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AGREEMENT

between

THE EDON NORTHWEST LOCAL BOARD OF EDUCATION

and

THE EDON NORTHWEST TEACHERS' ASSOCIATION

Effective from July 1, 2025 to June 30, 2028

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ARTICLE I

PROFESSIONAL NEGOTIATIONS AGREEMENTS

A. RECOGNITION

The Edon Northwest Local Board of Education, hereinafter "Employer" or "Board" recognizes the Edon Northwest Teachers' Association OEA/NEA Local, hereinafter the "Association" as the sole and exclusive bargaining representative, for the purposes of and as defined in 4117 of the Ohio Revised Code, hereinafter the "O.R.C." for all professional, non-supervisory, personnel (as certified by the State Employment Relations Board) both full and part-time under contract or on leave, including certified small group instructors/tutors who are employed in a position for which a certificate is required. Long-term substitute teachers [those teachers having served in the same position sixty (60) consecutive days or longer] shall have the economic rights herein contained extended to them. The Association recognizes that the Superintendent, Principals, hourly rate tutors, (home bound, after school or any other tutoring position for which a teaching certificate is not required) and other administrative personnel as defined in 4117 O.R.C., are excluded from the bargaining unit. The Employer recognizes that Association representation will include any newly created position for which a teaching certificate is required unless employment into the position is governed by 3319.02 O.R.C.

The Board agrees to provide the Association with the names, addresses, and phone numbers of all newly hired full and part-time professional, non-supervisory personnel at time of hire.

The Association shall be afforded the opportunity to be placed on the agenda of any new teacher orientation meeting for the purpose of providing information related to Association membership.

B. MID-TERM BARGAINING

The Board reserves all the customary rights, privileges, or authority of management as set forth in 4117.08(c) O.R.C., except as modified by the expressed written terms of this Agreement, including but without limitation to the following:

1. To determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, and organizational structure, and to utilize personnel in a manner designed to effectively meet these purposes;

2. To direct, supervise, evaluate, or hire employees;

3. To promulgate and enforce employment rules and regulations not in conflict with this Agreement and to otherwise exercise the prerogative of management;

4. To manage and determine the location, type, and number of physical facilities, equipment, programs, and the work to be performed;

5. To determine the size, composition, and duties of the work force, and the number of shifts required; to establish work schedules; to establish hours of work; to establish, modify, consolidate, or abolish jobs (or classifications); and to determine staffing patterns, including but not limited to, the assignment of employees, duties to be performed, qualifications required, and areas worked;

6. To maintain and improve the efficiency and effectiveness of governmental operations;

7. To determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;

8. To suspend, discipline, demote, or discharge for just cause, or layoff, transfer, assign, schedule, promote, or retain employees;

9. To determine the adequacy of the work force;

10. To determine the overall mission of the employer as a unit of government;

11. To effectively manage the work force;

12. To take actions to carry out the mission of the public employer as a governmental unit;

13. To determine and implement necessary actions in emergency situations;

14. To require involuntary reassignments within the same classification, as necessary, giving consideration to the employee's desires.

The exercise of the foregoing powers, rights, authority, duties and responsibilities, the adoption of policies, rules and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection herewith shall be limited only by the specific and express terms of this Agreement and Ohio statues. The parties hereby agree that the Board shall not be permitted to exercise any management rights which alter or modify an existing provision of this Agreement. The parties also hereby agree and understand that the Board shall have the right to unilaterally implement any management rights not specifically addressed in the collective bargaining agreement provided that the Board engages in good faith negotiations with the union prior to implementation.

The grievance procedure set forth at Article V of this Agreement shall be the sole and exclusive procedure for resolving disagreements and/or conflicts arising under this article with regard to the Board's exercise of any management rights provided for by this article or any issue concerning mid-term bargaining procedures.

C. SCOPE OF BARGAINING

Negotiable matters shall be all matters with respect to wages, hours, terms and conditions of employment and the continuation, modification or deletion of any existing provision of a collective bargaining agreement.

D. PROCEDURES

1. Requests for Negotiations

If either of the parties desires to negotiate changes in subjects of negotiations, it shall notify the other party in writing not earlier than 110 days nor later than 90 days prior to the expiration of the contract. Notification in writing from the Association shall be served on the Superintendent and from the Board shall be addressed to the President of the Association. A copy of said notification, along with a copy of the existing collective bargaining agreement, shall be sent to the State Employment Relations Board.

Within fifteen (15) days after receipt of such notice, an initial meeting will be held for the purpose of exchanging negotiations packages and establishing a date for the next session.

2. Representatives

Representatives of the Board shall meet with designated representatives of the Association to negotiate in good faith. Representation shall be limited up to three (3) representatives each of the Board and the Association. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. While no final agreement shall be executed without ratification by other parties, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

3. Information

The Board and Superintendent agree to furnish the Association's negotiation committee, upon request and in reasonable time both prior to and during negotiations, all available information concerning financial resources of the district and such other information as will assist the Association in developing intelligent, accurate, and constructive proposals on behalf of the teachers. The Association agrees to furnish financial data to support proposals and counter proposals.

4. Recesses

The chairman of either group may recess his/her group for independent caucus at any time. Caucus shall be of reasonable length.

5. Item Agreement

As items receive tentative agreement they shall be reduced to writing and initialed by each party.

6. Schedule of Meetings

Until all negotiation meetings are completed, each meeting shall include a mutually agreed time and place for the next subsequent meeting.

E. AGREEMENT

When negotiations result in an agreement, the outcome shall be reduced to writing and submitted to the Association and Board for formal approval. Following ratification the agreement shall then be signed by the parties and shall be reflected in the official minutes of the Board. The resulting Agreement shall be binding on both parties.

F. DISAGREEMENT

1. If agreement is not reached within forty-five (45) days prior to the expiration date of the contract then a state of impasse shall be declared to exist.

2. The two parties shall request the assistance of the Federal Mediation and Conciliation Service ("FMCS") or, if FMCS ceases working in the public sector, an alternative mediation service (e.g. Private third party or AAA) that is mutually agreed upon. If there are any costs associated with the agreed upon mediator, the Association and Board of Education agree to split the costs evenly.

3. The mediator shall meet with both parties and attempt to mediate a settlement up to the expiration date of the contract.

4. The Association may exercise its right to strike upon expiration of the contract by serving the Board and the State Employment Relations Board with notice of its intent to do so ten (10) days prior to such action.

G. GENERAL

1. Executive Session

Any and all negotiation sessions shall be conducted in executive session unless both parties mutually agree to do otherwise.

2. Final Form

As soon as practicable, but not later than forty-five (45) days after ratification, the Agreement shall be shared drafted digitally with a Table of Contents including all appendices, and distributed to all certified personnel.

ARTICLE II

FAIR SHARE FEE

The Board and the Association understand that the deduction of fair share fees is not permissible at this time. This language will become operational should the collection of such fees be permitted in the future.

A. PAYROLL DEDUCTION OF FAIR SHARE FEE

The Board shall deduct from the pay of members of the bargaining unit who elect not to become or to remain members of the Edon Northwest Teachers' Association, a fair share fee for the Association's representation of such non-members during the term of this contract.

B. NOTIFICATION OF THE AMOUNT OF FAIR SHARE FEE

Notice of the amount of the annual fair share fee shall be transmitted by the Association to the Treasurer of the Board on or about September 15 of each year during the term of this Contract for the purpose of determining amounts to be payroll deducted, and the Board agrees to promptly transmit all amounts deducted to the Association.

C. SCHEDULE OF FAIR SHARE FEE

1. All Fair Share Fee Payers

   Payroll deduction of such fair share fees shall begin with the first payroll period on or after January 15 of each year in ten (10) equal installments. In the case of bargaining unit members newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date on or after the later of:

   a. Sixty days of employment in a bargaining unit position; or

   b. January 15.

The Association will provide to the Board Treasurer a list of fair share fee payers with the amount to be deducted at least one week prior to January 15.

2. Termination of Membership During Membership Year

The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence the deduction 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 fair share fee less the amount previously paid through payroll deduction.

D. TRANSMITTAL OF DEDUCTIONS

The Board further agrees to accompany each such transmittal with a list of the names of the bargaining unit members for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each.

E. PROCEDURE FOR REBATE

The Association represents to the Board that an internal rebate procedure has been established in accordance with section 4117.09(c) O.R.C. and that a procedure for challenging the amount of the representation fee has been established and will be given to each member of the Bargaining Unit who does not join the Association. Such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and the State of Ohio.

F. ENTITLEMENT TO REBATE

Upon timely demand, non-members may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.

The Association on behalf of itself and the OEA and NEA agrees to indemnify and hold the Board harmless for any costs or liability incurred as a result of the implementation and enforcement of this provision provided that:

1. The Board shall notify the Association in writing and within fifteen (15) days of any claim made or action filed against the Board by a non-member for which indemnification may be claimed.

2. The Association shall reserve the right to designate counsel to represent and defend the Board.

3. The Board agrees to:

    a. Give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding;

    b. Permit the Association or its affiliates to intervene as a party if it so desires; and/or,

    c. To not oppose the Association or its affiliates' application to file briefs amicus curia in the action.

4. The Board acted in good faith compliance with the fair share fee provision of this agreement; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) such fair share fee provision herein.

The above Fair Share Fee provision shall be an exclusive right of the Association not granted to any other employee organization seeking to represent certificated staff members in the bargaining unit represented by the Association.

G. MAINTENANCE OF MEMBERSHIP

All bargaining unit members who become members of the Association shall maintain their membership in the Association that year and each year thereafter, provided, however, that any such unit member may resign from membership in the Association during an open window period of June 1 through June 15 in any given year with said resignation to be effective for the succeeding membership year. The unit member must notify the Treasurer of the Board and the Treasurer of the Association by certified letter of his/her intent to discontinue membership during the open window period, otherwise the unit member automatically becomes a member for the succeeding year.

ARTICILE III

COMPENSATION AND REIMBURSEMENTS

A. SALARY SCHEDULE

1. Regular Salary Schedule

For school year 2025-2026 a three percent (3.00%) base salary increase will be applied to the salary schedule. For school year 2026-2027 a three percent (3.00%) base salary increase will be realized. In the final year of the contract, school year 2027-2028, the base salary will increase by three percent (3.00%).

A teacher who has earned the status of National Board Certification shall be given a stipend of $500 each year in addition to the negotiated salary schedule.

2. Salary Notices

Salary notices shall normally be given by July 1 each year. However, during a year in which bargaining is ongoing and not completed, salary notices will be provided within fifteen (15) days of the execution of the contract by the parties.

3. Supplemental Salary Schedule

Compensation for supplemental duties shall be set forth in this contract according to the supplemental salary schedule. Such compensation shall be determined without regard for age, sex, race, creed, religion, national origin, handicapped or marital status.

The dates for supplemental payments will be determined by the Treasurer based on the start dates of each supplemental duty. Compensation will be paid in two (2) installments. The first payment will be made during the pay period that falls in the middle of the duty/activity. The second will be made at the conclusion of all duties; verified by the administration or direct supervisor.

B. SALARY SCHEDULE PLACEMENT

1. Degree and Hours

a. Bargaining unit members shall be placed on the salary schedule according to the highest degree which they have attained plus the number of semester hours (graduate or undergraduate). The hours must be applicable towards a bachelor's degree or higher, or related to the field of education.

b. All credit for additional training must be presented to the Superintendent for consideration as soon as possible after it is attained but no later than October 15 of the year in which additional training compensation is requested. Credit for additional training will be granted at the beginning of each school year.

2. Experience

a. When teachers are hired by the Board for the first time, they may receive credit on the salary schedule for up to fifteen (15) years of teaching experience in Ohio chartered private or public schools, a public or private institution, or special education program which held on Ohio charter or subsequently became chartered as provided in 3317.13 O.R.C.

b. Any part-time teacher teaching the full year shall, at the end of each year, receive credit for one year of service on the salary schedule.

c. Retired Teachers Return To Service

If the Board of Education elects to employ individuals who have retired and are receiving benefits through the State Teachers Retirement System, the conditions set forth in this article and only the conditions set forth in this article shall apply to the employment of these individuals:

1) Returning retirees shall be placed at step 10 on the salary schedule in the appropriate educational experience column. All other individuals employed pursuant to this provision shall be granted at least five (5) years of teaching credit. Once the teacher reaches step 10 on the salary schedule, said teacher shall be maintained at step 10 with no further advancement on the salary schedule.

2) Teachers employed pursuant to this provision shall receive one year limited contracts and shall not be eligible to receive continuing contracts regardless of their years of service or license held.

3) Each one-year contract shall automatically expire upon the completion of the year and it is not necessary for the Board to conduct evaluations in accordance with 3319.111 O.R.C, nor to take formal action to not reemploy the employee pursuant to 3319.11 O.R.C. in order to terminate the employment relationship. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract.

4) Returning retirees are not entitled and/or not eligible to receive any severance benefits provided by any collective bargaining agreement in effect between the Board and the Association.

5) In the event of a reduction in force, the reemployed teacher will not have any bumping rights.

6) Such employment will not jeopardize the continuation of existing academic programs nor result in the reduction in force of faculty employed at the commencement of each such reemployment contract. Hiring of retired teachers will not result in reassignment of current teaching staff.

7) Subject to these provisions, reemployed teachers are part of the bargaining unit.

8) Reemployed persons are eligible for sick leave accumulation commencing with the first year of such reemployment.

9) Reemployed teachers may commence their reemployment with up to fifteen (15) days of accumulated sick leave if said days are carried forward from their prior employer.

10) Reemployed teachers are not eligible to participate in any retirement incentive program nor are they eligible for severance pay.

11) Pursuant to the authority provided by 4117.10 O.R.C., and to the extent that this provision is contrary to or in conflict with any Ohio law including, but not limited to 3319.11 O.R.C., 3319.111 O.R.C., 3319.141 O.R.C., 3319.17 O.R.C., 3317 O.R.C., 3307 O.R.C., this provision shall supersede the statutory law of Ohio.

C. PAY PERIODS

1. Twenty-six (26) equal installments to be paid every other Friday commencing with the second Friday of the school year unless it would cause a returning employee to go three (3) weeks without a check, in which case said employee would receive an interim check after one week of employment for accrued salary.

2. All employees are required to enroll in a direct deposit program at any bank of the employee's choosing.

D. MILEAGE REIMBURSEMENT

Bargaining unit members required in the course of their work to drive personal automobiles shall receive a car allowance in accordance with the IRS rate. The same allowance shall be given for use of personal cars for field trips or other business of the District. The Board shall provide automobile liability and collision insurance protection for bargaining unit members when their personal automobiles are used as provided in this section.

E. TUITION REIMBURSEMENT

Tuition reimbursement will be at the rate of three hundred dollars ($300) per semester credit hour not to exceed $3,000 per teacher per fiscal year. A fiscal year is the period beginning July 1 and running through June 30. The total amount allocated by the Board for tuition reimbursement shall not exceed $30,000 per fiscal year. The course work may be in any area of education excluding administration and supervision. The exception concerning administration/supervision would need approval of the Superintendent.

F. PAYROLL DEDUCTIONS

1. Bargaining unit members are entitled to the use of payroll deduction for the following:

    a. Membership dues in the United Teaching Profession

    b. U.S. Savings Bonds

    c. Credit Unions

    d. Political Donations/FCPE

    e. Annuities

    f. Insurance

    g. Charities

    h. Indiana and/or Michigan State income tax

    i. Direct deposit

2. A payroll deduction authorization form must be signed by the individual requesting the deduction and submitted to the Treasurer of the District prior to November 1. Said form shall indicate the amount of each deduction and the number of deductions to be made. The deduction(s) shall commence with the first check of the next month following the submission of the request.

G. SEVERANCE PAY

A retiring teacher in the Edon Northwest Local School District will be paid severance pay by the Board of Education at the rate of thirty percent (30%) accumulated sick leave.

1. Each retiring employee's eligibility for payment based upon accrued but unused sick leave shall be determined as of the final date of employment and under the following conditions and criteria:

    a. The employee must have had not less than five (5) years of service with this school district;

    b. The employee actually terminates his/her employment with the District and retires;

    c. The words "retires" or "retirement", as used herein, mean disability or service retirement under the State Teachers Retirement System;

    d. If the employee is otherwise eligible for retirement, except for the attainment of retirement age, he/she shall be entitled to severance pay if he/she attains retirement age and retires during the six (6) month period following the date on which his/her employment is terminated;

    e. The employee must, at the time of receiving his/her payment as provided herein, certify that all of the conditions and criteria set forth in this policy have been met, and shall supply such proof of documentation as may reasonably be required.

2. Payment as provided herein shall be made in one (1) lump sum to the person entitled thereto; and such payment shall be made within two (2) weeks after the employee receives his/her first retirement check from the retirement system.

3. The amount of benefit due the retiring employee shall be determined by:

    a. Multiplying the employee's accrued but unused sick leave up to a maximum of two hundred thirty (230) days times thirty percent (30%);

    b. Dividing the annual salary of the employee (including supplemental pay) by the number of required work days to obtain the per diem rate;

    c. Multiplying the product of "a" above by the employee's per diem rate.

4. Receipt of payment for accrued but unused sick leave shall eliminate all other sick leave credit accrued but unused by the employee.

H. SUPER SEVERANCE

In the event an employee resigns his/her employment with the Board for retirement purposes effective at the end of the employee's work year that he/she first becomes eligible to retire with full benefits through the State Teachers Retirement System, he/she shall receive a lump sum payment of ten thousand dollars ($10,000) in addition to severance pay pursuant to Section G of this Agreement. For those teachers first eligible to retire by June 1, 2016, at the teacher's discretion, the teacher may be extended one additional year to accommodate changes made by the State Teachers Retirement System. The teacher must give written notice of resignation to the Board no later than April 30 in the year of retirement.

Any employee who elects not to resign his/her employment with the Board at the end of the work year in which he/she first becomes eligible to retire with full benefits through the State Teachers Retirement System shall forfeit his/her right to any payment pursuant to this provision and shall be entitled to severance pay pursuant to Section G of this contract upon retirement. Again, the employee must give notice of resignation to the Board no later than April 30 in the year of retirement.

Payment pursuant to this provision shall be made in two (2) equal installments as follows:

1. The first payment shall be made within fifteen (15) days of the Treasurer's receipt of written confirmation from STRS that the employee is retired and receiving STRS benefits.

2. The second payment shall be made the following January.

3. In the event an employee requests that this benefit be paid in one payment, the Board may do so at its sole discretion.

I. S.T.R.S. PICK-UP UTILIZING THE SALARY REDUCTION METHOD

The Board agrees with the Association to STRS "pick-up" utilizing the salary reduction method. Contributions to the State Teachers Retirement System will be paid on behalf of the unit member, at no cost to the Board, under the following terms and conditions:

1. The amount to be "picked-up" on behalf of each employee shall be each member's mandatory contribution on the employee's gross annual compensation. The employee's annual compensation shall be reduced by the amount equal to the amount "picked-up" by the Board for the purpose of State and Federal tax only.

2. The "pick-up" percentage shall apply uniformly to all members of the bargaining unit.

3. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer "pick-up".

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

   Each teacher will be responsible for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

   If the foregoing "pick-up" provisions are nullified by subsequent Internal Revenue Service rulings, Ohio Attorney General Opinions, or other appropriate governing regulations, the Board and the Association will be held harmless and this article of the Agreement shall be declared null and void.

5. The Board and Association agree that the Board and employee share of STRS contributions shall be in accordance with Ohio Law.

J. EMPLOYMENT PRACTICES

The Board of Education will reimburse bargaining unit members for 100% of any costs incurred related to state and federal background checks and fingerprinting required by the O.R.C. Such reimbursement shall be made within thirty (30) calendar days of the Board's receipt of evidence that the employee has paid for the background checks. If the employee has an unemployable offense noted on their BCI/FBI background check, reimbursement will be denied.

The Board of Education will reimburse bargaining unit members for 100% of costs incurred from the license application/renewal process for a license that the employee is utilizing in their current assignment within the district, and provided the employee remains employed with the district for the duration of the license. In the event that an employee resigns/is terminated the employee shall be responsible for reimbursing the district for the cost of their current license.

K. College Credit Plus

In order to incentivize teachers to become eligible to teach College Credit Plus classes, the parties hereby create the CCP Reimbursement Program. In order to be eligible for the CCP tuition reimbursement, participation and ability to take CCP classes must be pre-approved by the Superintendent or his/her-designee. College Credit Plus reimbursement funds are not subject to standard tuition reimbursement funds as outlined in Article III Section E.

1. Reimbursement must be requested by submitting an official transcript and proof of course payment. Reimbursement shall be at the rate of up to $500/semester hour. Reimbursement will be paid as soon as all required forms and documentation have been submitted to the Treasurer. In order to be eligible for reimbursement, the teacher must successfully pass the class with a B or better. Tuition reimbursement will not be available for portions of tuition paid via scholarship from the university or college.

2. Once completing the certification requirements, the teacher shall maintain CCP status for a minimum of two years or he/she must repay the tuition. In addition, the teacher must remain employed for at least two (2) years after receiving reimbursement, unless the program is cancelled or the employee is relieved of his/her duties by District.

3. The teacher will be given professional leave time to attend mandatory meetings with colleges if they occur during the workday. If the teacher is required to attend mandatory meeting outside of the contractual day, CCP teachers will log time and be paid at the current hourly rate.

4. The District cannot mandate that a teacher obtain CCP credentials. Qualified bargaining unit members will be given the first opportunity to teach a CCP class. CCP evaluations are not included in OTES evaluations.

5. At the end of each school year, a committee will convene to review requirements of the CCP program and make recommendations to the Superintendent for policy changes. The committee will be made up of any CCP teachers and approved CCP candidates, at least one ENTA officer, and at least one district Administrative representative. Payment for work outside of the contractual day will be paid at the contracted hourly rate. Recommendations for changes will be reported to the Superintendent by April 1st of each school year.

6. A bargaining unit member choosing to leave his/her college credit plus assignment for the next school year shall notify the District on or before January 1st.

7. A committee will be established consisting of an equal number of Association and Administrative representatives to review CCP program applications.

ARTICLE IV

ENTRY YEAR PLAN

It is mutually agreed by both parties that state mandates regarding entry year teachers and teacher licensure will be followed.

ARTICLE V

LEAVES OF ABSENCE

A. SICK LEAVE

1. Each member of the bargaining unit shall be entitled to sick leave of one and one-quarter (1 ¼) work days with pay for each completed month of service.

2. The unused portion of sick leave is subject to three hundred (300) days accumulation. Certified employees without accumulated sick leave shall be advanced five (5) days for the remainder of the current contract year with the provision that such advanced sick leave may be recovered from final settlement with any employee who departs or terminates prior to the completion of the current contract year. Those employees who remain employed by the Board will be allowed to restore advanced sick leave during subsequent years.

3. Bargaining unit members who are absent because of illness are still in the service of the District, and accumulate sick leave credit while absent. Bargaining unit members shall qualify for sick leave absences with full pay during any school year for any of the following reasons:

   a. Personal illness;

   b. Illness due to pregnancy;

   c. Injury (personal);

   d. Exposure to contagious disease which could be communicated to others; or

   e. Absence due to illness, injury or death in the employee's immediate family (3319.141 O.R.C.);

      The immediate family is defined as husband, wife, children, mother, father, sister, brother, parent-in-law, son-in-law, daughter-in-law, and member of the same household.

4. For death or illness of relatives outside the immediate family, absence shall be approved not to exceed three (3) school days unless additional days are granted with permission of the Superintendent.

5. For death of a close friend, one (1) day when arrangements are made with the Superintendent will be allowed without loss of pay.

6. Upon return from sick leave, the bargaining unit member shall furnish a satisfactory signed statement indicating that he/she was absent for one of the qualified reasons above. The specifics of such reason do not have to be given.

7. Notification of accumulated days of sick leave will be stated annually.

8. Misuse of sick leave is grounds for termination.

9. Sick leave will be granted in one (1) hour increments.

10. If sick leave days are not used for a given quarter, the bargaining unit member shall be paid a quarterly bonus of $250.00 for the quarter. This payment shall be included in the second pay following the end of the given quarter.

B. PROFESSIONAL LEAVE

Professional leave days at the discretion of the teacher as approved by the Superintendent may be used by certificated teachers to attend professional meetings related to their specific teaching area or to observe an outstanding classroom program in another school system. Registration fees and housing for the professional meetings, mileage, per diem and substitute pay will be paid by the Board. A report of the meeting attended will be made to the staff, the administration or the Board if requested by the administration.

Head coaches, who are members of the bargaining unit, may request the use of three (3) days of professional leave per school year for the purpose of attending clinics. Assistant coaches, who are members of the bargaining unit, may request the use of two (2) days of professional leave per school year for the purpose of attending clinics. However, professional leave shall not be used for attending state championship tournaments unless the Edon Northwest teams are participants in the tournament.

C. PERSONAL LEAVE

1. Teachers may use three (3) days of unrestricted personal leave for business which cannot be transacted outside of school hours and requires no explanation. A teacher employed between January 1 and March 31 for the remainder of the school year is entitled to one (1) day of personal leave. Teachers employed after March 31 are not entitled to personal leave during the remainder of the school year.

2. Personal leave will not be granted for less than one-half (1/2) day.

3. Except in cases of emergency, approval of personal leave days will be granted only if the teacher gives written notification in advance and submits the proper request form at least five (5) working days before the date of requested leave. If leave is of an emergency nature, the advanced request is waived; however, the request form will be completed within two (2) days after the teacher's return to work and submitted through the regular channels in order for the teacher to receive reimbursement for the time off duty. The form must specifically state why the leave is of an emergency nature and the teacher must be able to provide a basis for such emergency.

4. With the exception of emergencies or administrative planned professional development, no more than ten (10%) percent or five (5) teachers (whichever is greater) shall be on a scheduled absence, excluding long-term leave, on any given day. This percentage does not include use of sick leave.

5. Request and approval of personal days shall be approved by the employee's respective Principal on a first come first served basis. Except in cases of emergency, approval of a teacher's request for personal leave usage cannot be withdrawn once granted. A teacher may not request usage of personal leave more than one (1) week prior to the commencement of any school year.

   Each bargaining unit member shall receive the per diem rate for an entry level (BA Step 0) teacher (The calculation for this will only include salary and will not include calculations for retirement, medical, dental, vision benefits, or other fringe benefits) for each unused personal leave day.

6. Personal leave shall not be taken on the following days, except as provided in number 7 below.

   a. Days in which a regularly-scheduled District meeting or in-service has been called;

   b. Day immediately following or preceding a holiday or vacation, or on the last day of the school year;

   c. During the first five (5) days of the school year;

   d. During the last two (2) weeks of the school year;

   e. Scheduled parent-teacher conferences.

7. Exceptions to number 6 include:

   a. Emergency;

   b. Graduation;

   c. Wedding of a teacher, child or guardian;

   d. Religious observance;

   e. Other extenuating circumstances approved solely by the Superintendent.

D. PARENTAL LEAVE

1. Notwithstanding the Family Medical Leave Act (FMLA), members of the bargaining unit shall be eligible to use parental leave after the birth, adoption or assumption of legal custody of a child under two (2) years of age. Parental leave shall be without pay and for a period of not more than one (1) year.

2. Application for the leave shall be in writing and shall contain a statement of the expected date of birth or date of obtaining custody, as well as the date on which the leave is to begin and return date from leave. The return date shall be at the start of the school year, start of a semester or start of a grading period. This leave application shall be submitted to the Superintendent at least thirty (30) days prior to the commencement except in the case of an adoption if thirty (30) days advance notice is not provided to the employee.

3. Upon return to service at the expiration of such leave the bargaining unit member shall resume the contract status which he/she held prior to such leave. Notwithstanding this fact, parental leave shall not extend a limited contract past its term and the Board has the right to take any action it would have taken on an employee's contract if the employee had not been on this leave. In the event of reduction in force, the provisions of reinstatement shall be subject to the reduction in force agreement.

4. A one (1) year extension of this leave may be granted by the Superintendent.

E. MEDICAL LEAVE

A leave of absence without pay for a period of up to two (2) years shall be granted upon medical documentation of the need thereof.

1. The teacher shall supply a statement from a physician specifically stating in terms of months, weeks, and/or days, the period of time the teacher will be unable to return to work because of illness.

2. If a teacher has been granted a leave of absence without pay for less than two (2) years and requests an extension of that leave of absence, then the Board will grant the request as long as the total time of the leave does not exceed two (2) years.

3. In the event the Board possesses a good-faith belief that a teacher is not physically, mentally, or emotionally able to satisfactorily fulfill the teacher's contractual duties, the Board may request that the teacher consent to an independent medical examination (IME) at the Board's cost and expense. The Board shall notify the Association if such a decision is made. If the IME determines that the teacher's medical condition, mental condition, or emotional condition, will prevent the teacher from satisfactorily performing the teacher's contractual duties, the Board may, after depletion of paid leave and FMLA, place a teacher on an unpaid medical leave for a period not to exceed two (2) years. A teacher may challenge such decision of the Board through the grievance process and may seek a second independent medical examination. A second independent medical examination shall also be paid by the Board.

F. LEGAL OBLIGATIONS

In the case of jury duty, or when subpoenaed by a court, the Board will grant a leave for legal purposes. Pay for days of such absences shall be based on the difference between such employee's regular compensation and the remuneration received for serving as a juror.

G. GENERAL PROVISIONS

1. Individuals on any approved unpaid leave may continue any and all of their group benefits for the duration of said leave providing they in advance reimburse the Board for premium costs. Those individuals on paid leaves shall have their premium costs paid by the Board pursuant to the related sections of the Agreement.

2. Should a bargaining unit member deem it necessary to request that an approved leave of absence be adjusted or terminated prior to the expected date of termination, he/she should immediately make said request to the Superintendent. The Superintendent will make a good faith effort to accommodate the request of the teacher.

ARTICLE VI

FRINGE BENEFITS

A. HOSPITAL/SURGICAL/MAJOR MEDICAL

The Board shall offer an insurance plan offered by the Northern Buckeye Health Plan (NBHP) which will provide hospital/surgical/major medical insurance coverage for each member of the bargaining unit and his/her family.

The Board shall provide major medical health insurance coverage – Traditional PPO(Access+).

The Board will offer NBHP High Deductible Health Plan and will make a one-time contribution to employees' Health Savings Account (HSA) account for any employee opting to take the high deductible plan. The Board will also make an annual contribution each year thereafter as specified below:

1. $1,300 for Single (one-time), $750 annual

2. $1,900 for Family (one-time), $1500 annual

For contract year 2025-2026, the cost of Traditional PPO(Access+) insurance and any increases thereof, shall be paid by the Board as follows: eighty-eight percent (88%) for the single plan and eighty-eight percent (88%) of the family plan.

For contract year 2026-2027, the cost of Traditional PPO(Access+) insurance and any increases thereof, shall be paid by the Board as follows: eighty-eight percent (88%) for the single plan and eighty-eight percent (88%) of the family plan.

For contract year 2027-2028, the cost of Traditional PPO(Access+) insurance and any increases thereof, shall be paid by the Board as follows: eighty-eighty percent (88%) for the single plan and eighty-eighty percent (88%) of the family plan.

For the life of the contract, the Board shall pay one hundred percent (100%) of the monthly premium cost of the NBHP High Deductible Health Plan.

B. GROUP LIFE

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance for each certificated employee in the amount of $50,000 plus an equal amount of accidental death and dismemberment coverage. The full cost of this program and any increases thereof, shall be paid by the Board.

The Board shall allow individual employees to purchase additional amounts of coverage through payroll deduction provided the number of employees electing to take advantage of this opportunity is adequate to meet the requirements of the insuring company.

C. DENTAL INSURANCE

The Board shall purchase, through the Northern Buckeye Health Plan, dental insurance for each member of the bargaining unit and his/her family. The full cost of said insurance and any increases thereof, shall be paid by the Board.

D. VISION INSURANCE

The Board shall purchase through Northern Buckeye Health Plan, vision insurance for each member of the bargaining unit with the following specifications. The Board shall pay 100% of the cost of such insurance.

OHI Option III

Exams every 12 months
Lenses every 12 months
Frames every 12 months

An allowance for contact lenses in lieu of lenses and frames is available.

E. GENERAL PROVISIONS

1. Part-time bargaining unit members shall be entitled to fringe benefits in the following manner:

   a. The Board will pay a prorated portion of the single or family plan of each insurance selected by the employee. The prorated portion to be paid is dependent upon the number of hours worked by the employee. (i.e., if a bargaining unit member works half (1/2) time then the Board would pay half (1/2) of the Board's obligation for any insurance selected by the employee.

F. SECTION 125 SAVINGS PLAN

The Board will provide a Section 125 Savings Plan. The plan will include a debit card method of payment of refunds. If members do not sign up for a debit card, electronic fund transfer will be utilized.

ARTICLE VII

GRIEVANCE PROCEDURE

A. INTRODUCTION AND PURPOSE

This grievance procedure is intended to establish an orderly process of resolving differences which may occur between the Board of Education or the administration and the professional staff.

The purpose of the grievance procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise from time to time. Both parties agree that these proceedings will be kept as informal as may be appropriate at any level of the procedure.

B. DEFINITION

A “Grievance” is defined as a claim by a teacher, group of teachers, or Association, hereinafter the “Grievant” that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, past practice, fair treatment, or other Board policies and procedures.

C. PURPOSES

The following purposes are presented as a framework from which the grievance procedures hereinafter set forth have been developed, and according to which they are to be conducted:

1. To secure, at the lowest possible administrative level, equitable solutions to grievances which arise from time to time. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. To insure that a complaint is considered fairly, with all due speed, and without prejudice or reprisal.

D. INFORMAL PROCEDURE

In the event that the Grievant believes there is a basis for a grievance, he/she may first discuss the alleged grievance with the immediate administrative person who has the authority to bring about a resolution of the alleged problem. Said discussion may be held confidentially and personally by the Grievant, and/or his/her Association representative.

E. FORMAL PROCEDURES

STEP I

No later than fifteen (15) working days after the Grievant could reasonably be expected to know about the occurrence of the alleged violation giving rise to the grievance, the Grievant may submit to the proper immediate administrative authority, who has the authority to bring about a resolution of the alleged problem, a completed and signed STEP I grievance. A copy of the completed form shall be given to the Grievant and to the Association. Within five (5) school days of receipt of the Grievance Report, the administrator shall meet with the Grievant and/or his/her Association representative, in an effort to resolve the grievance. The administrator shall indicate in writing his/her disposition to the Grievant and the Association within five (5) school days after such meeting.

STEP II

If the Grievant is not satisfied or if no disposition of the grievance has been made within the time limits set forth in STEP I, the Grievant, and/or the Association representative shall complete a written Grievance Report Form, STEP II, and submit the same to the Superintendent. Within five (5) school days the Superintendent and/or his/her designated representative shall meet with the Grievant and/or his/her Association representative. Within five (5) school days of the meeting, the Superintendent shall indicate in writing his/her disposition, and forward a copy thereof to the Grievant, the Association, and Administrator(s) involved. If a grievance is not sustained or rejected in writing within fifteen (15) business days of filing, the remedy as stated on the grievance shall be automatically granted.

STEP III

If the Grievant and/or Association is not satisfied with the disposition of the Superintendent, or if no disposition has been made within the above stated time limits in STEP II, the Grievant and/or Association representative may submit the grievance to an impartial arbitrator by filing with the Superintendent a request for arbitration. A request for a list of seven (7) arbitrators shall be submitted to the Federal Mediation and Conciliation Service in accordance with its rules, which rules shall likewise govern the arbitration proceeding. The arbitrator shall have no power to alter, add to, or subtract from the stated policies and rights herein contained, and his/her award shall be advisory in nature. Either or both parties may be represented at the arbitration hearing. The fees and expenses of the arbitrator shall be shared by the Board and the Grievant.

F. GENERAL PROVISIONS

1. Grievances that relate to more than one building shall commence at STEP II.

2. The time limits provided for in this article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Superintendent shall use his/her best efforts to process such grievance prior to the end of the school term or as soon thereafter as reasonably possible.

3. Nothing herein contained shall be construed to limit the right of an individual teacher to discuss a personal complaint with a supervisory person without recourse to grievance procedure except that the Association will be informed of any results that affect the Agreement.

4. The Grievant may be represented at all stages of the grievance procedure by any person of his/her own choosing. When the Grievant is not represented by the Association, the Association shall be notified by the Administration that a grievance has been filed and have the right to have its representative present to state the views of the Association at all stages of the grievance procedure.

5. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

6. Hearings and conferences under this procedure will be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present.

7. The Association shall have the exclusive right to determine whether to proceed to the arbitration step of the procedure.

8. The Association shall receive copies of all communications in the processing of grievances.

Grievance #_____School District

Distribution of Form
1. Superintendent
2. Principal
3. Association
4. Employee

GRIEVANCE REPORT

Submit to Principal or Immediate Supervisor in Duplicate

Building Assignment | Name of Grievant | Date Filed

STEP I

A. Date Cause of Grievance Occurred_____

B.

1. Statement of Grievance (state specific section of Agreement)

2. Relief Sought_____
(If additional space is needed in reporting Sections B1 & 2, attach an additional sheet)

Signature | Date

C. Disposition by Principal or Immediate Supervisor_____

Signature | Date

D. Position of Grievant and/or Association_____

Signature | Date

STEP II

B. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee _____

_____

_____

_____

_____
Signature Date

C. Position of Grievant and/or Association _____

_____

_____

_____
Signature Date

STEP III

A. Date submitted to Arbitration _____

C. Disposition & Award of Arbitrator _____

_____

_____

_____

_____
Signature Date

ARTICLE VIII

FAIR TREATMENT AND DISMISSAL

A. Should any teacher be considered for non-renewal by their Principal, written notice will be given to said teacher by the Principal on or before April 10 of the school year involved.

B. If the Superintendent intends to recommend the non-renewal of a teacher's contract, notwithstanding a recommendation of renewal received by him/her from the building Principal, the Superintendent will notify the teacher in writing of such intention on or before April 12 of the school year involved.

C. All notices of non-renewal shall contain the written reasons for such recommendation as well as notice of the right to a hearing with the Superintendent and the right to be represented by an Association representative.

D. Any teacher receiving notice as provided above that his/her contract will not be recommended for renewal may request a hearing with the Superintendent and the evaluating Principal to discuss the reasons for said recommendation. The requested hearing will be held within five (5) days from the receipt of the request for the hearing. At the hearing, the teacher and/or his/her representative will be provided with the full opportunity to present evidence, respond, explain and/or rebut the basis for the reasons for the non-renewal recommendation.

E. Before the Board takes final action not to renew a teacher's contract, the Board Treasurer will give the teacher written notification of such intention on or before April 24 of the school year involved. If the Board's reasons for non-renewal are different from those of the administration, said reasons will be stated in full in the notification.

F. Within seven (7) calendar days of the receipt of such notification and prior to May 1 of the school year involved, such teacher may submit a written request to the Board Treasurer to appear before the Board. If such appearance is requested, the Board will notify the teacher of the time and place of his/her meeting with the Board.

G. During such meeting (which shall be held in executive session) the teacher will have the opportunity to present reasons as to why his/her contract should be renewed. Such teacher may be represented by an Association representative of his/her choice.

H. The provisions of this article supersede the provisions of 3319.11 O.R.C.

I. If a teacher's use of sick leave or any other type of leave provided for under this contract or federal law prevents the board from completing the evaluations required under this section, the teacher shall not be subject to the evaluation requirements and timelines of this agreement may be appropriately modified.

ARTICLE IX

DISCIPLINE

In addition to the non-renewal or termination of a teacher's contract pursuant to the provisions of Ohio Revised Code, the Board/Administration may issue written reprimands, administrative transfer, or suspension without pay.

A. An oral reprimand must first be given to the teacher in an attempt to correct the situation before discipline for the same occurrence is advanced to a written reprimand.

B. Before a teacher has a written reprimand placed in his/her personnel file, or before a teacher receives an administrative transfer or suspension without pay:

   1. The teacher shall have a pre-disciplinary conference with the appropriate administrator and/or Board in which time the circumstances shall be explored. At this time, the evidence in this report must be reviewed with the employee.

   2. Prior to the conference, the teacher shall be notified of the purpose of the conference and the right to bring a representative of his/her choice to the conference. If the conference results in discipline, the reason for discipline shall be reduced in writing and given to the teacher following the conference. The teacher shall have the right to attach his/her rebuttal to the disciplinary notice.

C. The conference shall proceed to discipline as stated herein except in extreme circumstances or removal from duties may need to proceed in such conference. If the conference results in administrative recommendation of dismissal, the affected teacher shall have those rights afforded him/her under 3319.16 O.R.C.

D. As a form of disciplinary action, the Board may, upon recommendation of the Superintendent, suspend a teacher without pay for a period exceeding five (5) days. The Superintendent, with or without Board approval, may issue a suspension without pay for up to five (5) school days. However, a teacher may file a grievance challenging any such suspension.

E. In the case of serious infractions of a professional misconduct nature, disciplinary procedures may be accelerated.

ARTICLE X

MULTI-YEAR CONTRACTS

A. The Board agrees that after a teacher successfully completes two one-year contracts, the Superintendent will recommend a two-year limited contract to that teacher.

B. The Board agrees that after a teacher successfully completes four years, subsequent contracts will be of three (3) years duration.

C. If at any time during the contractual period, the individual completes the requirements for a continuing contract, he/she will be considered for recommendation by the Superintendent for the appropriate contractual status of a continuing contract.

D. If a teacher's teaching performance is not of a satisfactory level then the Board could issue a one-year contract instead of the prescribed multi-year contract.

E. Teachers shall be eligible for continuing contract status in accordance with 3319.08 O.R.C. and 3319.11 O.R.C. Teachers who believe they will be eligible for a continuing contract must give written notice of their eligibility to the Superintendent on or before October 1 of the school year in which they become eligible.

F. The teacher who fails to provide written notification to the Superintendent by October 1 will be deemed to have waived any rights to a continuing contract until the following October.

G. Teachers who have met all qualifications and contractual notification requirements for a continuing contract, but have not corrected the deficiencies documented during the evaluation process shall be notified of these continued deficiencies in writing by the Superintendent as confirmed by the Board on, or before, April 15. The teacher may be placed on an extended limited contract not to exceed two (2) years. If the teacher is reemployed at the end of the extended limited contract, he/she shall be given a continuing contract. This provision shall supersede and replace the process for providing an extended limited contract pursuant to 3319.08 O.R.C. and 3319.11 O.R.C.

ARTICLE XI

EVALUATION OF PROFESSIONAL STAFF

This article serves as a placeholder for the evaluation process. Due to the ongoing transitions and changes from the state level/legislation pertaining to OTES, the parties have elected to contain the evaluation process as a Memorandum attached as MOU Number 1 in this Master Contract. Once the parties feel confident that the evaluation process as required by the state is secure, the process shall be contained within this Article XI.

ARTICLE XII

WORKING CONDITIONS

A. REQUIRED MEETINGS OR HEARINGS

Whenever any bargaining unit member is required to meet with any employer representative concerning any matter which may lead to disciplinary action, the employee shall be given two (2) working days, written notice of the time and nature of the meeting and shall be entitled to have present an Association representative. Such written notice will be hand delivered by the employer representative to the affected employee. This provision does not apply to conferences held as the result of observations and evaluations of classroom performance.

B. CLASS SIZE

The Board shall comply with State Minimum Standards pertaining to class size.

C. TEACHER FACILITIES

The board shall make available for each building facilities which shall be designated for exclusive use by employees in the bargaining unit including:

1. A telephone where members of the bargaining unit would be able to make telephone calls and would be afforded privacy.

2. A clean sanitary lounge, assessable to all staff members.

3. A work area where members of the bargaining unit would have access to the necessary equipment and machines needed to perform their job duties.

D. INSTRUCTIONAL MATERIALS AND SUPPLIES

Each member of the bargaining unit shall be provided sufficient instructional materials and supplies necessary to perform in an effective manner.

E. SCHOOL CALENDAR/WORK YEAR

1. The scheduled work year for members of the bargaining unit shall consist of no more than one-hundred and eighty-three (183) days.

2. Included in the one-hundred and eighty-three (183) days shall be the following:

    a. Three (3) teacher workdays with no students in attendance.

    b. Two (2) in-service days.

    c. One (1) parent/teacher conference day.

    d. One hundred and seventy-seven (177) days with students in attendance.

3. The teacher workday begins at 7:40 AM and concludes at 3:10 PM Monday through Friday that staff are scheduled to be in attendance. The time between 7:40 – 7:58 AM and between 3:01 – 3:10 PM shall not be included as part of the planning and conference time. However, meetings and duties may be assigned during these times. Additionally, staff may be required to stay beyond 3:10, but no later than 3:30 PM when building/district meetings are scheduled. Teachers on supplemental contracts for Edon Northwest are released for supplemental duties (when in season) at 3:01 PM.

4. In the event of calamity days (defined as a day when school is not in session due to weather or other unforeseen reasons), the procedure for make-up days shall be as follows:

    a. The first five (5) days shall be waived.

    b. Days six (6) and seven (7), if used, shall be professional development days for staff with the requirement that a plan articulating the professional development to be completed be submitted by the staff member at the beginning of the year as part of the Professional Growth Plan. Documentation of completed professional development shall be submitted to the building principal upon completion. All activities shall be completed prior to the end of the school year in which the triggering calamity days occurred.

    c. Any days beyond seven (7) shall be made up in a manner agreed upon by the Labor Management Committee.

    d. Teachers will not be required to report to work in District buildings on days when school is canceled and students are not in attendance due to inclement weather.

F. TEACHING HOURS AND LOAD

1. Duty-Free Lunch

    Each member of the bargaining unit shall be entitled to no less than a thirty (30) minute duty-free lunch period.

2. Planning and Conference Time

    a. Elementary (KK-6)

        Members of the bargaining unit within the elementary buildings shall be provided no less than two hundred (200) minutes per week as planning and conference time.

    b. Secondary (7-12)

        Members of the bargaining unit who teach grades seven through twelve shall be provided a minimum of one (1) planning and conference period per day.

G. PERSONNEL FILE

1. There shall be only one official personnel file in the District. Personally identifiable information regarding the teacher may be kept by other administrative personnel in the ordinary course and requirement of their duties. However, until such time as a given document is entered into the official personnel file, it may not be used to the professional disadvantage of the teacher. The employee shall receive a copy of all derogatory entries placed in the official personnel file prior to filing.

2. Anonymous complaints shall not be placed in the teacher's personnel file.

3. The examination of an employee's personnel file shall be subject to state law.

4. Any materials in a teacher's personnel file may be reviewed by the teacher. Said teacher shall be entitled to have a representative of his/her choosing accompany him/her during such review.

5. The teacher shall receive, upon request, one complete copy of all material in the file and the teacher shall pay a reasonable charge for the copies.

H. VACANCIES AND TRANSFERS

1. All job vacancies will be dated and posted in each of the teachers' workrooms.

2. Any bargaining unit member that has an interest in applying for said vacancy shall notify the Superintendent within five (5) working days after the posting date.

3. Bargaining unit members facing involuntary transfer will meet with representatives of the Association and the Administration at least thirty (30) days prior to the effectuation of any involuntary transfer. This meeting will be for the purpose of discussing reasons for the involuntary transfer. It shall be the responsibility of the Administration to provide written documentation of the reasons for the involuntary transfer to the employee.

I. TEACHER WORKROOM

Teacher workrooms shall be provided with a clean restroom, working copy machine, running water and sink, refrigerator, and microwave oven.

ARTICLE XIII

REDUCTION IN FORCE

A. STAFF REDUCTIONS

The following procedures shall govern the reduction of certified staff made necessary as a result of lack of sufficient operating funds, decreased enrollment of pupils, return to duty of regular teachers after leaves of absence, suspension of schools, or territorial changes affecting the District. If a bargaining unit member would be employed for the ensuing school year except for a reduction in force situation as a result of one of the above reasons, then said member's teaching contract shall be suspended instead of non-renewed.

B. ATTRITION

To the extent possible, the number of persons affected by a reduction in force will be kept to a minimum by not employing replacements for employees who retire or resign or whose limited contracts are not renewed in accordance with 3319.11 O.R.C. and other related sections of this Agreement.

C. REDUCTION OTHER THAN BY ATTRITION

To the extent that reductions under "A" above are not achieved through attrition or the non-renewal of limited contracts, reductions will be achieved by layoff. Layoff shall mean that a teacher's contract(s) will be suspended. When layoffs of members of the bargaining unit are necessary, seniority and areas of certification shall be the exclusive criteria in determining such layoffs.

Layoffs shall be on the basis of last hired first to be laid off. However, no teacher on continuing contract status shall be laid off, regardless of seniority, unless all teachers on limited contract in the affected area of certification have been laid off.

Any teachers who have been laid off shall have their names placed on a recall list.

D. SENIORITY AND CERTIFICATION

1. At the onset of Board discussions relating to a reduction in force, a seniority list shall be established listing all members of the bargaining unit, the date of hire-in, and the areas of certification held by each teacher. Teachers holding continuing contracts will be placed at the top of the list, in descending order of seniority. Teachers holding limited contracts will be placed on the list below continuing contract teachers, also in descending order of seniority. Seniority is defined as the length of continuous service to the Edon Northwest Local School District.

2. A seniority list shall be established listing all members of the bargaining unit, the date of hire-in, and the areas of certification held by each teacher. If two people are hired on the same day and one has taught part-time, then the actual time the employee has been teaching should be figured.

3. Seniority shall be determined by the length of continuous service in the school system. (Part-time teachers shall receive prorated service credit, i.e., ½ time equals ½ year service.) Among those with the same length of continuous service, seniority shall be determined by:

   a. The date of the Board meeting in which the teacher was hired; and then by

   b. An agreed upon method of chance in which all affected parties have an equal opportunity.

5. Length of continuous service will not be interrupted or affected by authorized leaves of absence or layoff under the provisions of this Agreement. However, once an individual's name is removed from the recall list pursuant to E-4 below, that person's seniority within the system is broken. The continuous service of a teacher who has returned to employment following resignation, or other termination of employment, will be measured from the date of return.

6. On or about December 1, of each school year, the Association President shall receive in writing a copy of the seniority list.

6. The names of employees on the seniority list shall appear in seniority rank order within areas of certification, license or entry-level requirement, with the name of the most senior employee appearing at the top of the listing and the names of the least senior employees appearing at the bottom of the listing.

E. RECALL

1. Teachers on the Reduction in Force list shall be returned to active employment to fill vacancies in reverse order of reduction for any position that becomes available for which they are or have become certified before any permanent teacher full, part-time or substitute is hired.

2. In the event a vacancy(ies) becomes available, the Board shall recall the teacher to active employment status by giving written notice to the teacher.

   Said written notice shall be sent to the teacher by registered or certified letter addressed to the teacher's last known address. It shall be the responsibility of each teacher to notify the Board of any change in address.

7. A teacher on the Reduction in Force list shall have the right to accept or refuse a position which is offered. If the teacher refuses a position then the offer of the position shall go to the next certified teacher on the recall list.

8. A teacher's name shall remain on the Reduction in Force list for two (2) school years (July 1 to June 30) following the date he/she is first placed on the list.

F. This Reduction in Force Article supersedes and replaces in its entirety those provisions provided by 3319.17 O.R.C.

ARTICLE XIV

MISCELLANEOUS PROVISIONS

A. NON-DISCRIMINATION

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school district shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of the Agreement on the basis of race, creed, color, religion, national origin, sex, sexual orientation, or marital status.

B. LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

A district-level Local Professional Development Committee hereinafter the "LPDC" shall be established for Edon Northwest School District pursuant to 3319.22 O.R.C. as follows:

1. The LPDC shall consist of five (5) total members, three (3) teachers selected by the Association and two (2) administrators selected by the Superintendent.

2. LPDC members will serve three (3) year terms provided they remain employees of the Edon Northwest School District and members of the Association.

3. The Association shall appoint replacement members to fill teacher committee member vacancies. The Superintendent shall appoint replacement members to fill administrative committee member vacancies.

4. When an administrator's course work is being discussed or voted upon, two (2) of the teacher members, shall not vote, thus causing the voting majority, in this instance only, to be administrative members. Those teacher members not voting under this provision shall be determined by the Association.

5. The LPDC shall meet on a quarterly basis with additional meetings as needed. All meetings shall take place outside normal student instructional hours at the convenience of the committee members.

6. The LPDC's responsibilities shall include, but not be limited to:

    e. Approval of all individual professional development plans (IPDP) for all certified/licensed employees of the Edon Northwest School District;

    f. Development and approval of all district professional development activities;

    g. Approval of all C.E.U. course work, workshops and in-services, and notification to teachers of renewal dates of licensure.

7. The LPDC shall establish bylaws, operating procedures and policies, including an appeals procedure by which a certified/licensed employee may appeal the decision of the LPDC.

C. LABOR-MANAGEMENT COMMITTEE

A labor-management committee comprised of Association representatives and administrative representatives shall be established. The committee will meet monthly for the purpose of discussing staff and/or administrative concerns. It shall be the responsibility of this committee to discuss and create school calendar options with the Superintendent. Calendar options may be presented to the bargaining unit members for input. The Superintendent will recommend a school calendar to the Board for approval.

D. SENIORITY LIST

On or about December 1 of each school year, the Association President shall receive in writing a copy of the seniority list. The list shall be established listing all members of the bargaining unit by the date of hire.

ARTICLE XV

ASSAULT LEAVE

A. Any professional staff member who sustains disabilities as a result of an unprovoked and unjustified assault by any parent, student or other person while in the course of performing professional duties may request a temporary special leave of absence to recuperate from the disabilities sustained in the assault. This paid leave shall not be charged against sick leave or personal leave. Assault leave shall not be charged against the employee's earnable or accrued sick leave.

B. Assault leave will be granted if the following provisions are fulfilled:

a. The staff member must make a written application for leave.

b. The staff member must make a police report and file charges with local law enforcement and provide a copy of the police report to the Superintendent with the written application for leave.

c. The staff member may be required to provide a written physician's statement recommending the leave and the approximate duration of the injuries/disability. In addition, the staff member must submit a written request for the assault leave within a reasonable amount of time after the assault. The request must specify the injuries received and the facts and circumstances relating to the assault.

d. The staff member, if requested, shall consent to an examination at Board expense by a Board-designated physician at a reasonable time and place; and said physician concurs with the staff member's physician that the staff member is disabled from returning to service. In case of a disagreement between two doctors, a third opinion by a mutually agreed upon physician shall be obtained at the expense of the Board.

e. The staff member shall agree to cooperate fully in pursuing any legal or police action by the Board on behalf of the staff member and/or the Board of Education.

C. In keeping with the above limitations, an assault leave shall be for no longer than ten (10) work days, without further Board approval.

D. Should any professional staff member make a false application for and/or falsify any information within the provisions of this Article, that staff member shall be subject to Board discipline, suspension or termination.

ARTICLE XVI

EFFECT AND DURATION

A. SEVERABILITY

1. If any provision of this Agreement or any application of this Agreement to any bargaining unit member or employee or group of bargaining unit members or employees is held to be contrary to law by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

2. It is further agreed that within twenty (20) days of receipt of notification of the court's actions, negotiations shall commence, in an attempt to reach agreement.

3. All understandings, and/or agreements reached under this procedure shall be reduced to writing, signed by each party, and made a part of the collective bargaining agreement.

B. MODIFICATION OF AGREEMENT

1. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by the parties.

2. Upon mutual consent to modify this Agreement, a date shall be set for negotiations to commence not more than ten (10) days thereafter.

C. DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2025 and shall continue in effect until June 30, 2028.

In the event all of the impasse procedures set forth in this Agreement have been fully completed and no agreement has been reached between the parties and the Agreement has expired and the Association has given the statutory Notice to Strike required by 4117 O.R.C., then, in that event only, the Association may exercise its statutory right to strike on those issues which are negotiable in accordance with the provisions of this Agreement.

This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries.

EDON NORTHWEST TEACHERS' ASSOCIATION

By: _____
President

Date: 5-13-25

By: _____

Date: _____

EDON NORTHWEST LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

By: _____
President

Date: 5-13-25

By: Deborah D. Hunter

Date: 5/13/25

Edon-Northwest Local School District
Salary Schedule 2025-2026

Base = $42,807

Step	Multiplier	BA	Multiplier	150 HRS	Multiplier	MA
0	1.0000	$42,807	1.0400	$44,519	1.0950	$46,873
1	1.0400	$44,519	1.0850	$46,445	1.1450	$49,014
2	1.0800	$46,231	1.1300	$48,372	1.1950	$51,154
3	1.1200	$47,944	1.1750	$50,298	1.2450	$53,294
4	1.1600	$49,656	1.2200	$52,224	1.2950	$55,435
5	1.2000	$51,368	1.2650	$54,151	1.3450	$57,575
6	1.2400	$53,080	1.3100	$56,077	1.3950	$59,715
7	1.2800	$54,793	1.3550	$58,003	1.4450	$61,856
8	1.3200	$56,505	1.4000	$59,930	1.4950	$63,996
9	1.3600	$58,217	1.4450	$61,856	1.5450	$66,137
10	1.4000	$59,930	1.4900	$63,782	1.5950	$68,277
11	1.4400	$61,642	1.5350	$65,708	1.6450	$70,417
12	1.4800	$63,354	1.5800	$67,635	1.6950	$72,558
13	1.5200	$65,066	1.6250	$69,561	1.7450	$74,698
15	1.5600	$66,779	1.6700	$71,487	1.7950	$76,838
17	1.6000	$68,491	1.7150	$73,414	1.8450	$78,979
20	1.6400	$70,203	1.7600	$75,340	1.8950	$81,119
25	1.6800	$71,915	1.8050	$77,266	1.9450	$83,259
27	1.7200	$73,628	1.8500	$79,193	1.9950	$85,400
29	1.7600	$75,340	1.8850	$80,691	2.0400	$87,326

Edon-Northwest Local School District
Salary Schedule 2026-2027

Base = $44,091

Step	Multiplier	BA	Multiplier	150 HRS	Multiplier	MA
0	1.0000	$44,091	1.0400	$45,855	1.0950	$48,280
1	1.0400	$45,855	1.0850	$47,839	1.1450	$50,484
2	1.0800	$47,618	1.1300	$49,823	1.1950	$52,689
3	1.1200	$49,382	1.1750	$51,807	1.2450	$54,893
4	1.1600	$51,146	1.2200	$53,791	1.2950	$57,098
5	1.2000	$52,909	1.2650	$55,775	1.3450	$59,302
6	1.2400	$54,673	1.3100	$57,759	1.3950	$61,507
7	1.2800	$56,436	1.3550	$59,743	1.4450	$63,712
8	1.3200	$58,200	1.4000	$61,727	1.4950	$65,916
9	1.3600	$59,964	1.4450	$63,712	1.5450	$68,121
10	1.4000	$61,727	1.4900	$65,696	1.5950	$70,325
11	1.4400	$63,491	1.5350	$67,680	1.6450	$72,530
12	1.4800	$65,255	1.5800	$69,664	1.6950	$74,734
13	1.5200	$67,018	1.6250	$71,648	1.7450	$76,939
15	1.5600	$68,782	1.6700	$73,632	1.7950	$79,143
17	1.6000	$70,546	1.7150	$75,616	1.8450	$81,348
20	1.6400	$72,309	1.7600	$77,600	1.8950	$83,552
25	1.6800	$74,073	1.8050	$79,584	1.9450	$85,757
27	1.7200	$75,837	1.8500	$81,568	1.9950	$87,962
29	1.7600	$77,600	1.8850	$83,112	2.0400	$89,946

Edon-Northwest Local School District
Salary Schedule 2027-2028

Base = $45,414

Step	Multiplier	BA	Multiplier	150 HRS	Multiplier	MA
0	1.0000	$45,414	1.0400	$47,230	1.0950	$49,728
1	1.0400	$47,230	1.0850	$49,274	1.1450	$51,999
2	1.0800	$49,047	1.1300	$51,318	1.1950	$54,269
3	1.1200	$50,863	1.1750	$53,361	1.2450	$56,540
4	1.1600	$52,680	1.2200	$55,405	1.2950	$58,811
5	1.2000	$54,496	1.2650	$57,448	1.3450	$61,081
6	1.2400	$56,313	1.3100	$59,492	1.3950	$63,352
7	1.2800	$58,130	1.3550	$61,536	1.4450	$65,623
8	1.3200	$59,946	1.4000	$63,579	1.4950	$67,894
9	1.3600	$61,763	1.4450	$65,623	1.5450	$70,164
10	1.4000	$63,579	1.4900	$67,666	1.5950	$72,435
11	1.4400	$65,396	1.5350	$69,710	1.6450	$74,706
12	1.4800	$67,212	1.5800	$71,754	1.6950	$76,976
13	1.5200	$69,029	1.6250	$73,797	1.7450	$79,247
15	1.5600	$70,845	1.6700	$75,841	1.7950	$81,518
17	1.6000	$72,662	1.7150	$77,885	1.8450	$83,788
20	1.6400	$74,479	1.7600	$79,928	1.8950	$86,059
25	1.6800	$76,295	1.8050	$81,972	1.9450	$88,330
27	1.7200	$78,112	1.8500	$84,015	1.9950	$90,600
29	1.7600	$79,928	1.8850	$85,605	2.0400	$92,644

EDON NORTHWEST SCHOOL DISTRICT SUPPLEMENTAL SALARY SCHEDULE
2025-2026

Percent index based on $42,807 salary		0-6 Years	7 + Years
ED. 1	Athletic Director	0.275	0.300
ED. 1A	Assistant Athletic Director	0.165	0.180
ED. 2	Head Football (Varsity)	0.180	0.190
ED. 3	Assistant Football	0.140	0.150
ED. 3A	Assistant Football	0.140	0.150
ED. 3B	Assistant Football	0.140	0.150
ED. 3C	Assistant Football	0.140	0.150
ED. 4	Junior High Football	0.095	0.105
ED. 4A	Junior High Football	0.095	0.105
ED. 4B	Junior High Football	0.095	0.105
ED. 5	Head Basketball (Varsity-Boys & Girls)	0.180	0.190
ED. 6	Assistant Basketball (Jr. Varsity-Boys & Girls)	0.140	0.150
ED. 7	Assistant Basketball (Varsity Boys)	0.140	0.150
ED. 8	Assistant Basketball (Varsity Girls)	0.140	0.150
ED. 9	Junior High Basketball (Boys)	0.095	0.105
ED. 9 A	Junior High Basketball (Boys)	0.095	0.105
ED. 10	Junior High Basketball (Girls)	0.095	0.105
ED. 10A	Junior High Basketball (Girls)	0.095	0.105
ED. 11	Basketball (5th & 6th Grade -Boys & Girls)	0.045	0.060
ED. 12	Baseball (High School Boys)	0.180	0.190
ED. 13	Assistant Baseball	0.140	0.150
ED. 14	Assistant Baseball (JV)	0.140	0.150
ED. 16	Track (High School Boys & Girls)	0.160	0.170
ED. 17	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 17A	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 17B	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 18	Junior High Track (Boys & Girls Combined)	0.095	0.105
ED. 19	Assistant Junior High Track (Boys & Girls Combined)	0.070	0.080
ED. 19A	Assistant Junior High Track (Boys & Girls Combined)	0.070	0.080
ED. 20	Golf (High School Boys)	0.070	0.085
ED. 20A	Junior High Golf	0.070	0.085
ED. 21	Cross Country (High School Boys)	0.095	0.105
ED. 21A	Junior High Cross Country	0.070	0.080
ED. 22	Softball (High School Girls)	0.180	0.190
ED. 23	Assistant Softball	0.140	0.150
ED. 23A	Assistant Softball (JV)	0.140	0.150
ED. 24	Girls Volleyball (Varsity)	0.180	0.190
ED. 25	Assistant Girls Volleyball (Jr. Varsity)	0.140	0.150
ED. 26	Assistant Girls Volleyball	0.140	0.150
ED. 27	Junior High Girls Volleyball	0.095	0.105
ED. 28	Junior High Girls Volleyball	0.095	0.105
ED. 30	Yearbook	0.070	0.085
ED. 32	Spanish Club	0.055	
ED. 35	Cheerleader Advisor (Fall)	0.070	0.080
ED. 35A	Cheerleader Advisor (Winter)	0.070	0.080
ED. 36	Junior High Cheerleader Advisor	0.070	0.080
ED. 37	Junior Class Advisor-Prom, Homecoming	0.065	
ED. 38	Quiz Bowl Advisor	0.042	
ED. 38A	Junior High Quiz Bowl Advisor	0.020	
ED. 38B	Elementary Quiz Bowl Advisor	0.020	
ED. 39	National Honor Society Advisor	0.040	
ED. 40	Musical Production	0.085	
ED. 40A	Musical Production	0.085	
ED. 40B	Musical Production	0.085	
ED. 42	Band Director (Summer-20 days)	*See extended time	
ED. 43	Assistant Band Director	0.085	
ED. 44	Band duties: marching band, parades, concerts, etc	0.085	
ED. 44A	Chorus duties: concerts, contests, etc	0.085	
ED. 45	Vocational Ag (Summer-60 days) includes FFA	*See extended time	
ED. 46	Vocational FCS (Summer-20 days) incl FCCLA	*See extended time	
ED. 47	Guidance Counselor (Summer-20 days)	*See extended time	
ED. 49	Weight Training	0.120	
ED. 54	Ticket Takers	*Per annual Board Resolution	
ED. 55	Freshman Class Advisor	0.028	
ED. 56	Sophomore Class Advisor	0.028	
ED. 57	Senior Class Advisor	0.040	
ED. 58	Athletic Trainer	0.065	

*Extended time - summer months - 20 work days constitutes one month
Payment per month - 1/9 of present salary schedule starting base $42,807 ($4,756.33)
District Mentor Coordinator - $1,000
Mentor - $750
Entry Year Teacher - $150
LPDC Representative - $15 per hour
Summer/After School Tutoring - $30 per hour

EDON NORTHWEST SCHOOL DISTRICT SUPPLEMENTAL SALARY SCHEDULE
2026-2027

Percent index based on $44,091 salary		0-6 Years	7 + Years
ED. 1	Athletic Director	0.275	0.300
ED. 1A	Assistant Athletic Director	0.165	0.180
ED. 2	Head Football (Varsity)	0.180	0.190
ED. 3	Assistant Football	0.140	0.150
ED. 3A	Assistant Football	0.140	0.150
ED. 3B	Assistant Football	0.140	0.150
ED. 3C	Assistant Football	0.140	0.150
ED. 4	Junior High Football	0.095	0.105
ED. 4A	Junior High Football	0.095	0.105
ED. 4B	Junior High Football	0.095	0.105
ED. 5	Head Basketball (Varsity-Boys & Girls)	0.180	0.190
ED. 6	Assistant Basketball (Jr. Varsity-Boys & Girls)	0.140	0.150
ED. 7	Assistant Basketball (Varsity Boys)	0.140	0.150
ED. 8	Assistant Basketball (Varsity Girls)	0.140	0.150
ED. 9	Junior High Basketball (Boys)	0.095	0.105
ED. 9 A	Junior High Basketball (Boys)	0.095	0.105
ED. 10	Junior High Basketball (Girls)	0.095	0.105
ED. 10A	Junior High Basketball (Girls)	0.095	0.105
ED. 11	Basketball (5th & 6th Grade -Boys & Girls)	0.045	0.060
ED. 12	Baseball (High School Boys)	0.180	0.190
ED. 13	Assistant Baseball	0.140	0.150
ED. 14	Assistant Baseball (JV)	0.140	0.150
ED. 16	Track (High School Boys & Girls)	0.160	0.170
ED. 17	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 17A	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 17B	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 18	Junior High Track (Boys & Girls Combined)	0.095	0.105
ED. 19	Assistant Junior High Track (Boys & Girls Combined)	0.070	0.080
ED. 19A	Assistant Junior High Track (Boys & Girls Combined)	0.070	0.080
ED. 20	Golf (High School Boys)	0.070	0.085
ED. 20A	Junior High Golf	0.070	0.085
ED. 21	Cross Country (High School Boys)	0.095	0.105
ED. 21A	Junior High Cross Country	0.070	0.080
ED. 22	Softball (High School Girls)	0.180	0.190
ED. 23	Assistant Softball	0.140	0.150
ED. 23A	Assistant Softball (JV)	0.140	0.150
ED. 24	Girls Volleyball (Varsity)	0.180	0.190
ED. 25	Assistant Girls Volleyball (Jr. Varsity)	0.140	0.150
ED. 26	Assistant Girls Volleyball	0.140	0.150
ED. 27	Junior High Girls Volleyball	0.095	0.105
ED. 28	Junior High Girls Volleyball	0.095	0.105
ED. 30	Yearbook	0.070	0.085
ED. 32	Spanish Club	0.055	
ED. 35	Cheerleader Advisor (Fall)	0.070	0.080
ED. 35A	Cheerleader Advisor (Winter)	0.070	0.080
ED. 36	Junior High Cheerleader Advisor	0.070	0.080
ED. 37	Junior Class Advisor-Prom, Homecoming	0.065	
ED. 38	Quiz Bowl Advisor	0.042	
ED. 38A	Junior High Quiz Bowl Advisor	0.020	
ED. 38B	Elementary Quiz Bowl Advisor	0.020	
ED. 39	National Honor Society Advisor	0.040	
ED. 40	Musical Production	0.085	
ED. 40A	Musical Production	0.085	
ED. 40B	Musical Production	0.085	
ED. 42	Band Director (Summer-20 days)	*See extended time	
ED. 43	Assistant Band Director	0.085	
ED. 44	Band duties: marching band, parades, concerts, etc	0.085	
ED. 44A	Chorus duties: concerts, contests, etc	0.085	
ED. 45	Vocational Ag (Summer-60 days) includes FFA	*See extended time	
ED. 46	Vocational FCS (Summer-20 days) incl FCCLA	*See extended time	
ED. 47	Guidance Counselor (Summer-20 days)	*See extended time	
ED. 49	Weight Training	0.120	
ED. 54	Ticket Takers	*Per annual Board Resolution	
ED. 55	Freshman Class Advisor	0.028	
ED. 56	Sophomore Class Advisor	0.028	
ED. 57	Senior Class Advisor	0.040	
ED. 58	Athletic Trainer	0.065	

*Extended time - summer months - 20 work days constitutes one month
Payment per month - 1/9 of present salary schedule starting base $44,091 ($4,899)
District Mentor Coordinator - $1,000
Mentor - $750
Entry Year Teacher - $150
LPDC Representative - $15 per hour
Summer/After School Tutoring - $30 per hour

EDON NORTHWEST SCHOOL DISTRICT SUPPLEMENTAL SALARY SCHEDULE
2027-2028

Percent index based on $45,414 salary		0-6 Years	7 + Years
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ED. 16	Track (High School Boys & Girls)	0.160	0.170
ED. 17	Assistant Track (High School Boys & Girls)	0.120	0.130
ED. 17A	Assistant Track (High School Boys & Girls)	0.120	0.130
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ED. 54	Ticket Takers	*Per annual Board Resolution	
ED. 55	Freshman Class Advisor	0.028	
ED. 56	Sophomore Class Advisor	0.028	
ED. 57	Senior Class Advisor	0.040	
ED. 58	Athletic Trainer	0.065	

*Extended time - summer months - 20 work days constitutes one month
Payment per month - 1/9 of present salary schedule starting base $45,414 ($5,046)
District Mentor Coordinator - $1,000
Mentor - $750
Entry Year Teacher - $150
LPDC Representative - $15 per hour
Summer/After School Tutoring - $30 per hour