

1. Teachers who are teaching dual enrollment courses shall be paid $35 per seated college enrolled student up to a maximum of $500 per class, per semester. The administration shall have discretion on assigning College Credit Plus (dual enrollment) courses. A co-teacher/proctor working with a college professor or instructor that is the teacher of record, shall receive 60% of above stated amount (specifically $21 per college enrolled student up to a maximum of $300 per class, per semester).

2. Compensation for the College Credit Plus (dual enrollment) course shall cease if the teacher of record is absent in excess of seven (7) classes per semester excluding professional leave days.

3. Compensation shall be paid by the second pay of the month following the completion of the semester.

H. Insurances

1. Medical Insurance

The Board will pay ninety percent (90%) of the current HSA rates for family and single Plans. Bargaining unit members will pay ten percent (10%). Further, the Board will contribute $2,700 to an employee's HSA account for those on a family plan and $1,350 to an employee's HSA account for those on a single plan for the 2026, 2027, and 2028 calendar years. The full Board contribution for the calendar year will be deposited in January of each year (2026, 2027, and 2028). The new premium increase will take effect the first pay in December for the next calendar year. If a bargaining unit employee requests additional insurance coverage, he/she will be responsible for any additional costs.

For any employee that is enrolled in medical coverage at Waynesfield-Goshen LSD and is prohibited from receiving employer contributions to the employee's HSA due to rules relating to a public retirement system, the Board hereby approves paying the Board HSA contribution amount to a Health Reimbursement Arrangement (HRA) set up for the employee and funded by the Board contribution in January of each year that the Board would contribute to the employee's HSA, but cannot have their HSA legally funded by the Board due to the prohibition. Any fees for the HRA would be deducted from the Board contribution.

Employees will follow the MABT spousal requirement.

2. Life Insurance

All teachers shall receive life insurance coverage in the amount of thirty thousand dollars ($30,000) (double indemnity), one hundred percent (100%) Board paid.

3. Dental Insurance

The Board will provide a dental insurance plan and pay up to forty-five dollars ($45) of the cost of such coverage.

4. Vision Insurance

The Board will provide vision insurance for all teachers beginning with the calendar year 2019.

5. Plan Provider
The insurance plans offered by the Board of Education will be the plans that are offered by the Mercer-Auglaize Employee Benefit Trust.

I. Each teacher shall be reimbursed up to seventy-five dollars ($75) per school year for the purchase of classroom supplies upon submission of purchase receipts by the end of each school year. While reimbursement is available, teachers are encouraged to utilize the school credit card to avoid payment of sales tax, which will not be reimbursed.

J. To support our high school graduates, teachers are encouraged to attend and lead the procession at graduation in exchange for $50 (two hours at $25 an hour) or they will be excused for half (1/2) of the final teacher workday. This will be evaluated each school year based on the day of graduation and the needs for the teacher workday.

ARTICLE XIV – TEACHER EVALUATIONS

A. The Waynesfield-Goshen Local School District in collaboration with the WGEA will adopt the Standards Based Teacher Evaluation as set forth in state law and rule/regulation of the Ohio Department of Education, commonly known as OTES 2.0. Our evaluation system will align with the state framework, performance rubric, and collect evidence to support the teacher's rating. Teachers who are at the end of their contract will still follow their evaluation cycle rating if they are in a year in which their rating is carried over. This policy will supersede ORC 3319.111.

1. Teachers will be evaluated in accordance with the Ohio Revised Code. Teachers will have only one evaluation cycle per school year. Evaluations cannot occur the day before or after a holiday unless mutually agreed upon.

Accomplished on the teacher's most recent evaluation: Less frequent evaluations will follow the pattern listed below, provided the teacher submits a self-directed Professional Growth Plan to the evaluator, and the evaluator determines the teacher is making progress on that plan.

- Year One (following full evaluation cycle – rating carried forward)
  - Teacher directed professional growth plan
  - One focused observation
  - One conference to determine progress toward professional growth plan
- Year Two (following full evaluation cycle – rating carried forward)
  - Teacher directed professional growth plan
  - One focused observation
  - One conference to determine progress toward professional growth plan
- Following Year Two - return to full evaluation cycle
  - Teacher directed professional growth plan
  - One full observation – including holistic conference
  - One focused observation with post-conference to discuss growth towards professional growth plan.

Skilled on the teacher's most recent evaluation: Less frequent evaluations will follow the pattern listed below, provided the teacher and evaluator jointly develop a Professional Growth Plan for the teacher, and the evaluator determines the teacher is making progress on that plan.

- Year One (following full evaluation cycle – rating carried forward)
    - Collaborative professional growth plan with evaluator
    - One focused observation
    - One conference to determine progress toward professional growth plan

- Following Year One – return to full evaluation cycle
    - Collaborative professional growth plan with evaluator
    - One full observation – including holistic conference
    - One focused observation with post-conference to discuss growth towards professional growth plan.

Developing on the teacher's most recent evaluation: Teacher will develop a Professional Growth Plan that is guided by the assigned credentialed evaluator. The teacher will be evaluated on two formal observations and two conferences a year.

- Full evaluation cycle
    - Evaluator directed professional growth plan
    - One full observation – including holistic conference
    - One focused observation with post-conference to discuss growth towards professional growth plan

Ineffective on the teacher's most recent evaluation: Teacher will be placed on an Improvement Plan developed by the assigned credentialed evaluator. The teacher will be evaluated on two formal observations and two conferences a year.

- Full evaluation cycle
    - Evaluator directed professional growth plan
    - One full observation – including holistic conference
    - One focused observation with post-conference to discuss growth towards professional growth plan

Teachers new to the district with no rating: Teacher will develop a Professional Growth Plan that is guided by the assigned credentialed evaluator. The teacher will be evaluated on three formal observations and three conferences a year.

- Full evaluation cycle
    - Evaluator directed professional growth plan
    - One full observation – including holistic conference
    - Two focused observations with post-conference to discuss growth towards professional growth plan

Any teacher considered for non-renewal will be notified by their direct supervisor and shall receive three formal observations.

2. All evaluations will be conducted by a trained and approved evaluator employed by the WG Local Schools who is the teacher's direct supervisor. In the event the direct supervisor is unavailable, the evaluator will hold a principal's license, have experience as a school administrator, and will have been credentialed in OTES 2.0. Teachers who are accomplished can choose their evaluator. Teachers who are skilled can have input on who their evaluator is.

3. A teacher who was on leave for less than 50% time or has submitted a notice of retirement and the Board has acted prior to the first day of December, does not have to participate in an evaluation.

4. The teacher and evaluator will collaborate on what assessments constitute high quality student data (HQSD) with both providing input and both mutually agreeing on the assessments used. No more than two measures of HQSD can be used. If Value Added is one of the forms of HQSD, it must be used as one of the two measures.

5. Evaluators may conduct periodic walkthroughs which last no more than thirty (30) minutes. Any data gathered will be shared with the teacher within three (3) days of the walkthrough using the OTES 2.0 informal observation form and teachers will have an opportunity to provide a written comment on the form and request a conference.

B. The teacher performance evaluation rubric used will be the state adopted form found in the OTES 2.0 framework. Principals will provide the teachers with the rubric prior to the start of the school year.

C. School Counselors will follow the same criteria as above with the exception being evaluated using OSCES criteria.

D. Professional Growth and Improvement Plans shall contain no more than two (2) professional goal statements.

E. Timelines

1. All employees will be notified of their evaluator not later than the 15th work day of the school year.

2. The first formal observation will be mutually scheduled and last at least thirty (30) minutes. Future formal observations will be mutually agreed upon.

3. If there are two (2) observations in an evaluation cycle, there shall be one (1) observation each semester, unless mutually agreed upon in advance.

4. Evaluations must be completed by May 1st with the written results provided to the teacher by May 10th.

5. A teacher will be notified of non-renewal prior to the June 1 deadline.

6. The teacher will be given at least one post conference per evaluation cycle at the teacher's request with ten (10) days of the observation.

F. Evaluation Committee

An evaluation committee will meet at the request of either party to make recommendations to improve the evaluation process based on information reported to the committee by teachers and evaluators.

The committee will be comprised of one school board member, the superintendent, two principals, and four teachers appointed by the WGEA. The committee shall be advisory only.

ARTICLE XV – DEFINITIONS

A. "Association" means the Waynesfield-Goshen Education Association and its affiliated organizations (OEA/NEA/WOEA) which is the exclusive bargaining agent for the bargaining unit.

B. "Board" means the Board of Education of the School District of Waynesfield-Goshen that is a party to this Agreement.

C. "Days" mean calendar days except when otherwise indicated in this Agreement.

D. "District" means the employer known as the School District of Waynesfield-Goshen.

E. "Employee" means a person who is a member of the bargaining unit as defined in Article I of this Agreement.

F. "Employer" means the same as "District."

G. "Immediate Supervisor" means the supervisor to whom the employee (teacher) directly reports.

H. "NEA" means the National Education Association.

I. "WGEA" means the Waynesfield-Goshen Education Association.

J. "OEA" means the Ohio Education Association.

K. "Teacher" means the same as Employee, i.e., a member of the bargaining unit.

L. "WOEA" means the Western Ohio Education Association.

M. "Extended Contract" means the extended time worked before and after the regular contract year.

N. "Full-Time Employee" is a bargaining unit member that works a full workday exclusive of lunch.

O. "Part-Time Employee" is a bargaining unit member that works less than a full workday and the salary is paid on a pro ratio percentage (based upon the part-time employee's workday).

P. "Evaluator" – Evaluation of an employee shall be conducted by the employee's immediate supervisor or as designated by a Peer Assistance Review (PAR) program as negotiated. In the event an employee performs work under the supervision of more than one supervisor, one supervisor shall be designated as the evaluating supervisor. With the exception of a PAR program, the evaluator shall not be a bargaining unit member. The supervisor must be employed under a contract pursuant to O.R.C. §§ 3319.01 or 3319.02 and must hold at least one (1) certificate/license named under Division (E), (F), (H), (J), or (L) of O.R.C. §3319.22 or pursuant to O.R.C. §3319.111 (A).

ARTICLE XVI -- DUES DEDUCTION

A. The Board will continue payroll deductions of Education Association dues for the amount set by the Association in two installments per month in fifteen (15) pay deductions, starting with the first pay in October (the Treasurer must be notified two (2) weeks prior to this date).

B. The rights granted herein to the Association shall not be granted or extended to any competing organization.

C. The Association shall not be assessed any fees for the processing of payroll deductions of Association dues.

ARTICLE XVII -- CLASS SIZE

The Board agrees to maintain class size in accordance with the Minimum Standards of the Ohio Department of Education. The Board has the right to request waivers.

ARTICLE XVIII -- LONG TERM SUBSTITUTES

A. Any teacher who has worked as a long-term substitute and who is re-employed as a regular teacher by the Board shall have all contractual rights of regular teachers.

B. Long term substitutes shall have no expectation of continued employment beyond the length of service at the time of their employment, and said long term substitute contracts shall automatically expire at the conclusion of the contract without further action by the Board (i.e., nonrenewal is not required to extinguish the contract rights of long-term substitutes).

C. The provisions of this Agreement regarding evaluation and renewal of teacher contracts shall not apply to long-term substitutes.

D. Long-term substitutes shall not have displacement or recall rights under the reduction in force procedure in this Agreement and shall be excluded from same.

ARTICLE XIX – RESIDENT EDUCATOR PROGRAM

A. The WGEA and the Board agree to establish a Resident Educator program for entry-level teachers.

B. The WGEA and the Board agree to offer teachers new to the district a mentor for the first year.

C. A Resident Educator Teacher Mentor will be compensated for serving one or more new teachers in the Resident Educator program. The Board of Education will assign mentors aligned with the subject area and grade level as much as possible; and all assignments will be by mutual agreement. The Mentor will be paid $400 per year, per mentee.

ARTICLE XX — LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

The LPDC will be implemented through the Auglaize County Educational Service Center.

All certificated employees will work in conjunction with the Auglaize County Local Professional Development Committee to customize a professional growth plan/portfolio to fit their specific needs/goals and the needs/goals of the School District and specific assignment. Waynesfield-Goshen staff members serving on a local professional development committee will be compensated twenty-five ($25) dollars per meeting with a maximum of six (6) meetings per year.

Attendance at any mandatory LPDC meeting will not be counted against any of the member's other leaves.

ARTICLE XXI — CONTINUING EDUCATION ASSISTANCE

The Board will reimburse each teacher for classes that have prior approval by the Superintendent or Designee, for graduate or undergraduate courses directly relating to the teacher's certification or his/her Waynesfield-Goshen teaching assignment as follows: total cost per credit hour with a ceiling of $10,000 per year for the entire bargaining unit. Following completion of the course with a grade of B or better, the teacher will receive reimbursement by submitting a copy of the transcript and proof of payment to the District Treasurer by June 30 of the school year in which classes are taken. Payment will be made on the final pay period in September of the following school year. No payment will be made for classes covered by a grant. Only teachers currently employed by the District and on full pay status are eligible. If the employee leaves the District during the school year after the payment is made, the tuition reimbursement will need to be repaid to the District by the employee, unless an exception is granted by the Superintendent.

Horizontal movement on the teachers' salary schedule to another column will be approved in September and January. To qualify for approval in September, the employee must submit all necessary documentation (i.e., a transcript or diploma confirming the award of the new degree or a grade report for additional hours in the absence of a new degree) to the Superintendent by August 15; to qualify for approval in January, the employee must submit all necessary documentation to the Superintendent by December 15. If the required documentation is submitted by the due dates, the employee will move to the new column for compensation purposes effective with the first pay in September or the first pay in January, whichever is applicable.

To move from the Bachelors column to the Bachelors Plus 15 column, 15 credit hours must be earned after the Bachelor's degree is earned.

To move from the Masters column to the Masters Plus 15 column, 15 credit hours must be earned after the Master's degree is earned.

No hours before the degree was earned will be accepted in order for salary schedule movement.

ARTICLE XXII – EMPLOYMENT OF RETIRED TEACHERS

A. Where a teaching vacancy exists which the Board may fill by hiring a properly certified teacher who is not already employed by the Board, the Board may consider and employ Retirees for any such vacancy upon the recommendation of the Superintendent. For purposes of this Article, a Retiree is an individual who has attained service retirement status with the State Teachers Retirement System and is otherwise qualified by certification and background for public school teaching in Ohio.

B. A Retiree shall be paid at the five-year salary step level of the appropriate training column, regardless of years of service in any Ohio public or private school, and so long as employed by the Board shall not advance on the salary schedule based on additional years of service. This section shall expressly supersede Chapter 3317 of the Ohio Revised Code. A Retiree may be hired on a part-time basis, in which case salary shall be pro-rated based upon a full workday of seven hours, thirty minutes.

C. A Retiree shall receive a one-year limited teaching contract which shall expire automatically at the end of the stated term. No notice of non-renewal is required. Continuation of the employment of a Retiree through offering new one-year limited contracts which automatically expire shall be at the election of the Board and upon recommendation of the Superintendent. A Retiree is not eligible for a continuing teaching contract regardless of years of employment as a Retiree with the Board. The parties specifically waive all rights for such employees pursuant to O.R.C. §§3319.11 and 3319.111. Article VI of the Negotiated Agreement and O.R.C. §3313.53 are waived with respect to Retiree eligibility for supplemental contracts, which shall only be offered to a Retiree at the Superintendent's discretion.

D. A Retiree shall accumulate and may use sick leave in accordance with Article III of the Negotiated Agreement, but shall not be entitled to severance pay under Article XIII of the Negotiated Agreement or under law upon conclusion of employment as a Retiree.

E. A Retiree is entitled to participate in insurances provided to bargaining unit members under Article XIII of the Negotiated Agreement only by paying the full cost of such insurances.

F. A Retiree shall not accumulate seniority in the bargaining unit, and has no right of recall in the event of a reduction in force under Article VII of the Negotiated Agreement, or under O.R.C. §3319.17.

G. The Board and the Association expressly intend that this Article supersede any differing or inconsistent terms of the Negotiated Agreement or provisions of the Ohio Revised Code which pertain to teacher employment, including but not limited to terms, provisions and statutes pertaining to teacher salary and salary schedule advancement, contract status, duration of contract, procedural requirements for contract non-renewal, evaluation requirements related to teacher contract non-renewal, reduction in force, seniority and severance pay, and regardless of whether such terms or provisions are specifically cited herein.

ARTICLE XXIII – VICTORY LAP RETIREMENT INCENTIVE

Retirement Incentive Providing Up To One Additional Year of Employment:

1. Bargaining unit members must submit their application to the Superintendent for this incentive by March 1 of the current school year to be considered for employment under this provision for the next school year.

2. A bargaining unit member eligible to retire pursuant to this Article shall be a bargaining unit member who is eligible for retirement under STRS, files all retirement papers, and is accepted for retirement by STRS. The bargaining unit member also needs to have worked for the Waynesfield-Goshen LSD for at least 5 (five) years.

3. The Board will act to accept the bargaining unit member's application and resignation due to retirement. The employee's retirement cannot be effective prior to the end of the student year.

4. For each qualified bargaining unit member, who is eligible for the incentive, and subject to the conditions set forth in paragraph 7 below, said bargaining unit member shall be entitled to employment for two (2) additional semesters beyond the bargaining unit member's retirement date.

5. A bargaining unit member in the incentive program shall maintain all rights contained in the Master Contract, except for the exclusions contained in Article XXII, B, and shall receive compensation at the same rate and step of the negotiated salary schedule that is currently in effect during the year this incentive is utilized, as well as receiving any negotiated benefits package (to include insurance) for which the bargaining unit member is eligible.

6. The rehiring of a retiree to the same position the retiree held the previous school year shall be contingent on the completion of the requirements set forth in O.R.C. 3307.353.

7. The employment of the bargaining unit member in good standing shall end on June 30th without any further action by the Board. The parties intend the provisions of this Article to supersede the requirements of O.R.C. 3319.16, 3319.11 and 3319.111.

ARTICLE XXIV – ACADEMIC DISTRESS

Effective July 1, 2017, the parties hereby incorporate the provisions of O.R.C. §3302.10 into the Agreement.

ARTICLE XXV -- DURATION AND INTENT OF AGREEMENT

A. This Agreement constitutes the entire Agreement between the parties and it supersedes all prior and contemporaneous understandings (written or oral) not specifically incorporated herein. No change in a specific term of this Agreement shall be made during the life of this Agreement except by mutual agreement, and neither party shall have a duty to negotiate with respect to any matter during such period except as required by Chapter 4117 of the Ohio Revised Code.

B. The Board shall retain all rights, powers, duties and authority granted by law and shall adopt, rescind or modify such policies, rules, and regulations as it deems appropriate in accordance with those laws.

C. Any matters or subjects not herein covered have been satisfactorily adjusted, compromised or waived by the parties for the life of this Agreement.

D. This Agreement shall be in effect from July 1, 2025, through June 30, 2028.

ARTICLE XXVI -- SIGNATURES

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representatives, have executed this Agreement on this 11th day of June, 2025.

FOR THE BOARD:

President, Board of Education

Superintendent

Treasurer

FOR THE ASSOCIATION:

President, WGEA

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
TEACHER GRIEVANCE FORM

Grievant's Name: _____

Grievant's Building Assignment: _____

Date Grievance Occurred: _____

Date of Formal Filing: _____

Level Grievance Initiated: _____

Statement of Grievance:

Remedy Sought:

Signature of Grievant: _____

Date of Signature: _____

A copy of the decision at each level of the grievance procedure must be sent to the Association President at the same time the decision is sent to the grievant.

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
TRANSFER REQUEST FORM

Name _____ Date _____

Present Position

Request Transfer to _____

My areas of certification are _____

I have _____ years of experience at Waynesfield-Goshen Schools.

_____
Signature

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
CERTIFIED EMPLOYEE SALARY INDEX (FY26 AND AFTER)

According to Article XIII – Salary and Fringe Benefits – Section A(2), the salary index shall be as indicated in Appendix C.

Experience Step	Bachelors	BA + 15 (Sem. Hrs.)	Masters	Masters + 15 (Sem. Hrs.)
0	1.000	1.038	1.095	1.133
1	1.038	1.081	1.143	1.181
2	1.076	1.124	1.191	1.229
3	1.114	1.167	1.239	1.277
4	1.152	1.210	1.287	1.325
5	1.190	1.253	1.335	1.373
6	1.228	1.296	1.383	1.421
7	1.266	1.339	1.431	1.469
8	1.304	1.382	1.479	1.517
9	1.342	1.425	1.527	1.565
10	1.380	1.468	1.575	1.613
11	1.418	1.511	1.623	1.661
12	1.456	1.554	1.671	1.709
13	1.494	1.597	1.719	1.757
14	1.494	1.597	1.719	1.757
15	1.532	1.640	1.767	1.805
16	1.532	1.640	1.767	1.805
17	1.570	1.683	1.815	1.853
18	1.570	1.683	1.815	1.853
19	1.608	1.726	1.863	1.901
20	1.608	1.726	1.863	1.901
21	1.646	1.769	1.911	1.949
22	1.646	1.769	1.911	1.949
23	1.676	1.804	1.951	1.989
24	1.676	1.804	1.951	1.989
25	1.706	1.839	1.991	2.029
26	1.706	1.839	1.991	2.029
27	1.736	1.874	2.031	2.069
28	1.736	1.874	2.031	2.069
29	1.736	1.874	2.031	2.069
30	1.736	1.874	2.031	2.069
31	1.736	1.874	2.031	2.069
32	1.736	1.874	2.031	2.069

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
2025-2026 CERTIFICATED EMPLOYEE SALARY SCHEDULE

Years Experience/ Step	120 Credits Bachelor Index	Bachelor Salary	(15 Sem. Hrs.) Bachelor Plus 15	Bachelor Plus 15 Salary	Masters Index	Masters	(15 Sem. Hrs.) Masters Plus 15	Masters Plus 15 Salary
0	1.000	$43,914	1.038	$45,583	1.095	$48,086	1.133	$49,755
1	1.038	$45,583	1.081	$47,471	1.143	$50,194	1.181	$51,862
2	1.076	$47,251	1.124	$49,359	1.191	$52,302	1.229	$53,970
3	1.114	$48,920	1.167	$51,248	1.239	$54,409	1.277	$56,078
4	1.152	$50,589	1.210	$53,136	1.287	$56,517	1.325	$58,186
5	1.190	$52,258	1.253	$55,024	1.335	$58,625	1.373	$60,294
6	1.228	$53,926	1.296	$56,913	1.383	$60,733	1.421	$62,402
7	1.266	$55,595	1.339	$58,801	1.431	$62,841	1.469	$64,510
8	1.304	$57,264	1.382	$60,689	1.479	$64,949	1.517	$66,618
9	1.342	$58,933	1.425	$62,577	1.527	$67,057	1.565	$68,725
10	1.380	$60,601	1.468	$64,466	1.575	$69,165	1.613	$70,833
11	1.418	$62,270	1.511	$66,354	1.623	$71,272	1.661	$72,941
12	1.456	$63,939	1.554	$68,242	1.671	$73,380	1.709	$75,049
13	1.494	$65,608	1.597	$70,131	1.719	$75,488	1.757	$77,157
14	1.494	$65,608	1.597	$70,131	1.719	$75,488	1.757	$77,157
15	1.532	$67,276	1.640	$72,019	1.767	$77,596	1.805	$79,265
16	1.532	$67,276	1.640	$72,019	1.767	$77,596	1.805	$79,265
17	1.570	$68,945	1.683	$73,907	1.815	$79,704	1.853	$81,373
18	1.570	$68,945	1.683	$73,907	1.815	$79,704	1.853	$81,373
19	1.608	$70,614	1.726	$75,796	1.863	$81,812	1.901	$83,481
20	1.608	$70,614	1.726	$75,796	1.863	$81,812	1.901	$83,481
21	1.646	$72,282	1.769	$77,684	1.911	$83,920	1.949	$85,588
22	1.646	$72,282	1.769	$77,684	1.911	$83,920	1.949	$85,588
23	1.676	$73,600	1.804	$79,221	1.951	$85,676	1.989	$87,345
24	1.676	$73,600	1.804	$79,221	1.951	$85,676	1.989	$87,345
25	1.706	$74,917	1.839	$80,758	1.991	$87,433	2.029	$89,102
26	1.706	$74,917	1.839	$80,758	1.991	$87,433	2.029	$89,102
27	1.736	$76,235	1.874	$82,295	2.031	$89,189	2.069	$90,858
28	1.736	$76,235	1.874	$82,295	2.031	$89,189	2.069	$90,858
29	1.736	$76,235	1.874	$82,295	2.031	$89,189	2.069	$90,858
30	1.736	$76,235	1.874	$82,295	2.031	$89,189	2.069	$90,858
31	1.736	$76,235	1.874	$82,295	2.031	$89,189	2.069	$90,858
32	1.736	$76,235	1.874	$82,295	2.031	$89,189	2.069	$90,858

Appendix D-2

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
2026-2027 CERTIFICATED EMPLOYEE SALARY SCHEDULE

Years Experience/ Steps	120 Credits Bachelor Index	Bachelor Salary	(15 Sem. Hrs.) Bachelor Plus 15	Bachelor Plus 15 Salary	Masters Index	Masters	(15 Sem. Hrs.) Masters Plus 15	Masters Plus Salary
0	1.000	$45,671	1.038	$47,406	1.095	$50,010	1.133	$51,745
1	1.038	$47,406	1.081	$49,370	1.143	$52,202	1.181	$53,937
2	1.076	$49,142	1.124	$51,334	1.191	$54,394	1.229	$56,130
3	1.114	$50,877	1.167	$53,298	1.239	$56,586	1.277	$58,322
4	1.152	$52,613	1.210	$55,262	1.287	$58,779	1.325	$60,514
5	1.190	$54,348	1.253	$57,226	1.335	$60,971	1.373	$62,706
6	1.228	$56,084	1.296	$59,190	1.383	$63,163	1.421	$64,898
7	1.266	$57,819	1.339	$61,153	1.431	$65,355	1.469	$67,091
8	1.304	$59,555	1.382	$63,117	1.479	$67,547	1.517	$69,283
9	1.342	$61,290	1.425	$65,081	1.527	$69,740	1.565	$71,475
10	1.380	$63,026	1.468	$67,045	1.575	$71,932	1.613	$73,667
11	1.418	$64,761	1.511	$69,009	1.623	$74,124	1.661	$75,860
12	1.456	$66,497	1.554	$70,973	1.671	$76,316	1.709	$78,052
13	1.494	$68,232	1.597	$72,937	1.719	$78,508	1.757	$80,244
14	1.494	$68,232	1.597	$72,937	1.719	$78,508	1.757	$80,244
15	1.532	$69,968	1.640	$74,900	1.767	$80,701	1.805	$82,436
16	1.532	$69,968	1.640	$74,900	1.767	$80,701	1.805	$82,436
17	1.570	$71,703	1.683	$76,864	1.815	$82,893	1.853	$84,628
18	1.570	$71,703	1.683	$76,864	1.815	$82,893	1.853	$84,628
19	1.608	$73,439	1.726	$78,828	1.863	$85,085	1.901	$86,821
20	1.608	$73,439	1.726	$78,828	1.863	$85,085	1.901	$86,821
21	1.646	$75,174	1.769	$80,792	1.911	$87,277	1.949	$89,013
22	1.646	$75,174	1.769	$80,792	1.911	$87,277	1.949	$89,013
23	1.676	$76,545	1.804	$82,390	1.951	$89,104	1.989	$90,840
24	1.676	$76,545	1.804	$82,390	1.951	$89,104	1.989	$90,840
25	1.706	$77,915	1.839	$83,989	1.991	$90,931	2.029	$92,666
26	1.706	$77,915	1.839	$83,989	1.991	$90,931	2.029	$92,666
27	1.736	$79,285	1.874	$85,587	2.031	$92,758	2.069	$94,493
28	1.736	$79,285	1.874	$85,587	2.031	$92,758	2.069	$94,493
29	1.736	$79,285	1.874	$85,587	2.031	$92,758	2.069	$94,493
30	1.736	$79,285	1.874	$85,587	2.031	$92,758	2.069	$94,493
31	1.736	$79,285	1.874	$85,587	2.031	$92,758	2.069	$94,493
32	1.736	$79,285	1.874	$85,587	2.031	$92,758	2.069	$94,493

Appendix D-3

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
2027-2028 CERTIFICATED EMPLOYEE SALARY SCHEDULE

Years Experience/ Steps	120 Credits Bachelor Index	Bachelor Salary	(15 Sem. Hrs.) Bachelor Plus 15	Bachelor Plus 15 Salary	Masters Index	Masters	(15 Sem. Hrs.) Masters Plus 15	Masters Plus Salary
0	1.000	$47,498	1.038	$49,303	1.095	$52,010	1.133	$53,815
1	1.038	$49,303	1.081	$51,345	1.143	$54,290	1.181	$56,095
2	1.076	$51,108	1.124	$53,388	1.191	$56,570	1.229	$58,375
3	1.114	$52,913	1.167	$55,430	1.239	$58,850	1.277	$60,655
4	1.152	$54,718	1.210	$57,473	1.287	$61,130	1.325	$62,935
5	1.190	$56,523	1.253	$59,515	1.335	$63,410	1.373	$65,215
6	1.228	$58,328	1.296	$61,557	1.383	$65,690	1.421	$67,495
7	1.266	$60,132	1.339	$63,600	1.431	$67,970	1.469	$69,775
8	1.304	$61,937	1.382	$65,642	1.479	$70,250	1.517	$72,054
9	1.342	$63,742	1.425	$67,685	1.527	$72,529	1.565	$74,334
10	1.380	$65,547	1.468	$69,727	1.575	$74,809	1.613	$76,614
11	1.418	$67,352	1.511	$71,769	1.623	$77,089	1.661	$78,894
12	1.456	$69,157	1.554	$73,812	1.671	$79,369	1.709	$81,174
13	1.494	$70,962	1.597	$75,854	1.719	$81,649	1.757	$83,454
14	1.494	$70,962	1.597	$75,854	1.719	$81,649	1.757	$83,454
15	1.532	$72,767	1.640	$77,897	1.767	$83,929	1.805	$85,734
16	1.532	$72,767	1.640	$77,897	1.767	$83,929	1.805	$85,734
17	1.570	$74,572	1.683	$79,939	1.815	$86,209	1.853	$88,014
18	1.570	$74,572	1.683	$79,939	1.815	$86,209	1.853	$88,014
19	1.608	$76,377	1.726	$81,982	1.863	$88,489	1.901	$90,294
20	1.608	$76,377	1.726	$81,982	1.863	$88,489	1.901	$90,294
21	1.646	$78,182	1.769	$84,024	1.911	$90,769	1.949	$92,574
22	1.646	$78,182	1.769	$84,024	1.911	$90,769	1.949	$92,574
23	1.676	$79,607	1.804	$85,686	1.951	$92,669	1.989	$94,474
24	1.676	$79,607	1.804	$85,686	1.951	$92,669	1.989	$94,474
25	1.706	$81,032	1.839	$87,349	1.991	$94,569	2.029	$96,373
26	1.706	$81,032	1.839	$87,349	1.991	$94,569	2.029	$96,373
27	1.736	$82,457	1.874	$89,011	2.031	$96,468	2.069	$98,273
28	1.736	$82,457	1.874	$89,011	2.031	$96,468	2.069	$98,273
29	1.736	$82,457	1.874	$89,011	2.031	$96,468	2.069	$98,273
30	1.736	$82,457	1.874	$89,011	2.031	$96,468	2.069	$98,273
31	1.736	$82,457	1.874	$89,011	2.031	$96,468	2.069	$98,273
32	1.736	$82,457	1.874	$89,011	2.031	$96,468	2.069	$98,273

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

Percentage of Base Salary at $43,914 for 2025-2026

Position	0 - 2 Years Experience	Amount	3+ Years Experience	Amount
FALL				
Weightlifting (August 15 - November 15)	2.00%	$878.28	2.50%	$1,097.85
Cross Country	5.00%	$2,195.70	5.50%	$2,415.27
Jr. High Cross Country	3.00%	$1,317.42	3.50%	$1,536.99
Golf - Boys	5.00%	$2,195.70	5.50%	$2,415.27
Golf - Girls	5.00%	$2,195.70	5.50%	$2,415.27
Golf - Assistant (contingent upon student numbers/games)	3.00%	$1,317.42	3.50%	$1,536.99
Head Football	16.00%	$7,026.24	16.50%	$7,245.81
Assistant Football (3)	7.50%	$3,293.55	8.00%	$3,513.12
Head Jr. High Football	7.50%	$3,293.55	8.00%	$3,513.12
Assistant Jr. High Football	6.00%	$2,634.84	6.50%	$2,854.41
Head Volleyball	16.00%	$7,026.24	16.50%	$7,245.81
JV Assistant Volleyball	9.00%	$3,952.26	9.50%	$4,171.83
Freshman Volleyball (contingent upon student numbers/games)	5.00%	$2,195.70	5.50%	$2,415.27
8th Grade Volleyball	7.00%	$3,073.98	7.50%	$3,293.55
7th Grade Volleyball	7.00%	$3,073.98	7.50%	$3,293.55
HS Football Cheerleading	4.50%	$1,976.13	5.00%	$2,195.70
JH Football Cheerleading	3.00%	$1,317.42	3.50%	$1,536.99
WINTER				
Weightlifting (November 16 - February 15)	2.00%	$878.28	2.50%	$1,097.85
Boys Head Basketball	16.00%	$7,026.24	16.50%	$7,245.81
Boys JV Basketball	9.00%	$3,952.26	9.50%	$4,171.83
Boys Assistant Basketball	7.00%	$3,073.98	7.50%	$3,293.55
Freshman Boys Basketball (contingent upon student numbers/games)	5.00%	$2,195.70	5.50%	$2,415.27
8th Grade Boys Basketball	7.00%	$3,073.98	7.50%	$3,293.55
7th Grade Boys Basketball	7.00%	$3,073.98	7.50%	$3,293.55
Girls Head Basketball	16.00%	$7,026.24	16.50%	$7,245.81
Girls JV Basketball	9.00%	$3,952.26	9.50%	$4,171.83
Girls Assistant Basketball	7.00%	$3,073.98	7.50%	$3,293.55
Freshman Girls Basketball (contingent upon student numbers/games)	5.00%	$2,195.70	5.50%	$2,415.27
8th Grade Girls Basketball	7.00%	$3,073.98	7.50%	$3,293.55
7th Grade Girls Basketball	7.00%	$3,073.98	7.50%	$3,293.55
HS Basketball Cheerleading	5.00%	$2,195.70	5.50%	$2,415.27
HS Indoor Track Co-Head Coaches **OR**	5.50%	$2,415.27	6.00%	$2,634.84
HS Indoor Track Head Coach	6.50%	$2,854.41	7.00%	$3,073.98
HS Indoor Track Assistant Coach	4.50%	$1,976.13	5.00%	$2,195.70

Appendix E-1

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

Percentage of Base Salary at $43,914 for 2025-2026

Position	0 - 2 Years Experience	Amount	3+ Years Experience	Amount
SPRING				
Weightlifting (February 16 - May 15)	2.00%	$878.28	2.50%	$1,097.85
Head Baseball	12.00%	$5,269.68	12.50%	$5,489.25
Assistant Baseball	6.50%	$2,854.41	7.00%	$3,073.98
7th and 8th grade Head Baseball	6.50%	$2,854.41	7.00%	$3,073.98
7th and 8th grade Assistant Baseball	5.50%	$2,415.27	6.00%	$2,634.84
Head Softball	12.00%	$5,269.68	12.50%	$5,489.25
Assistant Softball	6.50%	$2,854.41	7.00%	$3,073.98
7th and 8th grade Head Softball	6.50%	$2,854.41	7.00%	$3,073.98
7th and 8th grade Assistant Softball	5.50%	$2,415.27	6.00%	$2,634.84
HS Head Track (boys and girls combined)	16.00%	$7,026.24	16.50%	$7,245.81
Assistant Track (3)	6.50%	$2,854.41	7.00%	$3,073.98
Jr. High Track (boys and girls combined)	6.50%	$2,854.41	7.00%	$3,073.98
Assistant Jr. High Track	5.50%	$2,415.27	6.00%	$2,634.84
Bowling	5.00%	$2,195.70	5.50%	$2,415.27
OTHER SUPPLEMENTALS				
Weightlifting (May 16 - August 14)	2.00%	$878.28	2.50%	$1,097.85
Yearbook Advisor	7.00%	$3,073.98	7.50%	$3,293.55
Senior Class Advisor	2.50%	$1,097.85	3.00%	$1,317.42
Junior Class Advisor	5.00%	$2,195.70	5.50%	$2,415.27
Sophomore Class Advisor	1.50%	$658.71	2.00%	$878.28
Freshman Class Advisor	1.50%	$658.71	2.00%	$878.28
Pep Band	3.00%	$1,317.42	3.50%	$1,536.99
Marching Band	9.00%	$3,952.26	9.50%	$4,171.83
Assistant Marching Band	4.00%	$1,756.56	4.50%	$1,976.13
Summer Band	3.00%	$1,317.42	3.50%	$1,536.99
Marching Band Specialist	3.00%	$1,317.42	3.50%	$1,536.99
HS Drama Director	5.50%	$2,415.27	6.00%	$2,634.84
HS Musical Director	5.50%	$2,415.27	6.00%	$2,634.84
MS Drama/Musical Director	2.00%	$878.28	2.50%	$1,097.85
MS Quiz Bowl	2.00%	$878.28	2.50%	$1,097.85
Solo/Ensemble-Instrumental	$15 per hour	20 hour max	$15 per hour	20 hour max
Solo/Ensemble-Vocal	$15 per hour	20 hour max	$15 per hour	20 hour max
Student Council	4.00%	$1,756.56	4.50%	$1,976.13
Science/Art Fair	$15 per hour	5 hour max per event	$15 per hour	5 hour max per event
National Honor Society	3.00%	$1,317.42	3.50%	$1,536.99
JH National Honor Society	2.00%	$878.28	2.50%	$1,097.85
Wellness Coordinator	4.00%	$1,756.56	4.50%	$1,976.13
Student Support	$40 per hour	hours as assigned	$40 per hour	hours as assigned
DLT and BLT	$18 per hour	meetings attended	$18 per hour	meetings attended
SLO Committee	$18 per hour	meetings attended	$18 per hour	meetings attended
Evaluation Committee	$18 per hour	meetings attended	$18 per hour	meetings attended

Teacher representatives on SLO Committee, Evaluation Committee, DLT or BLT may receive payment as provided on the Supplemental Salary Schedule or CEUs.

Appendix E-2

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

Percentage of Base Salary at: $45,671 for 2026-2027

Position	0 - 2 Years Experience	Amount	3+ Years Experience	Amount
FALL				
Weightlifting (August 15 - November 15)	2.00%	$913.42	2.50%	$1,141.78
Cross Country	5.00%	$2,283.55	5.50%	$2,511.91
Jr. High Cross Country	3.00%	$1,370.13	3.50%	$1,598.49
Golf - Boys	5.00%	$2,283.55	5.50%	$2,511.91
Golf - Girls	5.00%	$2,283.55	5.50%	$2,511.91
Golf - Assistant (contingent upon student numbers/games)	3.00%	$1,370.13	3.50%	$1,598.49
Head Football	16.00%	$7,307.36	16.50%	$7,535.72
Assistant Football (3)	7.50%	$3,425.33	8.00%	$3,653.68
Head Jr. High Football	7.50%	$3,425.33	8.00%	$3,653.68
Assistant Jr. High Football	6.00%	$2,740.26	6.50%	$2,968.62
Head Volleyball	16.00%	$7,307.36	16.50%	$7,535.72
JV Assistant Volleyball	9.00%	$4,110.39	9.50%	$4,338.75
Freshman Volleyball (contingent upon student numbers/games)	5.00%	$2,283.55	5.50%	$2,511.91
8th Grade Volleyball	7.00%	$3,196.97	7.50%	$3,425.33
7th Grade Volleyball	7.00%	$3,196.97	7.50%	$3,425.33
HS Football Cheerleading	4.50%	$2,055.20	5.00%	$2,283.55
JH Football Cheerleading	3.00%	$1,370.13	3.50%	$1,598.49
WINTER				
Weightlifting (November 16 - February 15)	2.00%	$913.42	2.50%	$1,141.78
Boys Head Basketball	16.00%	$7,307.36	16.50%	$7,535.72
Boys JV Basketball	9.00%	$4,110.39	9.50%	$4,338.75
Boys Assistant Basketball	7.00%	$3,196.97	7.50%	$3,425.33
Freshman Boys Basketball (contingent upon student numbers/games)	5.00%	$2,283.55	5.50%	$2,511.91
8th Grade Boys Basketball	7.00%	$3,196.97	7.50%	$3,425.33
7th Grade Boys Basketball	7.00%	$3,196.97	7.50%	$3,425.33
Girls Head Basketball	16.00%	$7,307.36	16.50%	$7,535.72
Girls JV Basketball	9.00%	$4,110.39	9.50%	$4,338.75
Girls Assistant Basketball	7.00%	$3,196.97	7.50%	$3,425.33
Freshman Girls Basketball (contingent upon student numbers/games)	5.00%	$2,283.55	5.50%	$2,511.91
8th Grade Girls Basketball	7.00%	$3,196.97	7.50%	$3,425.33
7th Grade Girls Basketball	7.00%	$3,196.97	7.50%	$3,425.33
HS Basketball Cheerleading	5.00%	$2,283.55	5.50%	$2,511.91
JH Basketball Cheerleading	3.50%	$1,598.49	4.00%	$1,826.84
HS Indoor Track Co-Head Coaches **OR**	5.50%	$2,511.91	6.00%	$2,740.26
HS Indoor Track Head Coach	6.50%	$2,968.62	7.00%	$3,196.97
HS Indoor Track Assistant Coach	4.50%	$2,055.20	5.00%	$2,283.55

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

Percentage of Base Salary at: $45,671 for 2026-2027

Position	0 - 2 Years Experience	Amount	3+ Years Experience	Amount
SPRING				
Weightlifting (February 16 - May 15)	2.00%	$913.42	2.50%	$1,141.78
Head Baseball	12.00%	$5,480.52	12.50%	$5,708.88
Assistant Baseball	6.50%	$2,968.62	7.00%	$3,196.97
7th and 8th grade Head Baseball	6.50%	$2,968.62	7.00%	$3,196.97
7th and 8th grade Assistant Baseball	5.50%	$2,511.91	6.00%	$2,740.26
Head Softball	12.00%	$5,480.52	12.50%	$5,708.88
Assistant Softball	6.50%	$2,968.62	7.00%	$3,196.97
7th and 8th grade Head Softball	6.50%	$2,968.62	7.00%	$3,196.97
7th and 8th grade Assistant Softball	5.50%	$2,511.91	6.00%	$2,740.26
HS Head Track (boys and girls combined)	16.00%	$7,307.36	16.50%	$7,535.72
Assistant Track (3)	6.50%	$2,968.62	7.00%	$3,196.97
Jr. High Track (boys and girls combined)	6.50%	$2,968.62	7.00%	$3,196.97
Assistant Jr. High Track	5.50%	$2,511.91	6.00%	$2,740.26
Bowling	5.00%	$2,283.55	5.50%	$2,511.91
OTHER SUPPLEMENTALS				
Weightlifting (May 16 - August 14)	2.00%	$913.42	2.50%	$1,141.78
Yearbook Advisor	7.00%	$3,196.97	7.50%	$3,425.33
Senior Class Advisor	2.50%	$1,141.78	3.00%	$1,370.13
Junior Class Advisor	5.00%	$2,283.55	5.50%	$2,511.91
Sophomore Class Advisor	1.50%	$685.07	2.00%	$913.42
Freshman Class Advisor	1.50%	$685.07	2.00%	$913.42
Pep Band	3.00%	$1,370.13	3.50%	$1,598.49
Marching Band	9.00%	$4,110.39	9.50%	$4,338.75
Assistant Marching Band	4.00%	$1,826.84	4.50%	$2,055.20
Summer Band	3.00%	$1,370.13	3.50%	$1,598.49
Marching Band Specialist	3.00%	$1,370.13	3.50%	$1,598.49
HS Drama Director	5.50%	$2,511.91	6.00%	$2,740.26
HS Musical Director	5.50%	$2,511.91	6.00%	$2,740.26
MS Drama/Musical Director	2.00%	$913.42	2.50%	$1,141.78
MS Quiz Bowl	2.00%	$913.42	2.50%	$1,141.78
Solo/Ensemble-Instrumental	$15 per hour	20 hour max	$15 per hour	20 hour max
Solo/Ensemble-Vocal	$15 per hour	20 hour max	$15 per hour	20 hour max
Student Council	4.00%	$1,826.84	4.50%	$2,055.20
Science/Art Fair	$15 per hour	5 hour max per event	$15 per hour	5 hour max per event
National Honor Society	3.00%	$1,370.13	3.50%	$1,598.49
JH National Honor Society	2.00%	$913.42	2.50%	$1,141.78
Wellness Coordinator	4.00%	$1,826.84	4.50%	$2,055.20
Student Support	$40 per hour	hours as assigned	$40 per hour	hours as assigned
DLT and BLT	$18 per hour	meetings attended	$18 per hour	meetings attended
SLO Committee	$18 per hour	meetings attended	$18 per hour	meetings attended
Evaluation Committee	$18 per hour	meetings attended	$18 per hour	meetings attended

Teacher representatives on SLO Committee, Evaluation Committee, DLT or BLT may receive payment as provided on the Supplemental Salary Schedule or CEUs.

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE
Percentage of Base Salary at: $47,498 for 2027-2028

Position	0 - 2 Years Experience	Amount	3+ Years Experience	Amount
FALL				
Weightlifting (August 15 - November 15)	2.00%	$949.96	2.50%	$1,187.45
Cross Country	5.00%	$2,374.90	5.50%	$2,612.39
Jr. High Cross Country	3.00%	$1,424.94	3.50%	$1,662.43
Golf - Boys	5.00%	$2,374.90	5.50%	$2,612.39
Golf - Girls	5.00%	$2,374.90	5.50%	$2,612.39
Golf - Assistant (contingent upon student numbers/games)	3.00%	$1,424.94	3.50%	$1,662.43
Head Football	16.00%	$7,599.68	16.50%	$7,837.17
Assistant Football (3)	7.50%	$3,562.35	8.00%	$3,799.84
Head Jr. High Football	7.50%	$3,562.35	8.00%	$3,799.84
Assistant Jr. High Football	6.00%	$2,849.88	6.50%	$3,087.37
Head Volleyball	16.00%	$7,599.68	16.50%	$7,837.17
JV Assistant Volleyball	9.00%	$4,274.82	9.50%	$4,512.31
Freshman Volleyball (contingent upon student numbers/games)	5.00%	$2,374.90	5.50%	$2,612.39
8th Grade Volleyball	7.00%	$3,324.86	7.50%	$3,562.35
7th Grade Volleyball	7.00%	$3,324.86	7.50%	$3,562.35
HS Football Cheerleading	4.50%	$2,137.41	5.00%	$2,374.90
JH Football Cheerleading	3.00%	$1,424.94	3.50%	$1,662.43
WINTER				
Weightlifting (November 16 - February 15)	2.00%	$949.96	2.50%	$1,187.45
Boys Head Basketball	16.00%	$7,599.68	16.50%	$7,837.17
Boys JV Basketball	9.00%	$4,274.82	9.50%	$4,512.31
Boys Assistant Basketball	7.00%	$3,324.86	7.50%	$3,562.35
Freshman Boys Basketball (contingent upon student numbers/games)	5.00%	$2,374.90	5.50%	$2,612.39
8th Grade Boys Basketball	7.00%	$3,324.86	7.50%	$3,562.35
7th Grade Boys Basketball	7.00%	$3,324.86	7.50%	$3,562.35
Girls Head Basketball	16.00%	$7,599.68	16.50%	$7,837.17
Girls JV Basketball	9.00%	$4,274.82	9.50%	$4,512.31
Girls Assistant Basketball	7.00%	$3,324.86	7.50%	$3,562.35
Freshman Girls Basketball (contingent upon student numbers/games)	5.00%	$2,374.90	5.50%	$2,612.39
8th Grade Girls Basketball	7.00%	$3,324.86	7.50%	$3,562.35
7th Grade Girls Basketball	7.00%	$3,324.86	7.50%	$3,562.35
HS Basketball Cheerleading	5.00%	$2,374.90	5.50%	$2,612.39
JH Basketball Cheerleading	3.50%	$1,662.43	4.00%	$1,899.92
HS Indoor Track Co-Head Coaches **OR**	5.50%	$2,612.39	6.00%	$2,849.88
HS Indoor Track Head Coach	6.50%	$3,087.37	7.00%	$3,324.86
HS Indoor Track Assistant Coach	4.50%	$2,137.41	5.00%	$2,374.90

WAYNESFIELD-GOSHEN LOCAL SCHOOL DISTRICT
SUPPLEMENTAL SALARY SCHEDULE

Percentage of Base Salary at: $47,498 for 2027-2028

Position	0 - 2 Years Experience	Amount	3+ Years Experience	Amount
SPRING				
Weightlifting (February 16 - May 15)	2.00%	$949.96	2.50%	$1,187.45
Head Baseball	12.00%	$5,699.76	12.50%	$5,937.25
Assistant Baseball	6.50%	$3,087.37	7.00%	$3,324.86
7th and 8th grade Head Baseball	6.50%	$3,087.37	7.00%	$3,324.86
7th and 8th grade Assistant Baseball	5.50%	$2,612.39	6.00%	$2,849.88
Head Softball	12.00%	$5,699.76	12.50%	$5,937.25
Assistant Softball	6.50%	$3,087.37	7.00%	$3,324.86
7th and 8th grade Head Softball	6.50%	$3,087.37	7.00%	$3,324.86
7th and 8th grade Assistant Softball	5.50%	$2,612.39	6.00%	$2,849.88
HS Head Track (boys and girls combined)	16.00%	$7,599.68	16.50%	$7,837.17
Assistant Track (3)	6.50%	$3,087.37	7.00%	$3,324.86
Jr. High Track (boys and girls combined)	6.50%	$3,087.37	7.00%	$3,324.86
Assistant Jr. High Track	5.50%	$2,612.39	6.00%	$2,849.88
Bowling	5.00%	$2,374.90	5.50%	$2,612.39
OTHER SUPPLEMENTALS				
Weightlifting (May 16 - August 14)	2.00%	$949.96	2.50%	$1,187.45
Yearbook Advisor	7.00%	$3,324.86	7.50%	$3,562.35
Senior Class Advisor	2.50%	$1,187.45	3.00%	$1,424.94
Junior Class Advisor	5.00%	$2,374.90	5.50%	$2,612.39
Sophomore Class Advisor	1.50%	$712.47	2.00%	$949.96
Freshman Class Advisor	1.50%	$712.47	2.00%	$949.96
Pep Band	3.00%	$1,424.94	3.50%	$1,662.43
Marching Band	9.00%	$4,274.82	9.50%	$4,512.31
Assistant Marching Band	4.00%	$1,899.92	4.50%	$2,137.41
Summer Band	3.00%	$1,424.94	3.50%	$1,662.43
Marching Band Specialist	3.00%	$1,424.94	3.50%	$1,662.43
HS Drama Director	5.50%	$2,612.39	6.00%	$2,849.88
HS Musical Director	5.50%	$2,612.39	6.00%	$2,849.88
MS Drama/Musical Director	2.00%	$949.96	2.50%	$1,187.45
MS Quiz Bowl	2.00%	$949.96	2.50%	$1,187.45
Solo/Ensemble-Instrumental	$15 per hour	20 hour max	$15 per hour	20 hour max
Solo/Ensemble-Vocal	$15 per hour	20 hour max	$15 per hour	20 hour max
Student Council	4.00%	$1,899.92	4.50%	$2,137.41
Science/Art Fair	$15 per hour	5 hour max per event	$15 per hour	5 hour max per event
National Honor Society	3.00%	$1,424.94	3.50%	$1,662.43
JH National Honor Society	2.00%	$949.96	2.50%	$1,187.45
Wellness Coordinator	4.00%	$1,899.92	4.50%	$2,137.41
Student Support	$30 per hour	hours as assigned	$30 per hour	hours as assigned
DLT and BLT	$18 per hour	meetings attended	$18 per hour	meetings attended
SLO Committee	$18 per hour	meetings attended	$18 per hour	meetings attended
Evaluation Committee	$18 per hour	meetings attended	$18 per hour	meetings attended

Teacher representatives on SLO Committee, Evaluation Committee, DLT or BLT may receive payment as provided on the Supplemental Salary Schedule or CEUs.