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THE MASTER CONTRACT

between the

LOUISVILLE EDUCATION ASSOCIATION/ OEA/NEA

and the

BOARD OF EDUCATION
of the
LOUISVILLE CITY SCHOOL DISTRICT
(Stark County, Ohio)

EFFECTIVE

July 1, 2025
through
June 30, 2028

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ARTICLE I. RECOGNITION

101 The Board of Education of the Louisville City School District (hereinafter "Board") shall continue to recognize the Louisville Education Association (LEA)/Ohio Education Association (OEA) National Education Association (NEA) (hereinafter "Association") as the exclusive representative for a bargaining unit composed of all certified personnel, exclusive of all substitutes who are employed fewer than sixty (60) days per year, the Athletic Director, Athletic Administrator and all supervisors and management level employees as defined in Section 4117.01 of the Ohio Revised Code. Economic benefits provided herein shall continue to be prorated as in the past in case of a regularly employed part-time employee.

102 A bargaining unit member shall be defined to include classroom teachers, tutors, librarians, guidance counselors, and other certificated personnel, excluding the Athletic Director, Athletic Administrator and those supervisors and management level employees defined above.

ARTICLE II. NEGOTIATIONS PROCEDURE

201 Initiation

A. If either party of this Agreement desires to open negotiations for a successor agreement, it shall notify the other party in writing not sooner than ninety (90) nor later than sixty (60) days prior to the expiration date of this Agreement. Written notice from the Association shall be given to the Superintendent; written notice from the Board shall be given to the Association President. The party giving notice shall also serve a copy of the written notice, together with a copy of this Agreement, on the State Employment Relations Board.

B. Within twenty (20) days after receipt of such notice an initial meeting will be held at which each party will submit, in writing, its proposal(s). Thereafter, additional items shall not be submitted by either party unless the other party consents.

C. Representation at negotiation meetings shall be limited to six (6) representatives of the Board which includes the Board Representative, and six (6) representatives of the Association which includes the OEA/NEA Labor Relations Consultant. The Board and the Association mutually pledge that the representatives selected by each shall have all the necessary power and authority to present relevant data, exchange points of view, make proposals and counter proposals, to initial tentative agreements, and to effectively recommend acceptance of an agreement by the parties.

D. Unless otherwise mutually agreed, negotiating sessions shall be scheduled so as not to interfere with the regular work schedule of any bargaining unit member and shall be closed to the press and the public.

202 Agreement

A. Tentative agreements on negotiated items shall be reduced to writing and initialed by a representative of each party.

B. The final agreement reached through negotiations shall, within seven (7) days, be reduced to writing and submitted to the personnel represented by the Association and the Board.

203 Impasse

A. If agreement is not reached within forty (40) days prior to expiration of this Agreement, either party may request the services of a mediator from the Federal Mediation and Conciliation Service. The request shall set forth the names and addresses of the parties, the issues involved, and the expiration date of the Agreement.

B. The mediator shall have the authority to call meetings for the purpose of promoting an agreement between the parties. All costs incurred for such services shall be shared equally by the Board and the Association.

204 Exclusive of Procedure

The negotiations procedure set forth in this Article supersedes and takes precedence over any inconsistent timelines or procedures set forth in Section 4117.14 of the Ohio Revised Code. Mediation as set forth in 203 constitutes the parties' mutually agreed upon, exclusive dispute settlement procedure and shall operate in lieu of any and all of the settlement procedures set forth in Section 4117.14 of the Ohio Revised Code. In the event mediation does not result in an Agreement by the expiration date of this Agreement (or such subsequent date as the parties may mutually agree upon), Section 4117.14(D) (2) of the Ohio Revised Code will apply.

ARTICLE III. GRIEVANCE PROCEDURE

301 Basic Objectives

A. The objective of this procedure is to secure, at the lowest possible level and in the shortest time, equitable solutions to grievances. Proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

B. All grievances shall be filed at the "lowest possible level." The lowest possible level means that level of the grievance procedure at which the administrator deciding the grievance has the authority to make a decision. If the administrator approached is not the appropriate one, the administrator will direct the grievant to the appropriate administrator at the lowest possible level.

C. All grievances shall be presented not later than thirty (30) days after the grievant knew or should have known of the alleged grievance. In the event a grievance cannot be resolved before the commencement of Winter or Spring Recess, further attempts at resolution shall be postponed until the return to school following the recess, unless the parties otherwise agree (the parties shall so agree where irreparable injury would result from a postponement).

302 Definitions

A. A "grievance" is any alleged violation of the Master Agreement of which this procedure is a part or any dispute with respect to its meaning or application.

B. The term "grievance" shall not apply to any matter on which the Board is without authority to act under law.

C. The "grievant" is the person or group of persons making the complaint.

D. The definition of "days" in this Article shall be workdays. During the summer months, days shall be defined as week days exclusive of holidays.

E. "Representative" means an official of or other spokesperson for the grievant.

303 Right to Assistance and Counsel

A. Subject to the stipulation set forth in Section 306, the aggrieved person shall have the right in his/her sole discretion to be accompanied by and receive assistance of a representative at any stage of the grievance procedure.

B. The Association will have direct involvement in the grievance procedure prior to any settlement.

C. Unless otherwise expressly and mutually stipulated by the Board and the Association, no informal grievance settlement shall be accorded precedential weight with respect to any future dispute that might arise.

D. A bargaining unit member may not be represented by any union/organization other than the Association in any grievance or concern initiated pursuant to the provisions of this Agreement.

304 Formal Procedure

A. Level One

If the grievant wants to move forward with a grievance, he/she must file it according to the timelines in Section 301. C. The grievant may present a formal grievance in writing (attached as Appendix C) to the Principal or the Principal's designee (hereinafter "Principal"). The Principal shall, within five (5) school days after receipt of the written grievance, render his/her decision and the reasons therefore in writing to the grievant with a copy to the representative, if applicable, and the Association President.

B. Level Two

If the grievant is not satisfied with the response of the Principal, or if no response is received within five (5) days after the submission of the grievance, a copy of the grievance may be submitted to the next level: the Superintendent and his/her designee (hereinafter "Superintendent"). The Superintendent shall within five (5) days after receipt of the written grievance meet with the grievant and/or representative for the purpose of resolving the grievance. The Superintendent shall within five (5) school days after the meeting, render his/her decision and the reasons therefore in writing, with a copy to each of the following: the grievant, where applicable his/her representative, the Principal and other immediate superior involved, if any, and Association President.

C. Level Three

If the grievant is not satisfied with the disposition at Level Two, the Association may file a complaint in the court of common pleas to enforce the Agreement.

305 Stipulations

A. The temporary absence of the grievant, a Principal, or the administrator shall toll the running of the days during the absence of such person, but in no case for more than five (5) additional days.

B. Failure by an administrator to respond to a grievance within the time limitations set forth in the procedure may result in the immediate use of Level Three of the grievance procedure.

C. Grievance records kept by the District shall not be placed in an employee's personnel file. An employee shall not suffer any reprisal, penalty, or recrimination for having filed a grievance. The protections of this paragraph shall not apply to an employee who repeatedly files nuisance or frivolous grievances.

D. No grievance will be taken to the common pleas court under Level Three of this grievance procedure unless the Association supports the grievance and represents the grievant in court.

ARTICLE IV. MANAGEMENT RIGHTS

401 Except as otherwise provided in this Agreement, the Board reserves and retains all managerial authority vested in it by law including those rights enumerated in Section 4117.08 of the Ohio Revised Code.

ARTICLE V. ASSOCIATION RIGHTS

501 The Association shall:

A. Receive advance copies electronically of the Board agenda prior to the Board meeting. Any related attachments will be given at the meeting.

B. Be provided electronically a copy of Board minutes after the minutes have been approved by the Board;

C. Have use of school buildings under the same terms and conditions as any school organization under Board Policy;

D. Have the right to have their own bulletin board in each of the faculty lounges; and

E. Have use of school mail and email for:
   1. Notice of meetings;
   2. Minutes of meetings; and
   3. Pertinent LEA, OEA, ECOEA and NEA information.

   However, there is no expectation of privacy in the Association's use of email.

F. On the first workday of the school year, the Association will be granted thirty (30) minutes of that workday for the purpose of meeting with bargaining unit members.

502 The Labor Relations Consultant for the Association shall be entitled to meet with bargaining unit members in school buildings provided:

A. That the Labor Relations Consultant first announce his/her presence to and obtain the approval of the Building Principal or such Principal's designee; and

B. That such visits shall not in any way interfere with or interrupt instructional programs and/or assigned duties of bargaining unit members. Approval will not unreasonably be withheld under this provision and the Association will not excessively use this visitation privilege.

503 Fair Share Fee

A. In recognition of the services and benefits rendered by the Association, all members of the bargaining unit either shall be members of the Association or shall share in their financial support by paying to them a fair share fee. The fair share fee shall be equal to the total Association dues.

B. However, this same amount of monies equal to total Association dues may be contributed to the Carpenter/Garcia Scholarship Fund.

C. The Board agrees to an automatic payroll deduction, unless payment is made in one lump sum prior to the first payroll deduction, without written authorization of the bargaining unit member of an amount equal to the total dues of the Association from the pay of all teachers who elect not to become members of the Association or who elect not to remain members. Fee payment shall be a condition of employment.

D. Upon notification from the Association that a member has terminated membership, the Treasurer of the Board shall commence the check- off of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual membership dues, less the amount previously paid through payroll deduction.

E. Payroll deduction of such fair share fees shall begin when the President so advises the Treasurer.

F. The Association shall notify all bargaining unit members regarding dues deduction or fair share. Dues rates and fair share fee rates shall be transmitted to the Treasurer of the Board in writing by the Association fourteen (14) calendar days prior to the first deduction for the purpose of determining amounts to be payroll deducted. The Board agrees to transmit promptly all amounts deducted to the Association.

G. The Board further agrees to accompany the initial transmittal with a list of the names of teachers for whom all such deductions are made and the amount of each individual's deductions.

H. It is specifically understood that the only responsibility the Employer assumes is to deduct the dues and service fees in the amount specified by the Association

and to forward such dues according to the terms of the Agreement. The Association agrees to accept full liability financially and legally for any charges which may be filed, fees, penalties, punitive damages, costs, and/or back pay liabilities arising out of the Employer's actions or inactions involving dues and service fees.

I. If the person is a fair share fee payer, the Association confirms fair share rebate procedure complies with all applicable legal requirements.

504 Association President Release

A. If the Association President is a high school teacher, he/she shall be scheduled for duty during the last period of the day; the President's conference period shall be scheduled immediately prior to this duty period, and the President will be free to use these periods for Association business. If the scheduling of team planning would interfere with this section, the President's release time will be adjusted so that it occurs two periods prior to planning time.

B. If the Association President is an elementary teacher, he/she shall be released for the first and/or last half hour of the regular work day. Additionally, the President shall be scheduled for resource teachers, as often as possible, during the last period of the day, and he/she will be free to use this time for Association business.

C. If a Middle School teacher is elected President, the parties shall meet to design a schedule in conformance with the above paragraphs.

505 Release for OEA Conventions/Professional Leave

No more than five (5) days shall be granted each school year to the Association to conduct Association business. The Association President shall notify the Superintendent electronically prior to the commencement of the release. Notification via the reporting system, shall be fifteen (15) days in advance. Costs, if any, incurred by this leave, except for required substitutes, shall be assumed by the Association.

506 Availability of Information

A. The accurate names and building assignments of all certified staff members shall be provided to the Association within ten (10) days of the submission of such request from the Association. Such requests shall not exceed two times per year. The names of all new members hired after the start of the school year, upon request of the Association President, shall be provided to the Association.

B. The Superintendent or designee shall provide the Association President, upon request, a copy of a seniority list. Such request may not occur more than twice a year. This list shall include:

1. A member's specific area of certification
2. A member's employment date
3. A member's contract status specifying either continuing or limited

ARTICLE VI. INSURANCES

In order to be eligible for insurance, an employee must be contracted for at least thirty (30) hours per week.

Employees shall not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet for COG adopted coverage information

601 Medical

A. Hospitalization/Surgical/Major Medical

The premiums shall be:

	Board	Employee
2025-2026 school year	84%	16%
2026-2027 school year	84%	16%
2027-2028 school year	83%	17%

B. Stark County Schools Council

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council (COG). The Board shall provide health, dental, vision and life insurance through the COG. The coverage shall be the standardized COG specifications.

C. Preferred Provider - Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program.

2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be mutually determined by the representative of the COG and the Stark County/Canton OEA office representative.

D. Preferred Provider - Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the District's insurance.
2. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.
3. The deductible will be waived.
4. The list of covered expenses shall be agreed upon by the COG and the Stark County/Canton OEA office representative.
5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.
6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

602 Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount of $70,000 hereafter for each employee.

Bargaining unit members may purchase additional term life insurance at the group rate, in $5,000 increments, up to a maximum of $60,000 coverage in addition to Board paid coverage. Modifications to this provision may be necessary to comply with requirements of the insurance carrier.

The value of the life insurance reduces by 50% at age 65.

603 Dental Insurance

The Board shall provide dental insurance and the Board shall pay 100% of the premium.

604 Vision

The Board shall provide employee and family Vision Insurance. The Board shall pay 100% of the premium.

605 Section 125 – Tax Shelter

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided under Internal Revenue Code (IRC) Section 125.

All COG employers must offer the IRC Section 125 tax shelter provided through the COG. The IRC Section 125 Tax Shelter allows for health insurance premiums to be deducted on a pre-tax basis. IRC Section 125 also governs Flexible Spending Accounts (FSAs). All COG employers must offer a Health Care FSA and a Dependent Care FSA which will allow pre-tax payroll deductions for certain medical and dependent care expenses. There is no separate administrative fee for these services.

Premium Holidays

If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

Spousal Coverage

Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who was employed with one COG employer prior to June 30, 2015, and moved thereafter to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

606 Liability

A. The parties agree and authorize the Board to purchase and pay the full premium for all members of the bargaining unit now and hereafter employed. Purchase is subject to availability.

B. If a settlement occurs in a negligence claim in which a teacher is the named party and the settlement is without the express written approval of the affected teacher, the settlement of the liability claim shall not be used by the Board and/or Administration as any detriment, reprisal, or blemish on the employee's record. However, the out-of-court settlement does not negate the obligation of the Administration to evaluate the incident.

ARTICLE VII. LEAVES

701 Sick Leave

A. Each bargaining unit member shall be entitled to accumulation of sick leave up to and including 325 days. Leave is granted at the rate of one and one-fourth (1-1/4) days for each calendar month to a total of 15 days per year. Members who work extended days shall be able to accumulate additional sick days based upon contracted days according to the following formula:

$$\frac{\text{Maximum from above} \quad X \quad \text{(Contracted Days)}}{184}$$

Maximum sick day accumulation is rounded to the nearest half day.

B. If a bargaining unit member resumes regular nine (9) month contractual status, i.e. without extended service, the member will also immediately assume maximum accumulation of sick leave limits in A. above.

C. Each newly hired bargaining unit member and any member who has exhausted his/her sick leave shall be advanced with five (5) days of sick leave each school year. If any of these five (5) days of sick leave are used, they shall be deducted from the sick leave accumulated during that contractual year or, if necessary, the following contractual year. If the member ends employment using the advanced leave and not earning the same, he/she shall have the per diem amount deducted for said advanced sick leave from the last paycheck issued by the Board.

D. Bargaining unit members may use sick leave for the following reasons: personal illness/injury, pregnancy, exposure to contagious disease, and illness/injury/death in the immediate family.

E. "Immediate family" means spouse, children, parents, brother, sister, grandparents, grandchildren, mother/father-in-law, brother/sister-in- law, other persons who have assumed a similar legal relationship to the bargaining unit member, and/or other residents of the bargaining unit member's home. A maximum of thirty (30) days may be used for brother, sister, grandparents, grandchildren, mother/father-in-law and brother/sister-in-law in a given school year.

702 Personal Leave

A. Three (3) days of personal leave shall be available each year. All personal leave days shall be unrestricted with the exception of May. All personal day leave requests in May will be restricted.

B. Personal leave shall not be approved prior to any scheduled days when students are not in session (as per the Board adopted school calendar), will not be approved to accept other gainful employment (except interviews), or on in-service days and during parent/teacher conference days, unless for emergency reasons.

   There shall not be more than two (2) bargaining unit members or 10% of the assigned teaching staff on personal leave at any time within any school building. The days approved will be counted toward the two (2) or 10% total by date of superintendent approval. Employee's initials certify compliance with conditions in this Section.

C. Bargaining unit members who do not utilize their personal days, shall have the unused days added to their sick leave balance – day for day, ½ day to ½ day by August 1.

D. Personal Leave notification must be completed electronically via the reporting system forty-eight (48) hours in advance of the leave. If circumstances make advance notification impossible, a bargaining unit member shall notify the Superintendent of the reason(s) for leave under this Section as soon as possible.

   Personal leave will not be granted on the day preceding or following a holiday, vacation or prior to any scheduled days when students are not in session (as per the Board adopted school calendar) except by approval of the superintendent or if the employee is required to appear in court pursuant to a lawfully issued subpoena.

E. Restricted personal leave days may be granted during the month of May for the following reasons:

   1. Emergencies beyond the employee's control which shall be stated on the application
   2. Graduation of a spouse, child or grandchild
   3. Death in the "immediate family" – For purposes of this paragraph, "immediate family" will be interpreted to include spouse, children, parent, brother, sister, grandparent, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, or any member of the household who has stood in the same family relationship with the employee as any of these.

   The Superintendent may extend the reasons for the Personal Leave on a case-by-case basis.

703 Legal Leave

A. A bargaining unit member who is absent due to school related problems requiring the member to appear in court hearings, investigations, etc., shall be granted the time off with full pay and no loss of personal or sick leave.

B. A bargaining unit member shall be granted time off with full pay for jury duty, when subpoenaed as a witness and for being a defendant in a legal action without loss of personal or sick leave.

C. This leave is exclusive of any leave necessitated through grievance as outlined in Article III. On a case-by-case basis, the Superintendent may grant leave for grievance proceedings as outlined in Article III.

704 Attendance at Professional Meetings

A. Bargaining unit members are encouraged by the Board, to the extent that funds are available, to attend professional and educational meetings, workshops, and exhibits during the school year to aid them in improving the instructional progress and procedures of the District.

B. All professional leave must receive prior approval by the Superintendent, and the members attending approved activities will be reimbursed in accordance with Board Policy.

705 Assault Leave

A. A bargaining unit member who is required to be absent without fault due to physical disability resulting from an assault which occurs in the course of Board employment while on duty on school grounds during school hours or where in attendance at a school-sponsored function shall receive assault leave.

B. Upon determination of eligibility by the Board, such leave shall be granted, not to exceed sixty (60) work days, upon the bargaining unit member delivering to the Treasurer upon request a signed statement on forms prescribed by the Board and provided by the Treasurer to the assaulted member. Such statements will indicate the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault, the facts surrounding the assault, and the willingness of the member to participate and cooperate with the Board in pursuing legal action against the assailant(s).

C. If medical attention is required, the bargaining unit member shall supply a certificate from a licensed physician stating the possible duration of the member's absence.

D. Full payment for assault leave, less Workers' Compensation and any other financial remuneration, shall not exceed the bargaining unit member's per diem rate of pay and will not be approved for payment unless and until the form and certificate, as provided above, are supplied to the Treasurer.

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

F. Upon exhausting assault leave provided herein, the bargaining unit member may apply for and shall be granted additional assault leave of sixty (60) work days. Members requesting additional leave shall supply certification from a licensed physician verifying the need for the additional leave. Approval may be given in this manner for up to one hundred eighty (180) days.

G. Where the assaulted bargaining unit member becomes eligible for benefits under STRS because of any disability or because of age, or where the member's employment by the District ceases, this leave provision shall no longer apply.

706 Child Care Leave

A. A teacher may request and shall be granted an unpaid leave without pay for extended illness and shall be entitled to insurance coverage provided by the Board in accordance with law.

B. If delivery of the child occurs on or prior to the end of the first semester of school, a child care leave shall be for the balance of the school year in which the delivery occurs, unless such a leave is earlier terminated as hereinafter provided.

C. If delivery of the child occurs subsequent to the first semester, child care leave shall be for the balance of the school year in which the delivery occurs and, if requested no later than May 20, shall be extended for one (1) additional school year, unless such leave is earlier terminated as hereinafter provided. In cases where the leave is granted for the next full year, the Superintendent shall, by certified mail on or before April 10th, request the teacher's intention for the following year. The Superintendent will be notified by May 1st of the following year of the teacher's intent to return in the fall. Otherwise, the position will be filled.

D. Application may be made by the teacher on child care leave at any time during the school year and the teacher may be reinstated by mutual agreement. However, in the event of loss of a child or the unforeseen loss of a majority of the spouse's financial support, the member may request to come back from child care leave earlier than anticipated. In any case, the teacher will be reinstated not later than the beginning of the next succeeding school year.

E. Upon return from approved child care leave, the teacher shall be entitled to reinstatement to the same position with the same contractual status which the teacher held prior to the leave or, if the teacher's position is no longer available, to a substantially equivalent position for which the teacher holds valid certification.

F. Where the group insurance policy permits, a teacher on child care leave may continue to participate in those benefits which are provided to other teachers by payment of the group rate for such benefits.

G. A teacher who adopts a child, 5 years of age or less at the time of adoption, shall be entitled to child care leave.

H. In addition, a maximum of ten (10) accumulated sick leave days may be used for adoption.

707 Extended Illness

A bargaining unit member of the certificated staff who exhausts sick leave, and upon request, shall be granted an unpaid leave of absence for the remainder of the current school year. Upon request of the member, the unpaid leave shall be extended for one more school year. Upon request of the member and with the approval of the Superintendent, further leave may be granted. The member on leave without pay for extended illness shall be entitled to insurance coverage provided by the Board in accordance with law.

708 Professional Organizational Leave

A. Upon written request from a bargaining unit member elected to a state or national office of a professional education related organization, i.e. NEA, OEA and like organizations, the Board shall grant an unpaid leave of absence for up to a two (2) year period. A renewal of two (2) additional years shall be granted upon request if received no later than May 20.

B. This policy shall also include monthly leave requests for same purposes as has been past practice.

709 Sabbatical Leave

A. A bargaining unit member who has completed five (5) years of service in the District may, with permission from the Board, be entitled to take a leave of absence without pay for one or two semesters subject to the following restrictions:

1. Application must be submitted by April 1 of school year prior to beginning of leave.
2. A plan of study in education must be approved by the Superintendent.
3. The teacher must provide evidence at the conclusion of the leave that the plan was followed and credit received.
4. This Section is subject to all other provisions of Section 3319.131 of the Ohio Revised Code.

710 Family Medical Leave

A bargaining unit member may use unpaid leave for the purposes and on the conditions set forth in the Federal Family and Medical Leave Act of 1993 and its 2009 amendments. For more information on eligibility, requirements, and all other questions, bargaining unit members shall contact the District Treasurer.

FMLA shall run concurrently with the use of sick leave.

ARTICLE VIII. TEACHING ENVIRONMENT

801 Length of Work Year

A. The work year for bargaining unit members may be no longer than 184 workdays with no more than one hundred eighty (180) student days.

B. Should the Board increase the length of a school year beyond 184 workdays for extended time persons, any affected members of the bargaining unit will receive compensation for each day worked beyond 184 equal to the member's annual salary as indicated in Article X (i.e. exclusive of any supplemental contract) divided by 184.

802 School Calendar

A. Prior to the Board's adoption of the school calendar, the Superintendent will meet with the chairman of an Association Calendar Committee to discuss the metropolitan calendar and other proposals. Following this conference with the chairperson of an Association Calendar Committee, the Superintendent will submit to the bargaining unit members at least two (2) proposed calendars for a preference vote. However, it is recognized that the Board has the sole authority to adopt the school calendar.

B. As a part of the annual school calendar, parent/teacher conference dates and times shall be determined by a vote of the bargaining unit members in each building and approved by the Board and Association Calendar Committee. The district calendar shall include a uniform compensatory day for conferences.

C. Up to five (5) calamity days will be deducted from the work year when a school or the district is closed due to inclement weather or for other emergency situations. Bargaining unit members shall not be required to report to work and will not suffer any loss of pay on these days. If a school or the District incurs more than five (5) calamity days and the District determines that students will make-up these days, the make-up will occur at the end of the school year.

803 Normal Workday

A. The normal workday shall be a continuous seven and one-half (7- 1/2) hours between the hours off 7:00 a.m. and 4:15 p.m. However, for all bargaining unit members who volunteer, the day could start before or end after the normal workday as defined above. This alternative must be approved by the Administration.

B. Bargaining unit members may be required to be present before or after school for meetings called by the Building Principal which shall not aggregate more than ninety (90) minutes in a calendar month at which time members will be excused.

C. Attendance at PTO meetings and other functions shall be voluntary.

D. Preparation Period

At least forty-five (45) continuous minutes of preparation time per day shall be provided within the normal student day for high school and non-team teaching Middle School teachers. However, for elementary teachers, the minimum preparation time in the aggregate shall be forty-five (45) minutes per day. Also, any release time by a specialist shall be considered additional preparation time.

E. All bargaining unit members will have a minimum uninterrupted duty free lunch period of thirty (30) continuous minutes.

F. Bargaining unit members' liability for collecting fees shall be only in instances of their own gross negligence.

804 Curriculum Study

A. Teacher participation in curriculum planning and revision during the school day shall be equitably distributed among the teachers affected. When committee members are required by the administrators to work on curriculum matters during the school day, they shall be given release time.

B. Participation in curriculum planning after school hours shall be voluntary. However, those who agree to supplemental contract for these duties shall be

compensated at eighteen dollars ($18.00) per hour for the number of hours contracted. After hours shall be scheduled at the Curriculum Director's discretion.

C. Curriculum work during the summer shall also be supplementally contracted for those who agree and shall be compensated at eighteen dollars ($18.00) per hour for the number of hours contracted at the discretion of the Curriculum Director unless the time is used for trade day hours.

805 Instructional Load

A. The standard teaching load for senior high teachers will be six (6) classes or five (5) classes and one (1) duty of continuous minutes, not to exceed the length of the longest class period, lunch and conference period. When a mutual agreement is reached with the principal, a teacher may choose another class assignment instead of the assignment of study hall or student supervision. The total number of periods in the day shall not be changed without mutual agreement of the parties.

B. The standard teaching load for middle school teachers will be five (5) classes, one (1) preparation period, one (1) duty, and a lunch or six (6) classes, one (1) preparation period and lunch. If the District utilizes a block schedule, each bargaining unit member shall only be required to submit one (1) grade for each student for each blocked class. However, a lab and a class count got two classes.

C. Middle school (academic community) teachers will be guaranteed at least one (1) team planning time and one (1) conference/planning periods (one for team and one for individual preparation) during the teacher day. Middle school teachers scheduled for a team planning time period must meet daily, as a group, for a major portion of the period. Team planning time shall be at least 25 minutes per day.

D. The bargaining unit members on each middle school team, in conjunction with the administration, shall determine the daily agenda for their team planning period. The Administration agrees to schedule only those Administrative meetings during team planning each month that are deemed necessary to effect school needs.

E. Staffing ratios for classroom teachers and educational resource personnel shall be in accordance with 3301-35-03 of the Minimum State Standards for elementary and secondary schools and ORC 3307.012.

F. In addition, the standard teaching load for all bargaining unit members shall include social/emotional programming not to exceed one period per week.

806 New Programs

No bargaining unit member shall be required to participate in any pilot program or grant (except for grants that must be applied for and approved during the summer recess where members affected will be notified upon grant application), unless it is of his/her own choosing and he/she has had input.

807 Split Classes

The Board and Association recognize that under normal circumstances multi-grade level classes are less desirable than single-grade level classes at the Elementary level. However, both parties recognize the need from time to time to have multi-grade level classrooms in order to equalize class loads without transferring students from their home school.

808 Release of Elementary Teacher by Specialist

A. Elementary teachers shall not be required to remain with their students when a specialist teacher is present unless assistance is required as a safety precaution.

B. Library skills required by the course of study shall be taught by the classroom teacher.

809 Job Sharing

Two teachers, each of whom must be properly certificated and singularly employable in a specific full-time assignment, who agree to split a full- time assignment may do so, with approval of the Principal, the Superintendent and Board. These job sharing assignments shall be reviewed and approved annually by the Superintendent.

810 Resident Educator Program

Each year the Board will review and get input from the Resident Educator Committee on a board policy for the Resident Educator Program. After Board adoption, a handbook will be made available electronically to bargaining unit members.

811 First Aid Supplies

Band aids and latex gloves will be made available in reasonable quantities to any teacher who desires such supplies in his/her classroom/office.

812 Drug Free Workplace

A. No employee of the District engaged at work or while in the workplace shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance defined as illegal in federal or state law.

B. Each employee shall notify the Superintendent of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above, not later than five days after such conviction if not incarcerated or hospitalized for this five-day period.

C. An employee who violates the terms of this Section shall be subject to disciplinary sanctions, up to and including termination of employment and referral for prosecution, as may be permitted under the applicable State and federal law and this Contract.

813 Smoke Free Environment

The parties agree that they will comply with any federal or state mandate restricting smoking in District owned, leased or contracted buildings where routine or regular kindergarten, elementary, secondary or library services are offered to children. Further, the parties agree that effective January 25, 1995, smoking will be prohibited in District owned, leased or contracted buildings. Employees shall not smoke in the view of community members or students on District owned, leased or contracted grounds.

814 Education of Students with Disabilities

A. Any bargaining unit member involved in educating a student who is being served under an IEP or 504 Plan will be given a copy of that Plan and will be given the opportunity to provide input and feedback in the development (where possible), implementation or revision of that Plan. The IEP/504 Plan will designate the individual to whom the teacher should go to discuss questions and concerns.

B. To the extent practical, IEP/504 meetings or staff meetings will be held during the work day. When meetings are scheduled and held directly before or after the workday, bargaining unit members will be required to attend. Hours worked outside the work day will be compensated at the curriculum rate.

C. Bargaining unit members primarily responsible for the writing of IEPs or 504 Plans shall receive up to three (3) days of release time per year for the writing

of those plans as determined by the Special Education Supervisor, Principal, and professional staff member. A fourth day may be requested if the load exceeds State standards.

D. Bargaining unit members who are assigned medically fragile students shall not be required to perform related services unless they have been adequately trained.

E. Nothing in this Article should be considered in a manner inconsistent with Federal or State laws governing the education of disabled students.

F. Any issues relating to:

1. a student's eligibility for special education or accommodations under the IDEA or Section 504;
2. the contents or appropriateness of a student's IEP/504 Plan; or
3. the student's placement is not grievable.

815 Student Medical Needs

Teachers who dispense medication shall be held harmless by the Board for negligence associated with the disbursement of medication.

816 Notification of Criminal Behavior

When a student is assigned to a teacher, the Administration will notify the teacher if such student has a known history of criminal type behavior of an aggressive, violent nature.

817 Reporting of Grades

It is recognized that teachers may complete grade collection for the grading period two (2) days prior to the end of the grading period.

818 Local Professional Development Committee

A. The term of membership for LPDC members shall be three (3) years. Vacancies arising during a term will be filled in the same manner as the initial process.

B. The LPDC shall be composed of seven (7) members. Four (4) persons shall be selected by the Association shall have representatives from elementary, middle school and high school. The three (3) other persons shall be selected by the administrative staff. All members should have at least three (3) years of teaching experience and agree to participate in professional development which shall be paid for or provided by the Board during release time.

C. The Chairperson and LPDC decisions shall be determined by majority vote of the LPDC.

D. The LPDC shall develop and maintain an independent appeals procedure for appeals from decisions of the LPDC, whose decisions are not grievable. Administrators whose plans are not approved may appeal to the Assistant Superintendent/Director of Curriculum as the first step. If the administrator still feels that his/her plan should be approved and the denial was not educationally sound, he/she can make his/her appeal to the Superintendent.

E. The LPDC will meet once a month outside of the school day during the school year. Additional meetings, when necessary, will be approved by the Superintendent and the LEA President. Committee members shall be paid at the rate of eighteen dollars ($18.00) per hour, and the LPDC Chairperson shall be compensated at the rate of twenty dollars ($20.00) per hour.

F. LPDC members shall be afforded the opportunity to attend training related to performance of their duties. Where such training occurs during the regular workday, paid release time shall be granted not subject to any professional leave restrictions but subject to the approval of the Curriculum Director and/or Superintendent, whose approval shall not be unreasonably withheld. Such training may constitute an appropriate professional development activity for committee members on the LPDC.

G. Secretarial services, certificate/license tracking services, and storage of information will be provided for by the Curriculum Department and coordinate with the Superintendent. These services will be paid for by the Board.

H. Educational/professional development plans shall be submitted electronically to the LPDC for approval on a standard form, which will be developed by the LPDC. The LPDC shall determine whether course work that a bargaining unit member proposes to complete meets the rules established by the State Board of Education. Any questions of the LPDC shall be submitted electronically. If there are further questions or concerns of the LPDC, the member may be required to appear in person before the LPDC.

819 Teacher Dress Code

Teachers shall dress professionally for work in accordance with Board Policy and Administrative Guidelines.

ARTICLE IX. TEACHER RIGHTS

901 Evaluation

A. The evaluation process and procedures of teachers is found in the District Evaluation Handbook which is on the District Website.

B. The Evaluation Committee, composed of an equal number of individuals appointed by the Association and an equal number appointed by the Superintendent, must reach agreement by a majority vote of its full membership. The Committee shall include the President and the Superintendent.

C. The Association and the Board agree that the Evaluation Committee shall meet on a regular basis each school year for the purpose of reviewing the evaluation handbook. If either party or the Evaluation Committee wishes to consider any change or revision to the evaluation handbook during the term of the Agreement, it will discuss the matter with the committee. If the discussion results in a recommendation by the committee to change or revise the evaluation handbook during the term of the Agreement, then said recommendation shall be referred to the Superintendent. If the Superintendent agrees, such changes will be implemented. The Board agrees that the Superintendent shall not unreasonably or arbitrarily refuse to implement a recommendation of the committee or abuse discretion in this matter. The Association agrees it will not unduly prevent changes deemed in the best interests of the District.

902 Complaints Against Members

A copy of any complaint lodged against a bargaining unit member that becomes a matter of record will be forwarded to the affected member. The affected member will be given an opportunity to answer any such complaint.

903 Rights to Representation

At any meeting before the Board or Administration that foreseeably may become a matter of disciplinary record, the bargaining unit member to whom the meeting pertains, may, at the member's request, be accompanied by one (1) representative of the Association, an OEA Consultant, and legal counsel.

904 Nonrenewal of Limited Contract Persons

A. As to limited contract bargaining unit members with more than one (1) school year of service in the District, the Building Principal is responsible for submitting to the Superintendent not later than the end of the first semester a written report concerning any such member(s) having a negative teaching experience at such time to the extent that if the situation were to continue

uncorrected, nonrenewal of the member's contract would be in order. Such report will not be submitted in the absence of a minimum of one (1) formal evaluation completed no later than January 15th. The report shall include the specific recommendations regarding any improvements needed, but not corrected, in the performance of the member being evaluated and the means by which the member has been recommended to obtain assistance in making such improvement. Upon completion of the report, a copy of the report shall be given to the member.

B. Not later than the 15th day of March, the Principal shall make a second written report to include a statement of any further efforts to help the bargaining unit member. If the Principal becomes convinced the member should be nonrenewed, he must submit the report and recommendations to the Superintendent with a copy being given to the member by May 10th.

C. If the Superintendent is considering a recommendation for nonrenewal, he shall confer with the Principal, the bargaining unit member and, if the member so chooses, with the Association President prior to making his/her recommendation.

D. Bargaining unit members who have been renewed for the fifth year, shall not have their contracts nonrenewed for arbitrary, capricious, or unreasonable reasons. Termination, however, shall be subject to 3319.16 and 3319.161 of the Ohio Revised Code.

905 Classroom Presentation

A. Written lesson plans are to be developed by each bargaining unit member responsible for instruction. These plans will be used for the benefit of the instructor and to insure that the instructor is teaching within the adopted course(s) of study. Lesson plans may be reviewed and copied at any time by the Administration during the workday and may be collected by the building administrator within the one-week period surrounding any observation of the teacher to aid in the evaluation process. Lesson plans, however, shall not be graded for purposes of evaluation.

B. The bargaining unit member shall have the right to perform classroom responsibilities using his/her professional expertise in a manner which will best encourage an understanding of the educational subject matter so long as such right is exercised within the parameters of adopted course(s) of study, current Board policy and Administration supervision.

906 Transfers

A. There are two types of transfers: voluntary and involuntary. Transfers shall be from one full-time non-extra duty position to another.

B. Voluntary transfers must be initiated by the bargaining unit member for a vacant position for which he/she is properly certified. Said transfers are subject to the approval of the Superintendent.

C. Involuntary transfers shall be for good reasons and shall be recommended and approved by the Superintendent. If a bargaining unit member is to be involuntarily transferred to a different building, or to a different grade in elementary grades, or to a different department, the Administration shall meet with the member upon the member's request to share the rationale for this action. No member shall be transferred to a position for which he/she does not hold a certificate/license without the member's expressed written approval. The Superintendent will make a reasonable effort to avoid involuntary transfers in consecutive years.

907 Vacancies

A. As soon as the administration determines that a job opening exists, job announcements shall be posted on the District website and sent via email using the District's email system. Vacant and newly created bargaining unit positions will be posted electronically for a period of five school (5) days. Should a vacancy occur during the summer, it shall be posted for ten (10) calendar days, subject to 907C.

B. In filling a vacant or newly-created certificated position, the Board will consider all qualified bargaining unit members who apply in writing to the Superintendent for such position.

C. Nothing in this Section shall be construed as prohibiting the Board from filling a position forthwith without regard to this Article in the event a position is vacated or created between July 15th and the beginning of the school year or in the event of an emergency.

908 Committees

A. There shall be established a Faculty/Administrative Committee in each building to resolve concerns. This committee shall meet monthly if concerns are placed on an agenda the Friday prior to the scheduled meeting date. If no concerns are listed, no meeting is needed. Minutes of the meeting shall be distributed and approved by all participants and then published within five (5) days of the

meeting for the building. A copy of the meeting agenda and minutes shall also be provided to the Association President and Superintendent.

B. Any District-wide concerns shall be resolved on the Association level with the Superintendent.

C. The committees are restricted from discussing topics that are covered by collective bargaining.

909 Individual Contracts/Salary Notices

A. All members of the bargaining unit shall be issued contracts containing the following: (Note: In years of negotiations, revised salary notifications will be issued with the first paycheck for the new contract year.).

1. Name of the member;
2. Name of School District and Board;
3. Type of contract and number of years if more than one;
4. Annual compensation, degree, years and column/vertical step on the salary schedule;
5. Number of contract days;
6. Provision stating that this individual contract is made subject to Board rules and regulations except for and to the extent of the terms and conditions of the Master Agreement; and
7. Authenticated signatures of Treasurer and teacher.

B. Sequence of Limited Contract

1. Upon initial employment, unless eligible for and offered a continuing contract, a bargaining unit member shall be issued a regular teaching contract as follows until eligible for and offered a continuing contract.

    a. 1st, 2nd, 3rd, and 4th year teachers will receive a one-year limited contract,
    b. All succeeding contracts will be two three-year limited contracts.

910 Reduction in Number of Teachers and Restoration

When the Board deems it necessary to reduce the number of certified staff positions other than through attrition, it shall do so in the following manner:

1. The Superintendent will meet with the Association President to discuss the intended staff reduction at least thirty (30) days prior to the Superintendent's making his recommendation to the Board for such action.

2. The Superintendent will make available the following information to the Association President:

    a. A list of all bargaining unit members in the District by contract status, teaching field, continuous years of system-wide, and all areas of certification;
    b. A list of specific positions to be reduced in each building; and
    c. A Reduction in Force personnel list; and
    d. A recall list

    Any bargaining unit member who is to have his/her contract suspended will be so notified in writing at least ten (10) days prior to Board action on the reduction. No member will have his/her contract terminated or non-renewed because of a planned reduction.

3. The following guidelines for Reduction in Force and their restoration shall apply:

    a. Attrition: The number of persons affected by a Reduction in Force will be kept to a minimum by not employing replacements, insofar as practicable, for bargaining unit members who retire or resign or whose limited contracts are not renewed.
    b. Layoff
        i. The Board shall consider all areas of certification when effecting a reduction.
        ii. Seniority for bargaining unit members whose evaluations are not defined by ODE shall not be reduced using seniority unless evaluations are comparable.
        iii. During layoff, persons will still have medical insurance continued. The bargaining unit member shall reimburse monthly the Treasurer of the District or his/her designee the Board's COBRA cost of Hospitalization and Major Medical.
        iv. Seniority: Continuous service in the District shall mean length of continuous service, on a contracted basis and including approved leaves of absence, in the District. Should a tie occur, seniority will be determined first by date of Board action on hire, and second, on date a continuing contract is issued. Thereafter, ties will be broken by discretion of the Board. Under ORC 3319.17, seniority may not be used unless evaluations are comparable. Comparable shall be determined on the basis of the two most recent evaluations within each of the categories: (1) Accomplished, (2) Skilled and (3) Developing. Where only one evaluation is available, it will be used to determine comparable.

Rating 1	Accomplished	Skilled	Developing	Ineffective
Rating 2				
Accomplished	Accomplished	Accomplished	Skilled	Skilled
Skilled	Accomplished	Skilled	Skilled	Developing
Developing	Skilled	Skilled	Developing	Developing
Ineffective	Skilled	Developing	Developing	Ineffective

c. Restoration: Teachers suspended last and holding the proper certification as defined in 2a and 2b shall be restored first. No new teachers shall be employed so long as there are teachers with proper certification on the reduction list. Only certification held at time of Reduction in Force shall be considered in determining restoration.

d. Notification of Reduction

   i. Persons to be restored shall be notified by certified mail and/or receipted methods to last known address. It is the bargaining unit member's responsibility to keep the Superintendent informed of his/her current address.

   ii. Any bargaining unit member who fails to respond in writing affirmatively to the Superintendent's Office within ten (10) work days or week days during the summer months, or declines a full-time position, shall forfeit all recall rights.

   iii. The Association is to receive a list of those in the order of restoration.

   iv. The reduction list is to be maintained for two (2) years.

Rights While on Suspension

A bargaining unit member whose teaching contract has been suspended will be given preference in long-term substitute assignments within his/her area of certification.

The refusal of a bargaining unit member whose teaching contract has been suspended to accept an offer to substitute shall not waive his/her recall rights nor his/her right to preference in future assignments as a substitute.

All benefits to which a bargaining unit member was entitled at the time of the suspension of his/her teaching contract, including unused accumulated Sick Leave, will be restored to him/her upon his/her return to active employment. He/she will be placed on the proper step of the salary schedule according to his/her experience and education. A member will not receive increment credit of time spent on suspension nor will such time count toward the fulfillment of the requirement of acquiring tenure.

911 Personnel Record File

A. Any bargaining unit member shall have the opportunity to read and be provided a copy of any material concerning his/her conduct service, character or personality before it is placed in his/her official personnel file and it shall be dated the date of review. A member shall acknowledge that he/she has read the material by affixing his/her signature to the copy to be filed. His/her signature shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by the member. The Board shall keep and maintain a single personnel file on each member. He/she shall also have the opportunity to reply to such material in a written statement to be attached to the file copy, and nothing in this Article shall be construed to conflict with Chapter 1347 of the Ohio Revised Code.

B. Members of the professional staff shall be informed of any complaint by a parent and/or student which is directed toward them and which will become a matter of record.

C. Anonymous letters or materials shall not be placed in a member's file nor shall they be a matter of record. Each member shall have the right, upon request, to review the contents of his/her own personnel file in the presence of a member of the administrative staff. A representative of the Association may, at the member's request, accompany said member in such a review.

D. All materials being placed in the personnel file of a member shall be dated on the date it is received by the Superintendent's Office and a copy shall be provided to the member prior to insertion in the file.

E. Members may make written objection to or grieve retention of any information contained in the personnel file which is not accurate, relevant, complete, timely and identified as to source. Any written objection must be signed by the staff member and will become part of the member's personnel file.

ARTICLE X. SALARIES

1001 All salaries will be rounded to nearest $5.00.

1002 The BA+15 column is the total of 15 semester hours of approved college credit earned beyond the Bachelor's degree.

1003 The MA+15 column is the total of 15 semester hours of approved college credit earned beyond the Master's degree.

1004 The MA+30 column is the total of 30 semester hours of approved college credit earned beyond the Master's degree. MA+30 hours must be education-related coursework.

1005 **Salary Schedule Adjustments: For the 2025-2026, 2026-2027, 2027-2028 School Years**

Teachers may advance on the salary schedule from one degree level to another, or to the immediate step beyond a degree, such as B.S. to plus 15 twice during a school year upon successful completion of schedule requirements. Transcripts or certified confirmation from the training institution shall be presented to the Superintendent to verify the completion of course work on or before September 15 for first semester placement and on or before January 15 for second semester placement.

1006 **Index**

YRS	BA/BS	BA+15	MA/MS	MA+15	MA+30
0	1.000	1.025	1.067	1.077	---
1	1.043	1.073	1.122	1.134	---
2	1.086	1.121	1.177	1.191	---
3	1.129	1.169	1.232	1.248	---
4	1.172	1.217	1.287	1.305	---
5	1.221	1.270	1.352	1.373	---
6	1.270	1.323	1.417	1.441	---
7	1.319	1.376	1.482	1.509	---
8	1.368	1.429	1.547	1.577	---
9	1.417	1.482	1.612	1.645	---
10	1.466	1.535	1.677	1.713	---
11	1.515	1.588	1.742	1.781	---
12	1.564	1.641	1.807	1.849	---
13	1.613	1.694	1.872	1.917	---
14	1.613	1.694	1.872	1.917	---
15	1.655	1.739	1.921	1.969	1.985
16	1.655	1.739	1.921	1.969	1.985
17	1.655	1.739	1.921	1.969	1.985
18	1.655	1.739	1.921	1.969	1.985
19	1.655	1.739	1.921	1.969	1.985
20	1.687	1.774	1.960	2.011	2.035
21	1.687	1.774	1.960	2.011	2.035
22	1.687	1.774	1.960	2.011	2.035
23	1.687	1.774	1.960	2.011	2.035
24	1.687	1.774	1.960	2.011	2.035
25	1.719	1.809	1.999	2.053	2.089
26	1.719	1.809	1.999	2.053	2.089
27	1.719	1.809	1.999	2.053	2.089
28	1.739	1.829	2.019	2.073	2.113
32	1.779	1.869	2.059	2.113	2.173

1007 Salary Schedule Effective July 1, 2025 – June 30, 2026 – $42,390

Base increased 2.00%

LOUISVILLE SALARY SCHEDULE -- July 1, 2025 - June 30, 2026 $ 42,390

YEARS	BA/BS	BA+15	MA/MS	MA+15	MA+30
STEP 0	$ 42,390	$ 43,450	$ 45,230	$ 45,655	-
STEP 1	$ 44,215	$ 45,485	$ 47,560	$ 48,070	-
STEP 2	$ 46,035	$ 47,520	$ 49,895	$ 50,485	-
STEP 3	$ 47,860	$ 49,555	$ 52,225	$ 52,905	-
STEP 4	$ 49,680	$ 51,590	$ 54,555	$ 55,320	-
STEP 5	$ 51,760	$ 53,835	$ 57,310	$ 58,200	-
STEP 6	$ 53,835	$ 56,080	$ 60,065	$ 61,085	-
STEP 7	$ 55,910	$ 58,330	$ 62,820	$ 63,965	-
STEP 8	$ 57,990	$ 60,575	$ 65,575	$ 66,850	-
STEP 9	$ 60,065	$ 62,820	$ 68,335	$ 69,730	-
STEP 10	$ 62,145	$ 65,070	$ 71,090	$ 72,615	-
STEP 11	$ 64,220	$ 67,315	$ 73,845	$ 75,495	-
STEP 12	$ 66,300	$ 69,560	$ 76,600	$ 78,380	-
STEP 13	$ 68,375	$ 71,810	$ 79,355	$ 81,260	-
STEP 14	$ 68,375	$ 71,810	$ 79,355	$ 81,260	-
STEP 15	$ 70,155	$ 73,715	$ 81,430	$ 83,465	$ 84,145
STEP 16	$ 70,155	$ 73,715	$ 81,430	$ 83,465	$ 84,145
STEP 17	$ 70,155	$ 73,715	$ 81,430	$ 83,465	$ 84,145
STEP 18	$ 70,155	$ 73,715	$ 81,430	$ 83,465	$ 84,145
STEP 19	$ 70,155	$ 73,715	$ 81,430	$ 83,465	$ 84,145
STEP 20	$ 71,510	$ 75,200	$ 83,085	$ 85,245	$ 86,265
STEP 21	$ 71,510	$ 75,200	$ 83,085	$ 85,245	$ 86,265
STEP 22	$ 71,510	$ 75,200	$ 83,085	$ 85,245	$ 86,265
STEP 23	$ 71,510	$ 75,200	$ 83,085	$ 85,245	$ 86,265
STEP 24	$ 71,510	$ 75,200	$ 83,085	$ 85,245	$ 86,265
STEP 25	$ 72,870	$ 76,685	$ 84,740	$ 87,025	$ 88,555
STEP 26	$ 72,870	$ 76,685	$ 84,740	$ 87,025	$ 88,555
STEP 27	$ 72,870	$ 76,685	$ 84,740	$ 87,025	$ 88,555
STEP 28	$ 73,715	$ 77,530	$ 85,585	$ 87,875	$ 89,570
STEP 29	$ 73,715	$ 77,530	$ 85,585	$ 87,875	$ 89,570
STEP 30	$ 73,715	$ 77,530	$ 85,585	$ 87,875	$ 89,570
STEP 31	$ 73,715	$ 77,530	$ 85,585	$ 87,875	$ 89,570
STEP 32	$ 75,410	$ 79,225	$ 87,280	$ 89,570	$ 92,115
STEP 33	$ 75,410	$ 79,225	$ 87,280	$ 89,570	$ 92,115
STEP 34	$ 75,410	$ 79,225	$ 87,280	$ 89,570	$ 92,115
STEP 35	$ 75,410	$ 79,225	$ 87,280	$ 89,570	$ 92,115

1007 Salary Schedule Effective July 1, 2026 – June 30, 2027 – $43,240

Base increased 2.00% plus 1.00% Lump Sum (payable December 2026)

LOUISVILLE SALARY SCHEDULE -- July 1, 2026 - June 30, 2027 $ 43,240

YEARS	BA/BS	BA+15	MA/MS	MA+15	MA+30
STEP 0	$ 43,240	$ 44,320	$ 46,135	$ 46,570	-
STEP 1	$ 45,100	$ 46,395	$ 48,515	$ 49,035	-
STEP 2	$ 46,960	$ 48,470	$ 50,895	$ 51,500	-
STEP 3	$ 48,820	$ 50,550	$ 53,270	$ 53,965	-
STEP 4	$ 50,675	$ 52,625	$ 55,650	$ 56,430	-
STEP 5	$ 52,795	$ 54,915	$ 58,460	$ 59,370	-
STEP 6	$ 54,915	$ 57,205	$ 61,270	$ 62,310	-
STEP 7	$ 57,035	$ 59,500	$ 64,080	$ 65,250	-
STEP 8	$ 59,150	$ 61,790	$ 66,890	$ 68,190	-
STEP 9	$ 61,270	$ 64,080	$ 69,705	$ 71,130	-
STEP 10	$ 63,390	$ 66,375	$ 72,515	$ 74,070	-
STEP 11	$ 65,510	$ 68,665	$ 75,325	$ 77,010	-
STEP 12	$ 67,625	$ 70,955	$ 78,135	$ 79,950	-
STEP 13	$ 69,745	$ 73,250	$ 80,945	$ 82,890	-
STEP 14	$ 69,745	$ 73,250	$ 80,945	$ 82,890	-
STEP 15	$ 71,560	$ 75,195	$ 83,065	$ 85,140	$ 85,830
STEP 16	$ 71,560	$ 75,195	$ 83,065	$ 85,140	$ 85,830
STEP 17	$ 71,560	$ 75,195	$ 83,065	$ 85,140	$ 85,830
STEP 18	$ 71,560	$ 75,195	$ 83,065	$ 85,140	$ 85,830
STEP 19	$ 71,560	$ 75,195	$ 83,065	$ 85,140	$ 85,830
STEP 20	$ 72,945	$ 76,710	$ 84,750	$ 86,955	$ 87,995
STEP 21	$ 72,945	$ 76,710	$ 84,750	$ 86,955	$ 87,995
STEP 22	$ 72,945	$ 76,710	$ 84,750	$ 86,955	$ 87,995
STEP 23	$ 72,945	$ 76,710	$ 84,750	$ 86,955	$ 87,995
STEP 24	$ 72,945	$ 76,710	$ 84,750	$ 86,955	$ 87,995
STEP 25	$ 74,330	$ 78,220	$ 86,435	$ 88,770	$ 90,330
STEP 26	$ 74,330	$ 78,220	$ 86,435	$ 88,770	$ 90,330
STEP 27	$ 74,330	$ 78,220	$ 86,435	$ 88,770	$ 90,330
STEP 28	$ 75,195	$ 79,085	$ 87,300	$ 89,635	$ 91,365
STEP 29	$ 75,195	$ 79,085	$ 87,300	$ 89,635	$ 91,365
STEP 30	$ 75,195	$ 79,085	$ 87,300	$ 89,635	$ 91,365
STEP 31	$ 75,195	$ 79,085	$ 87,300	$ 89,635	$ 91,365
STEP 32	$ 76,925	$ 80,815	$ 89,030	$ 91,365	$ 93,960
STEP 33	$ 76,925	$ 80,815	$ 89,030	$ 91,365	$ 93,960
STEP 34	$ 76,925	$ 80,815	$ 89,030	$ 91,365	$ 93,960
STEP 35	$ 76,925	$ 80,815	$ 89,030	$ 91,365	$ 93,960

1007 Salary Schedule Effective July 1, 2027 – June 30, 2028 – Base $44,535

Base increased 3.00%

LOUISVILLE SALARY SCHEDULE -- July 1, 2027 - June 30, 2028 $ 44,535

YEARS	BA/BS	BA+15	MA/MS	MA+15	MA+30
STEP 0	$ 44,535	$ 45,650	$ 47,520	$ 47,965	$ -
STEP 1	$ 46,450	$ 47,785	$ 49,970	$ 50,505	$ -
STEP 2	$ 48,365	$ 49,925	$ 52,420	$ 53,040	$ -
STEP 3	$ 50,280	$ 52,060	$ 54,865	$ 55,580	$ -
STEP 4	$ 52,195	$ 54,200	$ 57,315	$ 58,120	$ -
STEP 5	$ 54,375	$ 56,560	$ 60,210	$ 61,145	$ -
STEP 6	$ 56,560	$ 58,920	$ 63,105	$ 64,175	$ -
STEP 7	$ 58,740	$ 61,280	$ 66,000	$ 67,205	$ -
STEP 8	$ 60,925	$ 63,640	$ 68,895	$ 70,230	$ -
STEP 9	$ 63,105	$ 66,000	$ 71,790	$ 73,260	$ -
STEP 10	$ 65,290	$ 68,360	$ 74,685	$ 76,290	$ -
STEP 11	$ 67,470	$ 70,720	$ 77,580	$ 79,315	$ -
STEP 12	$ 69,655	$ 73,080	$ 80,475	$ 82,345	$ -
STEP 13	$ 71,835	$ 75,440	$ 83,370	$ 85,375	$ -
STEP 14	$ 71,835	$ 75,440	$ 83,370	$ 85,375	$ -
STEP 15	$ 73,705	$ 77,445	$ 85,550	$ 87,690	$ 88,400
STEP 16	$ 73,705	$ 77,445	$ 85,550	$ 87,690	$ 88,400
STEP 17	$ 73,705	$ 77,445	$ 85,550	$ 87,690	$ 88,400
STEP 18	$ 73,705	$ 77,445	$ 85,550	$ 87,690	$ 88,400
STEP 19	$ 73,705	$ 77,445	$ 85,550	$ 87,690	$ 88,400
STEP 20	$ 75,130	$ 79,005	$ 87,290	$ 89,560	$ 90,630
STEP 21	$ 75,130	$ 79,005	$ 87,290	$ 89,560	$ 90,630
STEP 22	$ 75,130	$ 79,005	$ 87,290	$ 89,560	$ 90,630
STEP 23	$ 75,130	$ 79,005	$ 87,290	$ 89,560	$ 90,630
STEP 24	$ 75,130	$ 79,005	$ 87,290	$ 89,560	$ 90,630
STEP 25	$ 76,555	$ 80,565	$ 89,025	$ 91,430	$ 93,035
STEP 26	$ 76,555	$ 80,565	$ 89,025	$ 91,430	$ 93,035
STEP 27	$ 76,555	$ 80,565	$ 89,025	$ 91,430	$ 93,035
STEP 28	$ 77,445	$ 81,455	$ 89,915	$ 92,320	$ 94,100
STEP 29	$ 77,445	$ 81,455	$ 89,915	$ 92,320	$ 94,100
STEP 30	$ 77,445	$ 81,455	$ 89,915	$ 92,320	$ 94,100
STEP 31	$ 77,445	$ 81,455	$ 89,915	$ 92,320	$ 94,100
STEP 32	$ 79,230	$ 83,235	$ 91,700	$ 94,100	$ 96,775
STEP 33	$ 79,230	$ 83,235	$ 91,700	$ 94,100	$ 96,775
STEP 34	$ 79,230	$ 83,235	$ 91,700	$ 94,100	$ 96,775
STEP 35	$ 79,230	$ 83,235	$ 91,700	$ 94,100	$ 96,775

1008 Lump Sum During Work Year

In the event the individual teaching contract is terminated by either party during the work year, the total sum due the bargaining unit member shall be paid at the next scheduled payday following the last day of service by the member. All insurance coverage and/or benefits provided by this Agreement will terminate on the last day of the month of the effective date the contract is terminated.

1009 Lump Sum Pay at End of School Year

In the event the individual teaching contract is terminated or not renewed by either party effective at the end of the school year, including via a reduction in force, the bargaining unit member will have the option to be paid the lump sum due by the second scheduled payday following the last scheduled teacher day. In order to receive the benefit, the member must notify the Treasurer's Office in writing prior to the last teacher workday. If notification is not provided, the member will receive his/her pay over the summer as provided to all other members. With the exception of members who have resigned for purposes of retirement and who will obtain health insurance through STRS, a member will continue to receive insurance benefits through August, regardless of whether the member requests a lump sum.

ARTICLE XI. SUPPLEMENTAL SALARIES

1101 Percentage of B.A. Base (to be rounded to nearest $5.00).

1102 Senior High Athletics

	Head	Asst.	JV	9th/Asst. JV
Assistant A.D.	13.0			
Baseball	13.0	7.6	7.6	5.6
Basketball	20.8	13.0	13.0	10.4
Bowling	13.0	7.6		
Cheerleading	13.0	7.6		
Cross Country, Boys	13.0	7.6		
Cross Country, Girls	13.0	7.6		
eSports	13.0	7.6	7.6	5.6
Football	20.8	13.0		10.4
Golf	13.0	7.6		
Gymnastics	13.0			
Lacrosse, Boys	13.0	7.6	7.6	
Lacrosse, Girls	13.0	7.6	7.6	
Soccer, Boys	13.0	7.6	7.6	

Soccer, Girls	13.0	7.6	7.6	
Softball	13.0	7.6	7.6	5.6
Swimming	13.0	7.6		
Tennis	13.0	7.6		
Track	13.0	7.6		
Volleyball	13.0	7.6	7.6	5.6
Weight Room Supervisor	5.2			
Wrestling	20.8	13.0	13.0	
Strength/Conditioning Supervisor	20.8	13.0		

1103 Senior High Activities

	Head	Asst.
Academic Challenge	3.0	
Art Club	3.0	
Video Production Club	6.7	3.0
C.H.A.M.P.S.	3.9	
Class Sponsor:		
Freshman	2.0	
Sophomore	2.0	
Junior	3.0	
Senior	3.0	
Color Guard	5.6	
Drama Club	6.7	3.0
Drone Club	6.7	
French Club	3.0	
Stem Club	3.0	
History Club	3.0	
Mental Health Program	3.0	
Instrumental	29.6	
Key Club	3.9	
National Forensics	3.0	
National Honor Society	3.9	
Science Club	3.9	
Spanish Club	3.0	
Speech/Debate	15.8	9.0
Spirit Club	3.0	
Student Council	4.9	
Vocal	7.9	5.0
Yearbook	8.9	

1104 Middle School Athletics

Athletic Director	13.0
Basketball	10.4
Cheerleading	5.4
Cross Country, Boys	5.6
Cross Country, Girls	5.6
Football	10.4
Intramurals	5.0
Track	5.6
Volleyball	5.6
Wrestling	10.4

1105 Middle School Activities

Academic Challenge	3.0
Audio Visual	6.7
Auditorium	6.7
Instrumental	16.0
Mental Health Program	3.0
Power of the Pen	3.0
Speech/Debate	3.0
Spelling Bee Coordinator	1.0
STEM Club	3.0
Vocal	5.9
Assistant Vocal	3.0
8th Grade Vocal	2.0
Yearbook	3.5

1106 Elementary Activities

Instrumental	16.0	
Jump Rope	3.0	
Outdoor Education/8th Grade D.C.	$80	per person, per night
SEEDS Material Manager	7.8	
Yearbook	3.5	

1107 District Activities

Building Technology Assistants	9.0	
High School Department Head	$3,000	
Lead Mentor*	$1,500	
Mentor (EY)	$1,000	
Mentor (Novice)	$500	
Gifted Team Coach (up to 9 positions)	$500	(3 per grade level)

1108 Pay Period

Supplemental salaries shall be paid bi-weekly, beginning two weeks after the start of the supplemental activity, with the final payment to be paid two weeks after the conclusion of the season, provided that all necessary safety and sports medicine requirements are completed and on file in the Principal's office.

1109 Supplemental Experience Credit

A. Each year after a teacher has five (5) years of continuous service in a particular extra duty assignment, i.e. football, baseball, track, wrestling, class sponsor, etc., said teacher will receive 10% of the base stipend in addition to the regular stipend. (Note: Basketball and track could be boys or girls and does not distinguish between head coach or assistant coach. However, in sports such as football, baseball, softball, and wrestling, the teacher must have continuous years of experience in that sport only in order to qualify for the longevity pay. This is also true of the club advisors, i.e. longevity with a specific club would be counted.

B. Each year following ten (10) years of continuous service in a particular extra duty assignment, the teacher will receive 20% of the base stipend in addition to the regular stipend.

C. A similar increase will be granted for each additional five (5) years of continuous service in a particular extra duty assignment.

D. Continuous service shall not be interrupted if a teacher returns to a supplemental after being requested by the Board/Administration, or after resigning a supplemental for medical or child care purposes. Ultimate employment decisions remain those of the Board.

1110 Training

The Board shall provide a Sports Medicine Training session at the conclusion of the school calendar year. All coaches shall complete a Sports Medicine requirement prior to the start of the actual season for that activity.

ARTICLE XII. OTHER COMPENSATION

1201 Period Substitute

A. No teacher shall be required to substitute for another teacher or non-teaching employee except in an emergency as determined by the Building Principal.

B. However, any teacher who agrees to a request to cover the class(es) of an absent teacher, or any study hall teacher who has assigned to his/her study hall a class or a part of a class normally assigned to another teacher, or any group of teachers who agree to split a class normally assigned to another teacher shall be paid one-fifth (1/5th) of the prevailing substitute teacher rate for each class period (subject area) or majority portion of forty-five (45) minute blocks, whichever is longer. Middle School lunch mods and elementary library, music, and physical education shall be paid one-tenth (1/10th) of the prevailing substitute teachers rate per period. Teachers who split a class shall equally split the rate paid for the additional assignment. A supplemental contract will be issued to those who volunteer and sign up for this duty. Teachers who have volunteered for this duty shall be rotated, if at all possible. Furthermore, this Section is not applicable for situations where two or more teachers, for the convenience of each other, agree to perform this duty, but only in cases administratively initiated or requested.

C. However, any teacher who agrees to a request to cover for an absent non-teaching employee when a non-teaching substitute is unavailable shall be paid one-fifth (1/5th) of the prevailing substitute teacher rate for each class period or majority portion of forty-five (45) minute blocks, whichever is longer.

1202 Mileage

A. The Board shall pay mileage reimbursement at the IRS rate in effect on July 1 of each year of this agreement, payable to all people who are on approved professional business.

B. Payment of mileage reimbursement shall be within thirty (30) days following the submission of the mileage.

1203 Method of Payroll Payment

A. Salaries paid under the terms of this Agreement shall be paid every other Friday, not to exceed twenty-six (26) pays in any one fiscal year. Payment shall be uniform across the district.

B. All payroll information (pay stubs) will be sent to employees by electronic messaging.

C. All employees shall have paychecks deposited directly into the bank of their choice by electronic transfer, on or before the date of payday.

1204 Payroll Deductions

A. Dues/Fair Share

The Board will make payroll deductions for dues/fair share fee of the Association and its affiliates from each pay. The Association is responsible for notifying the Treasurer in writing of the amount of deduction by name of the teacher at least two weeks prior to the beginning of deduction. All such money so deducted shall be remitted biweekly (every two weeks) to the bank of the Association's choice. All deductions shall be made uniformly from each of the remaining pays.

With signed authorization of the bargaining unit member, the balance of the annual deduction shall be deducted from the final paycheck of a bargaining unit member resigning his/her position, receiving a leave of absence, or having his/her employment terminated after the date the Treasurer's office receives the authorization in any school year during the duration of this Agreement.

B. STRS

All bargaining unit members shall have payroll deductions of their contribution to the STRS deducted uniformly from each paycheck.

C. Annuities

Annuities programs will be authorized by the Board when the necessary conditions of the annuities fund have been met. Such deductions shall continue from month to month and year to year, until employment terminates or the said bargaining unit member gives written notice to the Treasurer of the Board requesting such payments be discontinued. All deductions shall be disbursed to the proper annuities fund within five (5) workdays after having been withheld unless payment is billed. Any new company must have a minimum of four (4) bargaining unit members in order to take advantage of payroll deductions.

D. Credit Union

When requested in writing by the bargaining unit member one week before the first pay of the month, the Board will make payroll deductions for deposits or loan payments for the month requested and will maintain said deduction or payment to the Stark Federal Credit Union until such time that the teacher again notifies the Treasurer, in writing, of a request to change the amount of deposit or payment. In any event only one (1) request for change will be honored in any given month. All deductions shall be deposited in the Stark Federal Credit Union on Friday of each pay week.

E. United Fund

When requested in writing by a bargaining unit member, the Board will make payroll deductions for United Fund pledges.

F. Fund for Children and Public Education (FCPE)

When requested in writing by a bargaining unit member, the Board will make payroll deductions for FCPE beginning two (2) weeks after authorization and continuing until withdrawn in writing to both the Association and the Board Treasurer. The money will be deducted uniformly from each paycheck. All such money shall be remitted biweekly (every two (2) weeks) to the Treasurer of the Association.

G. Deduction request forms with respect to deductions authorized under this Article will be made available to all bargaining unit members at the beginning of each year.

H. All other voluntary deductions as are provided by Board Policy may be deducted.

I. All deductions, except for insurances, shall be deducted uniformly from each paycheck except as otherwise specified.

1205 Professional Development Reimbursement

A. The Board shall appropriate for each contract year $15,000 to be paid to bargaining unit members for earned college credit. Reimbursement is subject to the following conditions:

1. The member shall have worked in Louisville City for a minimum of one (1) year. Further, the member shall work in the District a minimum of one (1) contractual year following completion of the course or he/she must pay back to the Board the amount received for the courses. (Payback is done through payroll deduction.)
2. The college course must be taken in education, the area of present certification, or any area of certification permitted by the State Department of Education leading to a new certificate. The bargaining unit member must first demonstrate that the course fits the above description. Approval or rejection will be based upon the aforementioned and/or sufficient money remaining in the fund.
3. Correspondence courses and television courses and noncredit workshops shall not be approved for purposes of reimbursement. Further, any course where the bargaining unit member is receiving any other type of aid will not be reimbursed.

4. The member shall submit written proof in the form of an official transcript of completed credit from an institution recognized by the Ohio Department of Education for its accreditation. The member must complete the course with at least a "B" grade or a pass if on pass/fail basis. Evidence of successful completion must be submitted at the conclusion of the term in which the course was taken.
5. The rate of reimbursement will be the actual rate for the quarter or semester, $150.00 per quarter hour or $200.00 per semester. Under no condition will a member be reimbursed more per hour than the actual tuition rate. Maximum reimbursement per request will be four semester hours or six quarter hours.
6. The request will be recognized on a first come/first served basis until the maximum allocation has been exhausted. However, no bargaining unit member shall have access to compensation in this Section two consecutive years in a row, unless the maximum allocation has yet to be exhausted and all other applicants have been paid.

B. Any Board/Administrative required courses wherein the teacher agrees to take the course shall be totally paid by the Board.

C. The Board shall attempt to have approved by the Department of Education courses sponsored and/or provided by the Board for required CEU credit.

1206 STRS Pick-Up

A. The Board agrees to pick-up (assume and pay) contributions to the State Teachers Retirement System on behalf of the teachers at no additional cost to the Board as follows:

1. The amount to be picked-up and paid on behalf of the teacher shall be equal to the amount of the required teacher contribution. The teacher's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.
2. The pick-up percentage shall apply uniformly to all teachers.
3. No teacher covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the Board pick- up.
4. The pick-up shall apply to all compensation including supplemental earnings.
5. Should the Internal Revenue Service make a ruling which finds the above practice to be improper, this Section of the Master Contract shall be modified as necessary to be in compliance with the ruling.
6. This provision shall not decrease any salary amount used for early retirement incentive, retirement pay calculation, or severance pay.

1207 Severance Pay

A. A teacher employed by the Board of Education may elect, at the time of retirement from service under the State Teachers Retirement System Law and with five (5) or more years of service to the Board, to be paid in cash at a rate of 25% of accumulated but unused sick leave credit to a maximum of 78 days.

B. Payment for sick leave on this basis shall eliminate all sick leave credit accrued by the teacher. Such payment shall be made only once to any teacher.

C. Once earned, these additional days cannot be used for sick leave nor can they be reduced as a benefit upon retirement. Days are earned on an annual (school year) basis.

D. If a bargaining member dies while still employed by the District but, at the time of death, was qualified under STRS guidelines for retirement, any severance pay due will be paid to the bargaining member's estate.

E. Further, if a bargaining unit member was employed by Louisville City School District during the 2012-13 and/or 2013-14 school years and experienced a step freeze, five (5) additional days will be paid.

1208 Employees' Children

A. Children of teachers who live in the District and attend an elementary building different from the one in which their parent teaches may have the option of attending their parent's building through intra- district open enrollment. Parents will provide transportation.

B. Children who do not live in the District but have parents who teach in the District may attend Louisville Schools with the tuition waived through inter-district open enrollment. Parents will provide transportation.

C. The provisions of this Article may not be used if the student desires to participate in post-secondary options.

1209 Professional Credentialing Expenses

The Board shall appropriate for each contract year $10,000 to be paid to teachers for credentialing expenses. Expenses may include the cost of the first professional license, renewal fees of all licenses under which the teacher is currently teaching and the cost of fingerprinting and FBI/BCI background checks for bargaining unit members. Reimbursement, subject to Association approval, will be paid any given year on a first come, first serve basis.

ARTICLE XIII. TUTORS

1301 Tutors' rights and benefits under this contract are limited as a result of their being paid hourly. Thus, tutors are entitled to the rights and benefits of this Contract except as excluded or modified below

A. Salary

1. The hourly rate shall be set at the rates established below, and shall increase the same percentage as the BA-0 step base each school year per hour and any fraction thereof to the next highest quarter (1/4) hour.

2025-2026	$28.20 per hour
2026-2027	$28.63 per hour
2027-2028	$29.06 per hour

2. This pay will be forthcoming for each hour scheduled with students, regardless of students' attendance, a thirty (30) minute paid lunch if scheduled three hundred (300) or more minutes per day, and each hour for attendance at meetings with Administration, teachers, or parents providing meetings have been authorized by the Administration. On day(s) that a tutor is scheduled and student(s) do not attend, the Administration may assign the tutor to other duties.

B. Layoff Procedure

1. Tutors shall have no right to the layoff procedure of this Contract, either for reduction or recall.

2. The Board may reduce hours, days, or positions of tutors based on student enrollment.

C. Contract

Tutors shall not be eligible for tenure.

D. Personal Leave

Tutors shall accrue special leave at the rate of 1.3 hours for each eighty (80) hours of service.

E. Sick Leave

Tutors shall accrue sick leave at the rate of 4.6 hours for each eighty (80) hours of service.

F. Transfers to Teaching Positions

Tutors, properly certificated, shall be considered for vacant teaching positions.

G. Method of Payroll Payment

Pay will be consistent with the teacher's schedule and shall be completed by June 30th of each school year provided time sheets are submitted by Friday prior to the last week of school.

H. Insurance

Tutor eligibility for insurance benefits will be based on the number of hours worked at time of employment (new hires) or at the beginning of the work year as a fraction of six (6) hours. The percentage will not change through the course of the tutor's work year unless the tutor requests fewer hours during that time.

ARTICLE XIV. EFFECTS OF THE CONTRACT

1401 This Agreement shall become effective upon ratification of both parties and shall remain in full force and effect from July 1, 2025 through and including June 30, 2028 or until such time thereafter as it is modified by agreement of the parties.

1402 Upon execution of this Agreement shall supersede and render void any and all past agreements between the parties.

1403 The terms of this Agreement prevail over the terms of any Board policies or practices that may conflict with the terms of this Agreement.

1404 This Contract expresses the entire agreement between the parties and neither party shall be required to bargain on any subject during the life of this Contract. If any provision of this Contract, or any application of the provisions of this contract to any person or persons, conflicts with any federal or state law, now or hereafter enacted or issued, such provision or application shall be inoperative, but the remaining provisions of the Contract shall continue in full force and effect. In the event a provision of the Contract becomes inoperative under this Section, the parties shall within fourteen (14) calendar days meet with respect to such provision, and only such provision, for the sole purpose of attempting, consistent with law, to mutually resolve any dispute caused thereby.

FOR THE BOARD

Superintendent

Treasurer

Board President

FOR THE ASSOCIATION

2-12-26

President

Appendix A

Louisville City Schools

GRIEVANCE FORM

LEVEL _____

NAME _____ BUILDING _____

Specified time alleged violated, misinterpreted, and/or misapplied

_____

_____

STATEMENT OF GRIEVANCE: _____

_____

_____

_____

_____

REMEDY REQUESTED: _____

_____

_____

_____

_____

_____

_____ _____

Signature of Grievant Date filed at this level

DISPOSITION RENDERED: _____

_____

_____

_____

_____

_____

_____ _____

Signature of Person Rendering Disposition Date filed at this level

(Attach additional pages if necessary to complete any section.)

Appendix B

Louisville City Schools

LIMITED CONTRACT
CERTIFIED PERSONNEL

DATE: SSN:

TO:

You are hereby notified that your salary for the _____ school year is $_____. This is in line with your _____ years of experience and your _____ Degree. This Contract is for a 184 day period and is made subject to all rules and regulations of the Louisville Board of Education and conditions of the Master Contract.

_____
Employee's Signature

_____
Treasurer's Signature

Appendix C

Louisville City Schools

CONTINUING CONTRACT
CERTIFIED PERSONNEL

DATE: SSN:

TO:

You are hereby notified that your salary for the _____ school year is $_____. This is in line with your _____ years of experience and your _____ Degree. This Contract is for a 184 day period and is made subject to all rules and regulations of the Louisville Board of Education and conditions of the Master Contract.

_____
Employee's Signature

_____
Treasurer's Signature

Appendix D

Louisville City Schools

EXTENDED TIME CONTRACT

An agreement entered into between _____ and the Louisville Board of Education for the _____ school year.

Said Employee hereby agrees to render extended time as follows: _____ days for a salary of $_____. This is in addition to any regular salary stipulated for the employee for the same school year.

(This is based on ___ years of experience.)

_____
Employee's Signature

_____
Treasurer's Signature

Appendix E

Louisville City Schools

ADDITIONAL DUTY CONTRACT

An agreement entered into between _____ and the Louisville Board of Education for the _____ school year.

Said Employee hereby agrees to render additional duty as follows: _____ For a salary of $_____ in addition to any regular salary stipulated for the employee for the same school year.

(This is based on ___ years of experience.)

_____
Employee's Signature

_____
Treasurer's Signature

NOTES

NOTES