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COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE WAUSEON EXEMPTED VILLAGE BOARD OF EDUCATION

AND

THE WAUSEON EDUCATION ASSOCIATION

SEPTEMBER 1, 2025

TO

AUGUST 31, 2028

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ARTICLE I
RECOGNITION

A. RECOGNITION

1. The Board of Education of the Wauseon Exempted Village School District (hereinafter referred to as the "Board") recognizes the Wauseon Education Association (hereinafter referred to as the Association), affiliated with the Ohio Education Association and the National Education Association, as the exclusive bargaining agent for all certified personnel employed as full-time or regular salaried part-time classroom teachers, certified librarians, teachers on assignment, speech and language pathologists and school counselors and excludes specifically the Superintendent, Assistant Superintendent, Administrative Assistants, Directors, Principals, Assistant Principals, Athletic Director and confidential, management level and supervisory employees employed under contracts governed by Sections 3319.01, 3319.011 and 3319.02 of the Revised Code and assigned to positions for which certificates are required pursuant to division (E), (F), (G), and (H) of Section 3319.22 of the Ohio Revised Code.

B. MANAGEMENT RIGHTS

1. The Board and administration generally reserve all rights and powers conferred on them by law and reserve the right to use discretion in exercising such rights and to adopt, rescind or modify policies and rules in the course of exercising such rights. However, the Board will not violate this Agreement and the Association does not waive any statutory right to bargain it may have, as to the impact of Board and administration actions on any mandatory bargaining subjects which are not in any way covered by other Articles in this Agreement.

2. The Association recognizes that Section 4117.08(C), Ohio Revised Code, specifically provides that the Board has the following powers:

   a. Determine matters on 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;

   b. Maintain and improve the efficiency and effectiveness of governmental operations.

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

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

   e. Determine the adequacy of the workforce;

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

   g. Effectively manage the workforce;

   h. Take actions to carry out the mission of the public.

ARTICLE II
ASSOCIATION RIGHTS

A. ASSOCIATION RIGHTS

1. The rights and privileges of the Association and its representatives as set forth in this Agreement will be granted only to the Association as the exclusive representative of the bargaining unit members, and to no other organization.

B. PAYROLL DEDUCTION FOR ASSOCIATION DUES

1. The Board will provide payroll deductions for Association dues in accordance with the following:

   a. Bargaining unit members will submit written authorization for payroll deductions on a form provided by the Association to the Treasurer annually.

   b. Authorized payroll deductions will be made in ten (10) equal installments beginning with the second payroll in October.

   c. By October 1 of each year, the Association will notify the Board's Treasurer as to the total amount of dues to be deducted per bargaining unit member. Such notification will be in the form of a letter signed by the Association President or Treasurer.

      The Board's treasurer will transmit all monies deducted within seven (7) calendar days of each pay period in which union dues are collected.

   d. A bargaining unit member who wishes to change the method of payment of Association dues may do so between August 1 and September 10 of any year. It will be the responsibility of the Association to inform bargaining unit members of this option prior to the end of each school year. It will also be the responsibility of the Association to process any appropriate changes on revised authorization forms. All revised authorization forms must be submitted by the Association to the Treasurer by October 1 of each year.

2. The Association agrees to save the Employer harmless with respect to the deduction made and paid to it in accordance with the provisions hereof, and in the event deduction will be made which should not have been made. In such cases, the Association will be responsible to return such monies to the bargaining unit member or bargaining unit members affected.

C. USE OF BUILDINGS, FACILITIES, EQUIPMENT & SERVICE

1. The Association and its representatives will have the right to use school buildings in accordance with Board policy at all reasonable hours for meetings.

2. The Association will have the right to use school facilities and equipment at reasonable times, with prior approval of the administration. The Association will pay for the reasonable cost of all materials and supplies.

D. DISSEMINATION OF INFORMATION

1. The Association will have the right to post notices of activities and matters of Association concern on designated bulletin boards, at least one of which will be provided in each school building. The Association may use the district mail service and bargaining unit member mail boxes for communication to bargaining unit members. Any member mailing of a general nature will be copied to the administration concurrently with the mailing.

2. The Association will have the right to use the public address system to announce Association related activities and/or meetings in accordance with building policy.

E. ACCESS TO MEMBERS OF BARGAINING UNIT

1. Duly authorized representatives of the Association and their respective affiliates will be permitted to transact official Association business on school property before and after school and during lunch periods provided that this will not interfere with or interrupt normal school operations. The representative will check in at the principal's office upon entering the building.

2. Duly authorized representatives of the Association and its affiliates will be permitted to speak to new bargaining unit members prior to the start of the school year. This meeting will take place during the lunch hour of new staff orientation. New staff members will not be required to participate in the meeting if they so choose.

F. RECEIPT OF BOARD INFORMATION

1. The employer agrees to furnish to the Association in response to written requests information concerning the following: any financial reports and audits after Board approval. Board meeting notices, agenda and minutes of all school board meetings; names, addresses, listed telephone numbers of all bargaining unit members; salaries paid thereof and education level and experience.

G. BOARD MEETINGS

1. The Association representative(s) at special and/or regular Board meetings will have the right to address any item on the agenda at a time determined by the Board. The agenda will be provided to the Association President at the same time and by the same means as provided to the Board.

H. BOARD POLICIES

1. A link to all Board policies will be accessible through the Board of Education page on the district website.

ARTICLE III
LABOR MANAGEMENT COMMITTEE

A. LABOR MANAGEMENT COMMITTEE

1. The parties mutually agree to establish a Labor Management Committee. This committee shall meet as needed by mutual agreement with agenda topics submitted by both parties at least three (3) days prior to meeting. Minutes of the meeting shall be agreed upon by both parties.

ARTICLE IV
INDIVIDUAL RIGHTS

A. NON-DISCRIMINATION

1. In administering this Contract, the parties will not discriminate on the basis of race, creed, religion, color, national origin, age, sex, sexual preference and marital status. SERB will be the exclusive remedy for alleged discrimination based on union membership or non-membership, and participation or non-participation in lawful union activities.

B. PERSONNEL FILES

1. Personnel files will be maintained in the offices of the Superintendent and the building principal(s). Copies of documents pertaining to work performance and discipline placed in either file will be given to the bargaining unit member. The bargaining unit member will sign the document indicating only that he/she has received the document.

2. The bargaining unit member has the right to attach a rebuttal to any document pertaining to discipline and work performance.

3. The contents of the personnel files will be limited to items pertaining to work performance, discipline and routine financial and personnel data.

4. Personnel records will be confidential subject to provisions of the Ohio Revised Code.

5. All entries into the personnel file will be dated as to entry.

C. PROFESSIONAL CONCERNS

1. If one or more staff members have a non grievable concern, the staff member should follow the Board of Education adopted Communication Hierarchy as outlined in the school district staff handbook. The hierarchy of communication is as follows:

    - Staff member to staff member
    - Staff member to immediate supervisor
    - Staff member to superintendent if the concern is not satisfactorily addressed or the staff member wants the praise acknowledged.

2. The Superintendent's decision will be final and may not be appealed to the Board.

ARTICLE V
WORKING CONDITIONS

A. CALENDAR

1. The regular school year will consist of not more than one hundred eight-four (184) scheduled days

2. The school calendar shall include a minimum of six (6) professional/work days for teachers throughout the school year, allocated as follows:

    - Two (2) days prior to the first student day with One full day shall be reserved for classroom preparation and One day shall be allocated for district-level, building-level meetings, departmental planning, and curriculum alignment activities.
    - One (1) day at the end of each of the first and third grading periods will be reserved as mid-year work days. These days shall be dedicated for individual teacher work time for grading, assessment, and instructional planning along with professional development. The maximum time that may be used for required meetings, mandates, or professional development shall not exceed three (3) hours. Every attempt will be made to schedule and announce at least one (1) week in advance.
    - One (1) teacher work day following the second quarter but before students return for the third quarter.
    - One (1) day following the last student day

    These professional work days shall be considered part of the teacher's contracted work year and shall not require additional compensation.

3. When utilized, staggered start schedules will be determined by the building principal with input from the WEA.

4. The WEA and the superintendent will collaborate to develop the school calendar. The final calendar will be determined at the discretion of the Board.

B. WORK DAYS

1. The normal bargaining unit member working day will be seven-and-one-half (7 ½) hours, including a thirty minute duty free lunch period. Bargaining unit members may be required to be at school for more than seven-and-one-half (7 ½) hours to complete their professional responsibilities. (Examples include, but are not limited to, attending conferences with students, parents or the administration; hearings; faculty meetings; evening programs and activities.) The Board and administration reserve the right to determine starting and ending times and otherwise to schedule the work day.

C. PLANNING AND NON-INSTRUCTIONAL WORK TIME

1. High school and Middle school bargaining unit members will have one (1) planning and non-instructional work time period per day.

2. Primary and Elementary school bargaining unit members planning and non-instructional work time:

   a. Not including non-instructional time prior to or after the start of the school day, Elementary school and Primary school bargaining unit members will have at least two hundred (200) minutes duty-free preparation time per week during the bargaining unit member work day defined in paragraph 1 Article V, Section B.

   b. Each Elementary school and Primary school bargaining unit member will be advised by the administration of the specific time periods to be considered preparation time.

3. A bargaining unit member's total weekly planning time may occasionally be reduced as a result of school delays, cancellations, field trips, and/or assemblies.

4. The bargaining unit member work day will generally include a minimum of 15 minutes of non-instructional work time without students prior to or at the conclusion of the student day; however, student supervision duties may still exist during this time. Any such supervision duties will be shared equally throughout the school year by all bargaining unit members and any other designated staff members assigned by the building principal. Bargaining unit members will not receive extra compensation for these student supervision duties. The school's Building Leadership Team will meet prior to the first day of each school year to determine the method for how these supervision duties will be shared.

5. Bargaining unit members who are required to travel between buildings will be guaranteed equal planning time (not to include travel time); along with their thirty (30) minute duty-free lunch.

D. CLASS SIZE

1. The Board and the Association recognize that the number of students in a classroom is a significant educational matter which must be based upon a number of factors, including state minimum standards, the financial resources of the district, the physical facilities available, and the overall needs of the educational program.

2. Administration will consider student needs when balancing class lists.

E. INCLUSION

1. Classroom bargaining unit members who have assigned to their class a student who has been identified as handicapped under the Individual with Disabilities Act (IDEA) or 504 will be part of the student's team which develops the student's Individual Educational Plan (IEP) and have direct input into the student's IEP. Additionally, such bargaining unit members will be provided training, in-service programs and professional assistance to enable the bargaining unit member to implement the student's IEP.

Such training, in-service programs, and/or professional assistance will be provided on release time or the bargaining unit member will be paid at .00068 times the base (BA-0) salary for the time involved.

F. ACADEMIC FREEDOM

1. Teaching activities comply with applicable laws, board policies, the approved curriculum framework, and professional and ethical standards. These activities shall:

   a. Align with state and district-approved learning standards and outcomes
   b. Are based on sound educational theory and practice
   c. Are appropriate to the age, maturity level, and capabilities of their students
   d. Are objective and balanced in their presentation of controversial issues

2. Academic freedom is defined as the right of teachers to teach, research, evaluate, and discuss educational content.

G. INSTRUCTIONAL MATERIALS

1. Bargaining unit members will be provided instructional materials and classroom supplies necessary to perform in an effective manner within the constraints of the building's budget.

2. Bargaining unit members will assist in the process of selecting textbooks and instructional materials in their respective areas.

H. CONFERENCES

1. Bargaining unit members are obligated to participate in conference dates and times as outlined by the district. The members will receive compensatory time as determined by the adopted calendar.

2. Bargaining unit members shared between buildings will coordinate conference times with their immediate supervisors. Conference times are not to exceed the time of other bargaining unit members.

3. Teachers in grades preK-grade 5 will be given one (1) full day, plus after school conference times and compensatory days off, per the calendar for meaningful parent collaboration.

I. BARGAINING UNIT MEMBER SUPPORT

1. Upon request or when deemed necessary, the Board and the administration will provide appropriate training, guidance, and instruction to bargaining unit members relating to compliance of state and federal education and health policies, as well as social and political issues.

J. ASSIGNMENT

1. All bargaining unit members will have their anticipated assignment for the following school year by the last teacher day.

ARTICLE VI
CONTINUING CONTRACT

A. CONTINUING CONTRACT

1. The bargaining unit member must have a master's degree, and must hold a current, valid five (5) year professional educator license for the State of Ohio. The bargaining unit member will have taught successfully in Wauseon Exempted Village School District for not less than three (3) years of the last five (5) years except for bargaining unit members who had a continuing contract with another Ohio Public School District.

2. The bargaining unit member will provide written documentation of all items listed in (1) above to the Superintendent not later than April 1 of the school year when continuing service status is to be considered.

3. Nothing in this section will be construed to alter or limit in any way the rights of the Board regarding its contractual options for a bargaining unit member who is eligible for continuing contract status.

ARTICLE VII
COMPENSATION

A. SALARY SCHEDULE AND INDEX

1. Base salary effective September 1, 2025, **$42,119**, effective September 1, 2026 is **$43,488**, effective September 1, 2027 is **$44,793.** The salary schedule and index from which members of the bargaining unit will be paid is provided in Appendix "A" and Appendix “B”.

2. Official transcripts indicating a column change are due by September 30th of each year. Any bargaining unit member who moves columns based on these transcripts will be paid retroactively.

B. SUPPLEMENTAL SALARIES

1. The supplemental salary for members of the bargaining unit is provided in Appendix "C" and Appendix “D”.

2. Compensation is determined by multiplying the appropriate index value times the base salary then in effect.

3. Supplemental salary placement will be based on years of coaching experience and activity experience.

4. The supplemental salary schedule may be amended during negotiations or through memorandum of understanding between the Board and the Association. If necessary, the Board may offer multiple contracts for any given position.

5. Supplemental contract payments for individuals whose only employment is/are supplemental contract(s) will be made following the conclusion of the supplemental contract season or event once they have completed all contractual requirements.

C. EXTENDED TIME

1. If the Board offers extended time to bargaining unit members beyond the regular school year, then the rate of compensation will be pro-rata to the bargaining unit member's salary on the salary schedule.

D. COMPENSATION FOR PART-TIME

1. All part-time bargaining unit members will be compensated pro-rata according to the salary schedule:

1 period	1/7
2 periods	2/7
3 periods	3/7
5 periods	5/7
6 periods	6/7

2. All part-time bargaining unit members teaching four (4) or more classes will receive a daily conference period.

E. COMPENSATION - I.E.P. FORMS/SPECIAL EDUCATION STUDENTS

1. Bargaining unit members required by the building principal to participate in meetings concerning the I.E.P.'s of handicapped students will be compensated for all time required beyond the regular school day. Said compensation will be at .00068 times the base (BA-O) salary as per district pay period schedule using a district approved timesheet.

2. Intervention specialists may be granted two days' leave to complete IEP-related responsibilities.

3. The district will assure the availability of digital cameras, flash drives, and appropriate printing capabilities for the numerous pictures that are needed. In addition, the building principal, superintendent and technology coordinator will evaluate requests for laptops to be provided to those that administer alternate assessments.

4. Alternate Assessments will be handled under the following parameters:

    a. Bargaining unit members who are responsible for the administration of alternate assessments will have the ability to utilize professional days, as needed and approved by the building principal, to help in the preparation, administration and authoring of the assessments.

    b. Through an evaluation of alternate assessment needs in each building, the district will consider making classroom aides available. In addition, the district will attempt to provide for joint prep/planning time for the bargaining unit member and the aide.

    c. When the need arises to have an aide assist with classroom responsibilities and/or alternate assessment responsibilities, the district acknowledges the need to train these aides. The training of these aides will be accomplished through the use of professional days for both the bargaining unit member (trainer) and the aide when done during the contracted year. If the need for training is done outside the contracted year, the bargaining unit member (trainer) will be compensated at .00068 times the base (BA – 0) salary.

F. COMPENSATION FOR STATE MANDATES

1. Bargaining unit members who are asked or required by any Administrator to serve on Committees or attend meetings that meet outside the work-day, to complete tasks to improve the service to students and families in the Wauseon community, will be compensated. Bargaining unit members who attend state-mandated meetings such as the Threat Assessment Team, PBIS, Gifted, Dyslexia, MTSS, and/or any new additional mandates will be compensated using the following criteria:

    a. Committee members will be compensated an hourly rate of .00068 of the base salary.

    b. Meetings scheduled during the bargaining unit member's contracted hours will not be compensated at the hourly rate.

    c. When circumstances allow, bargaining unit members may request LPDC credit in lieu of compensation.

G. COMPENSATION FOR HOURLY RATE INSTRUCTION

1. The hourly rate for bargaining unit members serving in an educator role to students outside of the agreed upon work day (home instruction, summer school, etc.) is determined by multiplying the factor .00068 times the base salary of the bargaining unit member's current salary.

H. LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

1. There will be one LPDC which will function on a District-wide basis.

2. There will be five (5) members of the LPDC as follows: One (1) bargaining unit member from each building, and one administrator. The bargaining unit members will be elected by the WEA building membership to serve on this committee.

3. The Committee members of the LPDC will be compensated with a supplemental contract.

4. The members of the committee will serve three (3) year rotating terms.

5. The LPDC Committee will recommend one of its members as LPDC Chair, to be approved by the superintendent.

6. The LPDC will determine the meeting times, places, dates, and frequency of meetings to be held. Meetings will not be held during times scheduled for bargaining unit member-student contact.

7. The LPDC will determine its rules for voting, planning, or other organizational issues that are in compliance with the Master Contract and the Ohio Revised Code.

8. The Wauseon Board of Education will, upon the approval of the Superintendent, pay reasonable costs for training and materials needed for LPDC members.

9. Appeals of decisions of the LPDC will be directed to the LPDC Appeals Committee which is separate and apart from the LPDC. The LPDC will determine the composition of the LPDC Appeals Committee. Should the decision of the LPDC Appeals Committee be unsatisfactory to the bargaining unit member, the bargaining unit member will have the right to appeal to the State level body.

I. DIRECT DEPOSIT

1. Payroll will be by direct deposit. There will be twenty-six (26) bi-weekly pay periods. In the event that there is a need to “re-cycle” payroll or make some other payroll adjustment, the Board will provide a three (3) month notice of the impending change.

J. SPEECH and LANGUAGE PATHOLOGIST

1. SLP begins at the MA+30 column (to represent the length of the program in course hours), and Step 1.

2. Each SLP will also receive a Medicaid Stipend in the amount of 0.20 of the base salary. (Not a supplemental that can be bid on by other members)

3. Per diem rate for extended days as needed.

K. MILITARY SERVICE CREDIT

1. Up to five (5) years of military credit shall be granted.

2. One (1) year of military credit means at least eight (8) months of continuous service.

ARTICLE VIII
FRINGE BENEFITS

A. GENERAL PROVISIONS

1. **Eligibility:** Bargaining unit members will be eligible to receive all the fringe benefits detailed in this article beginning on the first day of the first month that begins on or after the first day worked as defined by seniority purposes.

2. Participation in Open Enrollment shall be mandatory. Any bargaining unit member not meeting the established timeline, via electronic reminders, will be moved to a HDHP without BOE contribution to the HSA.

B. INSURANCE COMMITTEE

1. The District Insurance Committee will represent all district employee groups. The WEA will have proportionate representation on the committee. The task of the insurance committee is to research and negotiate insurance benefits for the district and staff members. The findings will be presented to the board for approval.

C. HEALTH INSURANCE

1. Bargaining unit members and their dependents selecting health insurance will be covered under a managed care health insurance plan offered by the Board, as listed below. The bargaining unit member has the choice of which plan they choose.

2. Bargaining unit members with working spouses who have the ability to be covered under an insurance plan through his/her place of employment are not eligible to use district health insurance as their primary insurance. Spouses are unable to be covered as secondary on the district health insurance. The spouse may be added to the family plan with a qualifying event.

    a. **Traditional Plan**

        i. Bargaining unit members selecting a traditional plan will pay 10.5 % of the monthly insurance premium.

    b. **High Deductible Health Plan**

        i. The Board will pay 100% of the monthly premium for bargaining unit members selecting the High Deductible Health Plan, provided the total High Deductible Health Plan premium increase in a plan year does not exceed 9%. The Board will also match up to $1,500 annually for a family plan and up to $900 annually for a single plan prorated monthly to be deposited directly into the bargaining unit member's Health Savings Account.

ii. In the first year that a bargaining unit member is on the High Deductible Health Plan, the Board will deposit a $500 advance into the bargaining unit member's Health Savings Account, provided that the bargaining unit member will contribute at least $500 into the account throughout the year. This advance will be deposited during the first pay in January. The advance will be deducted from the Board's total matching contribution to the bargaining unit member for the year.

Any bargaining unit member whose employment ends will be responsible for reimbursing the Board for this advance at a pro-rata rate.

iii. If the total High Deductible Health Plan premium increase exceeds 9% in a plan year, the Board will only be responsible for paying 95% of High Deductible Health Plan premiums for that year, with the bargaining unit member paying the other 5%. In subsequent years, if the premium increase for the High Deductible Health Plan does not exceed 9%, the Board will resume paying 100% of the monthly premium for the High Deductible Health Plan.

c. **Part-Time Bargaining Unit Members**

i. Part-time bargaining unit members will receive a single health insurance plan or the cost of a single plan toward a family plan

D. INSURANCE INCENTIVE

1. Current bargaining unit members who opt out of the health insurance plan will receive $1,100 per year. Payments will be made in March and September following the prior 6 month period of waiver. Bargaining unit members cannot be enrolled at any time in the prior 6 month period in order to be entitled to the waiver payment. Bargaining unit members who opt out may re-enroll in the insurance plan if there is a change in status; i.e. marriage, death, spousal carve-out, etc. but will not be entitled to the waiver for the 6 month period in which they enroll.

E. DENTAL INSURANCE

1. The board will provide family dental insurance protection for each member of the bargaining unit. All bargaining unit members will pay 20% of the monthly insurance premium. Spouses will be eligible for primary dental coverage on a family plan.

F. VISION INSURANCE

1. Vision Insurance will be provided with the bargaining unit member paying 100% of the cost of coverage. Spouses will be eligible for primary vision coverage on a family plan.

G. LIFE INSURANCE

1. At Board expense each full-time bargaining unit member will receive term life insurance in the amount of $50,000.00. Part-time bargaining unit members in the bargaining unit may be included at their option in this group coverage by paying pro-rata premiums in inverse proportion to the amount of time that they work.

H. BENEFIT OPTIONS

1. **125 Plan** - All bargaining unit member insurance costs will be tax sheltered in a 125 Plan to the extent permitted by law, such as HSA, Flexible Spending Accounts, and Dependent Care

2. **Investment Options** - In accordance with BOE policy, the district will make available retirement plans such as 457(b) and 403(b).

I. S.T.R.S. SHELTER

1. The Board of Education will designate each bargaining unit member's mandatory contribution to the State Teachers' Retirement System of Ohio as "picked up" by the Board as contemplated by Internal Revenue Service Ruling 77-464 and 81-36, although they will continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the bargaining unit member's income reported by the Board as subject to federal and Ohio income tax will be the bargaining unit member's total gross income reduced by the then-current percentage amount of the bargaining unit member's mandatory State Teachers' Retirement System contribution which has been designated as "picked up" by the board, and that the amount designated as "picked up" by the Board will be included in the final average salary, provided that no bargaining unit member's total salary is increased by such "pick up" nor is the Board's total contribution to the State Teachers' Retirement System of Ohio increased thereby.

2. In the event that there is a determination that the foregoing adversely affects the qualified status under the Internal Revenue Code of the contributions by the Board of the "pick up" contributions or of the STRS retirement plan, this "pick up" provision will be null and void.

J. EDUCATIONAL REIMBURSEMENT

1. To qualify for reimbursement, all course work must meet the following criteria:

    a. Coursework must be in the field of education or in the bargaining unit member’s content area.
    b. Coursework must align with the bargaining unit member’s goals as stated in his/her Individual Professional Development Plan (IPDP).
    c. Course work must be approved by the District LPDC and the Superintendent or designee prior to the start of the class.

2. Copies of all necessary forms will be found using the “Staff” tab on the school website.

3. Reimbursement for courses taken during the prior school year – including summer courses - will be paid in October.

4. A bargaining unit member will be reimbursed at the current calculated rate for the hours taken and passed with at least a grade of C or receive a Pass in a Pass/Fail course provided an original sealed transcript or secure email electronic transcript and a breakdown of courses/payment receipt are delivered to the Administrative Assistant to the Superintendent by September 30.

5. Reimbursement will be made based upon the type of hours taken (quarter or semester). The amount of reimbursement may not exceed the actual amount expended by the bargaining unit member for said course work.

6. The formula for reimbursement will be the amount of the previous year's base salary per year divided by the number of semester and quarter hours taken. Quarter hours will be counted as 2/3 of a semester hour.

7. If, prior to the start of a new contracted work year, the employment of a bargaining unit member ends due to resignation, retirement, termination, or dismissal, the bargaining unit member will not be eligible for reimbursement for courses completed during the previous school year or summer prior to the end of the contracted work year. This exclusion does not pertain to bargaining unit members whose employment ends due to reduction in force.

   Steps 1-7 will remain in effect and guide the development of an electronic submission process until the process is finalized and approved by both the bargaining unit and Board.

K. TRAVEL EXPENSE

1. The Board of Education will pay mileage to bargaining unit members who must travel between buildings to fulfill their regular teaching duties. Mileage will be determined by the distance between buildings and based on actual miles driven and will be approved by the Superintendent.

2. Bargaining unit members eligible for mileage reimbursement will be paid at the IRS rate upon completion of monthly mileage reimbursement form.

L. SEVERANCE

1. The Wauseon Board of Education agrees that upon acceptance for "service retirement" as defined by the STRS, a bargaining unit member will receive 30% of the total accumulation up to 250 days of his/her sick days calculated at his/her per diem rate at the time of retirement.

2. A bargaining unit member who has attained the maximum sick leave in the last two years of employment prior to retirement and suffers a catastrophic illness (absent eighty consecutive days in final year of employment) will receive no less than a minimum of forty (43) days severance.

3. Severance will be converted to employer contributions and deposited in one of the Prime-Choice Plan (or equivalent) options, if: a bargaining unit member is or will reach their 55th birthday in the calendar year of retirement, and receive at least $5,000.00 of severance pay.

   a. Bargaining unit members will participate in an exit interview to determine post-retirement needs and selection of plan options.

b. Bargaining unit members will select either:

    i. Medical Expense Reimbursement Trust, or

    ii. Employer Special Pay Plan (to 403b or 457b)

c. Plan Document(s) will govern the administration of severance pay out.

d. If a bargaining unit member does not qualify for one of the Prime-Choice options, severance will be processed through payroll.

ARTICLE IX
LEAVES OF ABSENCE

A. SICK LEAVE

1. Ohio law provides that bargaining unit members may earn one and one-fourth (1-1/4) days of sick leave per month of service. Each bargaining unit member accumulates this amount for each month of the year in which the bargaining unit member is under contract and is cumulative up to three hundred twenty five (325) days. The bargaining unit member may use sick days in one-quarter (¼) increments.

2. If a bargaining unit member uses more than five (5) consecutive sick days during the school year, the board may request a doctor's note verifying the need to be absent.

3. Out of State Sick Leave - bargaining unit members shall transfer a maximum of fifty (50) accumulated sick days from out of state districts.

B. PERSONAL LEAVE

1. Personal leave not to exceed three (3) days per school year will be granted to each bargaining unit member. Except in cases of a documented emergency, application for personal leave must be made not less than five (5) calendar days in advance.

2. Except in cases of documented emergency or significant family event; personal leave will not be taken on the day before or after a holiday or vacation period during the school year, on a staff work day, an in-service day, or during the conference portion of parent teacher conference days.

3. No more than four (4) bargaining unit members district-wide may be granted personal leave on any given day prior to Labor Day or after May 1. Bargaining unit members who request leave during these periods will include a reason that explains the need for the leave. This leave total will be extended to up to six (6) bargaining unit members in cases where leave has been requested for the purpose of attending school-sponsored events.

4. No more than six (6) bargaining unit members district-wide may be granted personal leave on or between Labor Day and May 1. Bargaining unit members who request leave on these days will not be required to provide a reason for their leave.

5. Bargaining unit members may reallocate, in any combination, unused personal leave days in the following manner:

    - Receive an amount of $200.00 per day for up to two (2) remaining personal leave days that are not used
    - Two (2) unused personal days may be converted to one (1) additional personal day for the new school year
    - Bargaining unit members may never accrue more than four (4) personal days in a school year

C. PROFESSIONAL LEAVE

1. Professional leave may be granted to members for the purpose of attending workshops, educational conferences, coaches clinics, or visitations. Requests for leave should be made at least two (2) weeks in advance. The request should be discussed with the building principal and then submitted to the Superintendent for approval.

D. FUNERAL LEAVE

1. A bargaining unit member will be excused to attend any funeral provided prior approval has been given by the Superintendent. Such leave will be deducted from accumulated sick leave.

E. PARENTAL LEAVE

1. The Board will grant parental leave without pay for bargaining unit members requesting such leave. This leave will include cases of adoption. The leave will not be for longer than one school year.

2. The bargaining unit member will submit a written request to the Superintendent, specifying the proposed dates the leave is to commence and terminate. The request will be submitted at least thirty (30) calendar days prior to the date on which the leave would be scheduled to begin. This provision may be waived by the Superintendent.

3. The Board may require that the termination of such leave coincide with the end of a semester, or some other point in time at which the bargaining unit member's return coincides with the needs of the Board to avoid disruption of the studies of pupils and work schedules of other bargaining unit members. This provision will not be construed to require return while illness or disability precludes bargaining unit member's return.

4. Upon return to service at the expiration of such leave the bargaining unit member will resume the contract status which he/she held prior to such leave and will return to the same position held prior to the leave. If upon return from approved parental leave the same position is no longer in existence then the bargaining unit member will be entitled to a substantially equivalent position for which he/she holds valid unexpired certification.

5. A bargaining unit member on parental leave will be granted the option of continuing group insurance coverage (COBRA). This coverage will be at the bargaining unit member's expense. The bargaining unit member's right to such coverage will be subject to approval of the insurance carrier. The bargaining unit member must present payment to the Treasurer not later than the 15th of each month preceding the date on which the Treasurer sends payment to the insurance carrier. Failure to pay on time will result in forfeiture of coverage.

6. Parental leave may be covered under the FMLA act if the bargaining unit member so chooses.

F. ASSAULT LEAVE

1. A collective bargaining unit member assaulted while in the course of his/her employment and physically or psychologically disabled from such assault will remain on the payroll as a regular employee and will receive all benefits. To be eligible for assault leave, the bargaining unit member will:

    a. Make a written statement concerning the assault on forms provided by the Board.

2. Such leave will commence on the first day of absence and continue until the bargaining unit member elects (a) to return to work, (b) to receive retirement/disability benefits under the state retirement system, or (c) to resign.
3. If medical attention is required, a certificate from a licensed physician stating the nature of the disability and its duration will be required before assault leave can be approved for payment.

4. The days so used will not be deducted from the bargaining unit member's sick leave, except in cases where a collective bargaining unit member fails to comply with the above provisions.

5. Falsification of any of the bargaining unit member's statement or the physician's statement will be grounds for suspension and/or termination employment under Ohio Revised Code §3319.16.

G. LEGAL LEAVE

1. Bargaining unit members who are requested to perform jury duty will be granted paid leave. During such leave the bargaining unit member will be considered as being in attendance. The bargaining unit member will suffer no loss of salary, benefits, or other contractual advantage as a result of such leave. The bargaining unit member will turn over to the Board money he/she receives as payment for jury duty service.

2. Bargaining unit members who are subpoenaed or otherwise summoned to appear in court on behalf of a parent/guardian or guardian ad litem of one of their students will be granted paid leave provided that advance court documentation is provided.

H. FAMILY MEDICAL LEAVE ACT

1. The Board and the members will comply with the provisions of the Family Medical Leave Act, provided, however, that the member will use leave under FMLA concurrent with any other leave for which the member may be eligible under the provisions of this contract. The provisions of this paragraph will not be applicable to intermittent leave not covered by the Family Medical Leave Act.

2. The twelve month period will begin on the first day the bargaining unit member takes leave under this provision.

I. BARGAINING UNIT MEMBER ON SPECIAL ASSIGNMENT

1. The Bargaining unit member on special assignment provides support for the implementation of the district's educational mission through articulation and application of foundational structures, content and curriculum development, and instructional strategies in partnership with the educational community; they may also provide leadership in the planning, coordination, and implementation of a subject area, special project, coaching, mentoring or grade level instructional program.

    a. The superintendent and administration reserves all rights to approve or deny the leave assignment and duration.

    b. The Bargaining unit member on special assignment possesses all rights as written in the contract including fringe benefits.

    c. The Bargaining unit member on special assignment will be able to return to their previous contracted position at the completion of the Special Assignment.

    d. The Bargaining unit member on special assignment will be evaluated utilizing the evaluation instrument based on the state and locally approved processes and forms.

    e. Every reasonable effort will be made to place a certified educator into the temporary vacancy created by the special assignment.

ARTICLE X
EVALUATION

A. PHILOSOPHY

1. The Board and the Association agree that the District's evaluation program will include the following:

    a. A uniform instrument for rating bargaining unit members.

    b. A philosophy of evaluation whereby the evaluator will assist the bargaining unit member in improving his/her instructional and professional performance.

B. EVALUATORS

1. An evaluator must be a credentialed contracted employee of the Wauseon Exempted Village District. Credentialed building administrators that are employed by the board will observe and evaluate the bargaining unit members in their respective building unless both the WEA and representation of the board mutually agree upon another building administrator, district administrator, or the central office evaluator.

C. EVALUATION INSTRUMENT

1. The Evaluation Instrument will utilize state and locally approved processes and forms, which will be used by the bargaining unit member's evaluator. The forms are online at the Ohio Department of Education and Workforce's website.

2. When changes to state law require a change in evaluation procedures or when both parties agree to it, a committee composed of no more than four (4) persons appointed by the Superintendent and no more than four (4) persons appointed by the Association will be established to devise an evaluation procedure, criteria, and instrument. The committee will submit its recommendations to the Board and the Association for approval prior to becoming the uniform method for evaluation during the ensuing school year.

D. ORIENTATION

1. Not later than September 30th of each year, each bargaining unit member will be notified in writing of the name and position of the individual evaluating him/her for that school year.

2. The District will hold an OTES/OSCES overview meeting for bargaining unit members being evaluated no later than September 30th of each school year.

E. SCHEDULE OF EVALUATION

1. State and locally approved evaluation schedules will be followed.

2. Bargaining unit members will be observed under the following guidelines:

   a. In the year when a bargaining unit member's contract expires, three (3) formal observations will be conducted. The observations should last a minimum of thirty (30) minutes and be reasonably balanced so that they take place throughout the school year. The administration may waive the right to observe bargaining unit members. However, under no circumstances will a bargaining unit member's contract be non-renewed unless a minimum of three (3) observations have been completed.

   b. In any year when a bargaining unit member's contract does not expire, two (2) formal observations will be completed. The observations should last a minimum of thirty (30) minutes and be reasonably balanced so that they take place throughout the school year. The administration may waive the right to observe bargaining unit members who are rated "skilled" or "accomplished".

   c. Bargaining unit members will receive a post-evaluation conference no later than five (5) work days after the formal observation.

   d. Any bargaining unit member who works in multiple buildings throughout the District will be observed at least once in each building where he/she works; so long as this does not increase the total number of observations that bargaining unit member receives.

F. FINALIZATION OF EVALUATION

1. No later than May 10, the final summative evaluation will be electronically signed by both the evaluator and the bargaining unit member. A conference may be requested by either party.

2. The bargaining unit member will have the right to make a written response to the evaluation report to be placed in the bargaining unit member's personnel file.

G. IMPROVEMENT PLAN

1. An Improvement Plan is a clearly articulated assistance program for a bargaining unit member whose performance on key professional indicators has been documented to be ineffective or developing by the evaluator.

H. REMOVAL OF POORLY PERFORMING BARGAINING UNIT MEMBERS

1. Poorly performing bargaining unit members may be removed, upon recommendation of the Superintendent, and through the requirements of the collective bargaining agreement and/or Ohio law, either through nonrenewal or termination.

2. Nothing in this article will be deemed to prevent the Board from exercising its rights to nonrenew, terminate, or suspend a teaching contract as provided by law and the terms of this agreement. The evaluation system and procedures set forth in this Agreement will not create an expectation of continued employment for bargaining unit members on a limited contract.

   The Board reserves its right to nonrenew a bargaining unit member evaluated under this article in accordance with ORC 3319.11 notwithstanding the bargaining unit member's summative rating.

I. SUPPLEMENTAL REVIEWS

1. Upon the request of either party, the Supplemental Evaluation Instrument will be reviewed by a committee for supplementals. The committee will be composed of no more than three (3) persons appointed by the Association and no more than three (3) persons appointed by the Superintendent.

2. Building administrators will conduct one (1) performance review of all head class, club, and activity advisers in that adviser's first contracted supplemental year, and will regularly review the performance of that adviser afterwards. Head athletic coaches will be reviewed regularly by the Athletic Director under the same standard. Performance reviews will include a written statement of the organization's strengths and improvement goals.

3. A supplemental committee will be formed. Members include Athletic Director, Administration, and WEA members representing athletic and non-athletic activities. Prior to year three, the committee will present recommendations to the negotiation committee evaluating compensation and longevity.

ARTICLE XI
DISCIPLINE / FAIR DISMISSAL PROCEDURES

A. DISCIPLINE, SUSPENSION AND TERMINATION

1. The principles of progressive discipline will normally be followed. An employee shall receive a verbal warning on the first offense; a written reprimand on the second offense; may be suspended on the third offense, and may be suspended or terminated on the fourth offense; provided, however, that the Superintendent may accelerate disciplinary measures to any step if, in his/her sole opinion, the gravity of the offense warrants such action.

B. FAIR DISMISSAL PROCEDURE

1. When an unsatisfactory situation or serious and repeated problem related to the employment performance of a bargaining unit member is observed by the principal, a conference will be scheduled with the bargaining unit member. The bargaining unit member-principal conference will take place as soon as practical, on or before April 1.

2. The purpose of the conference is to make the bargaining unit member aware in writing of unsatisfactory performance, to make written recommendations for correction, and to indicate that if the situation is not corrected, there will be a recommendation for non-renewal of contract.

3. At this time, the bargaining unit member will have the opportunity to present his/her written response to the principal and his/her plans for improvement of the unsatisfactory situation.

4. The bargaining unit member will have an opportunity to meet with the Superintendent and Principal, and in writing, present his/her information regarding the unsatisfactory situation and/or performance and review material concerning non-renewal.

5. The Superintendent will notify the bargaining unit member, in writing, of his recommendation prior to making a recommendation to the Board of Education.

6. The bargaining unit member will have the right to appeal the recommendation in a hearing before the Board of Education.

7. The procedure for fair dismissal set forth herein supersedes the provisions of Section 3319.11, Revised Code.

ARTICLE XII
VACANCIES, TRANSFERS, AND REASSIGNMENTS

A. **POSTING OF VACANCIES**

1. Definition: A vacancy is defined as an open teaching and/or supplemental position which the Board intends to fill.

2. When the Superintendent determines that a vacancy exists in a teaching position, and/or a supplemental position, he will cause a notice to be posted at each school in a common-use area, the Superintendent's office and in an electronic format available to all bargaining unit members. The vacancy will be posted for at least five (5) working days. A copy of posting will be sent to the WEA President. The posting will include the following information:

   a. Position available

   b. Requirements for job

   c. Deadline for application

   d. Effective starting date

   e. Any additional pertinent information

B. TRANSFER ASSIGNMENT

1. Voluntary Transfer

   a. A bargaining unit member may submit a letter of interest for a voluntary transfer for positions in which they are certified/licensed.

   b. The letter of interest will remain in effect until the first contracted day of the next school year.

   c. The letter of interest will serve as a response to certified internal postings of the school district during the time period specified in section 1(b).

   d. Qualified bargaining unit members who have submitted a letter of interest will be granted an interview.

2. Involuntary Transfer

   a. A bargaining unit member being involuntarily transferred will be notified via a conference with the Superintendent or his/her designee for transfers involving a change in building assignment. A bargaining unit member being involuntarily transferred will be notified via conference with the building principal for transfers within the same building. The bargaining unit member will be notified prior to board action. A written reason will be provided to the bargaining unit member at this conference.

The written reason will address specific issues within the District and explain how transferring the bargaining unit member may help resolve those issues. The said written reason will not be subject to a grievance.

b. Bargaining unit members who have been involuntarily transferred will maintain the right to apply for any vacancy posted in the District.

c. A bargaining unit member will not be involuntarily transferred more often than twice in a forty-eight month period.

d. Bargaining unit members who are involuntarily transferred under the provisions of this section will be provided an appropriation to the purchase supplemental and support materials related to their new position as approved by the building principal.

3. Board Approval

a. Official Board minutes will reflect only that a bargaining unit member is being transferred and will not label such transfers as “voluntary” or “involuntary”.

ARTICLE XIII
EMPLOYMENT OF RETIRED BARGAINING UNIT MEMBER

A. **CONDITIONS OF EMPLOYMENT**

1. The terms of employment for a newly employed but previously retired certificated bargaining unit member will be as per the contract except as follows:

   a. Retirement from the district will be considered a break in employment.

   b. Former bargaining unit members of the district will be precluded from service credit earned prior to retirement.

   c. A minimum of three (3) years' service credit will be given for experience at the appropriate education level attained.

   d. The bargaining unit member will not be eligible for severance or college reimbursement.

   e. The bargaining unit member will receive one (1) year limited contracts and will not be eligible for continuing contracts as provided for in the Section 3319.11 ORC.

   f. The bargaining unit member will receive the same option for health insurance as other bargaining unit members as listed in Article VIII, "Health Insurance"

B. **TIME FRAME**

1. In order to meet the new State Teachers' Retirement system requirements of public notifications and public hearings, any bargaining unit member interested in pursuing this option must submit their resignation no later than April 1 of the school year preceding their desired re-employment.

C. **NON-GRIEVABLE**

1. The provisions of this article are not grievable under Article XV of this Agreement or through any action or claim filed with SERB or a court of law.

ARTICLE XIV
REDUCTION IN FORCE

A. AUTHORITY TO INSTITUTE REDUCTION IN FORCE

1. The Wauseon Board, when it deems necessary, may reduce the number of teaching positions, but such reductions will be limited to such reasons as:

    a. Decline in student enrollment.

    b. Return to duty of regular bargaining unit members after leaves of absence.

    c. Suspension of schools or territorial changes affecting the District.

    d. Lack of sufficient operating funds.

B. ORDER OF REDUCTION IN FORCE

1. If staff reduction is deemed necessary, the reduction will be made as follows:

    a. Suspension of contracts will occur to bargaining unit members holding a limited contract first and will be on a last employed-first to be suspended by teaching field basis.

    b. If the suspension of the contract is necessary for any bargaining unit members holding a continuing contract, this will be on a last employed first to be suspended teaching field basis.

    c. Displacement rights will be exercised by all bargaining unit members within their respective contract status (continuing contract or limited) with no bargaining unit member holding a limited contract exercising displacement over a bargaining unit member holding a continuing contract. Displacement will be limited to areas of the bargaining unit member's certification.

    d. If a bargaining unit member has been required to obtain a certificate to meet the requirements of the current teaching assignment and also holds provisional or higher certification in other teaching fields, that bargaining unit member will be placed with the appropriate contract status group and according to seniority and provisional or higher certification areas will have displacement rights.

C. SENIORITY

1. Seniority will be defined as continuous employment of a bargaining unit member beginning with the date of the Board meeting at which the bargaining unit member was hired, with all leave inclusive. Seniority will be lost when a bargaining unit member resigns or retires. In the event that more than one bargaining unit member has the same starting date of work, positions on the seniority list will be determined by drawing lots.

D. RECALL

1. Bargaining unit members whose contracts have been suspended will have rights to recall as follows:

   a. First recall will be of bargaining unit members holding a continuing contract in order of seniority within the bargaining unit member's area(s) of certification.

   b. If vacancies cannot be filled by bargaining unit members holding a continuing contract, then bargaining unit members holding a limited contract will be recalled in order of seniority within the bargaining unit member's area(s) of certification.

   c. The recall list will be maintained for a period of three (3) years. Thereafter, a bargaining unit member on layoff will lose his/her right to recall.

   d. Acceptance of other full-time teaching employment with another school does not extinguish the right to a recall.

   e. It will be the bargaining unit member's responsibility to provide the Board with their current telephone number and/or email, as well as requiring the bargaining unit member to respond to a notice of vacancy within seven (7) calendar days of the receipt of a phone call, text and/or email. Refusal or failure of the bargaining unit member to respond to a notice of vacancy will constitute a refusal of the recall, and the bargaining unit member's name will be removed from the recall list.

E. NOTICE

1. When staff reduction is necessary, the Superintendent will give notice of the intent to recommend the suspension of contracts to all bargaining unit members so affected sixty (60) calendar days prior to Board action to reduce staff. The Board will attempt to reduce staff through attrition before resorting to reduction in force.

2. A list will be prepared and updated annually ranking all bargaining unit members holding a continuing contract in the District by seniority, giving areas of certification and present teaching and building assignment; then all bargaining unit members holding a limited contract in the District by seniority, giving areas of certification, and present teaching and building assignments. Each bargaining unit member whose contract is to be suspended and the Wauseon Education Association will receive copies of this list. Bargaining unit members will promptly notify the Superintendent of any change in his/her certification status.

F. BENEFITS

1. Bargaining unit members on layoff may continue to participate in benefit programs at their own expense for one year, provided that the insurance carrier permits such continuation of benefits, and provided further that the bargaining unit member must pay the full premium to the Treasurer not later than the 15th of the month preceding the date on which the Treasurer must send the payment to the insurance carrier.

G. PROVISIONS

1. The provisions of this article supersede the provisions of section 3319.17 R.C.

ARTICLE XV
GRIEVANCE PROCEDURE

A. GRIEVANCE PROCEDURE

1. Nothing contained in this procedure will be construed as limiting the individual right of a bargaining unit member having a complaint or problem to discuss the matter informally with the members of the administration through normal channels of communication. During all phases of the grievance process, an Association officer will have the right to be present.

B. DEFINITIONS

1. A grievance is defined as a complaint involving the alleged violation, misinterpretation, or misapplication of a written provision of the negotiated agreement entered into between the Board and the Association.

2. A grievant will mean a bargaining unit member, the Association, or a group of bargaining unit members. Where more than one bargaining unit member is grieving, each will sign the grievance.

C. GENERAL

1. The fact that a bargaining unit member files a grievance will not be recorded in his/her personnel file or in any file used in the transfer, assignment, or promotion process; nor will such fact be used in any recommendation for re-employment or recommendation for other employment; nor will the bargaining unit member, the Association, or its officials be placed in jeopardy or be subject for reprisal or discrimination for having followed this grievance procedure.

2. The time limits specified in this procedure may be extended by written agreement of the parties involved.

3. If a grievance hearing or a meeting with the Administration is scheduled during the unit members' work day, the unit member(s) required to be present for the hearing or meeting will be released without loss of pay or benefit.

D. STEP ONE

1. Any bargaining unit member having a grievance will first discuss such grievance with his/her building principal.

E. STEP TWO

1. If the discussion does not resolve the grievance to the satisfaction of the grievant, such grievant will have the right to lodge a written grievance with such building principal. Said grievance will be filed within thirty (30) calendar days after the grievant knew, or through the exercise of reasonable diligence should have known, of the occurrence of the facts upon which the grievance is based.

If a grievance is not filed or advanced within the appropriate time limits, the right of the grievant to grieve or to continue the grievance is waived.

2. If the administration does not respond to the grievance within the appropriate time limits said grievance is advanced to the next step.

3. The written grievance will be on a standard form (see Appendix "E") and will contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the negotiated agreement allegedly violated, misinterpreted or misapplied. A copy of such grievance will be filed with the Superintendent. The grievant will have a right to request a hearing before the building principal. Such hearing will be conducted within five (5) working days after the receipt of such request. The grievant and the Association will be advised in writing of the time, place and date of such hearing and the grievant will have the right to be represented at such hearing by a representative of the Association. The building principal will take action on the written grievance within five (5) working days after the receipt of said grievance, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action will be reduced to writing and copies sent to the grievant, the Association, and the Superintendent.

F. STEP THREE

1. If the action taken by the building principal does not resolve the grievance to the satisfaction of the grievant such grievant may appeal in writing to the Superintendent. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the principal's action on said grievance will be deemed a waiver of the right to appeal. Upon request, a hearing will be conducted by the Superintendent within five (5) working days after the receipt of the request. The grievant will have the right to be represented at such hearing by a representative of the Association. The Superintendent will take action on the appeal of the grievance within five (5) working days after receipt of the appeal, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action will be reduced to writing and copies sent to the grievant, the Association, and the building principal.

G. STEP FOUR

1. If the Association is not satisfied with the disposition of the grievance by the Superintendent at Step Three, the Association may request a hearing before an arbitrator. The Association's request for arbitration will be made in writing within thirty (30) calendar days following the receipt of the disposition of the grievance in Step Three. The Association's request for arbitration will be by certified mail with return receipt requested to the Superintendent. Within five (5) working days following receipt by the Superintendent of the Association's request for arbitration, the Board or its designated representative and the Association will mutually petition the American Arbitration Association to provide a list of arbitrators in accordance with its Voluntary Labor Arbitration Rules. Once the arbitrator has been selected he/she will proceed with the arbitration on the grievance in accordance with these rules. If the question of arbitrability is raised in connection with a grievance, the arbitrator will first decide this question before moving on to the grievance itself.

2. The arbitrator will have the authority to consider only a single grievance or several grievances involving a common question(s) of interpretation or application.

3. The arbitrator will hold the necessary hearing and issue the decision within such time as may be agreed upon. The decision will be in writing and copy sent to all parties present at the hearing. The decision of the arbitrator will be final and binding upon all parties.

4. The arbitrator will not have the authority to add to, subtract from, modify, change, or alter any of the provisions of this collective bargaining agreement, nor add to, detract from, or modify the language therein in arriving at a determination of any issue. Furthermore, the arbitrator is strictly prohibited from making a decision contrary to law.

5. The costs and expense of the arbitrator and American Arbitration Association will be shared equally by the Board and the Association.

ARTICLE XVI
NEGOTIATION AND RATIFICATION PROCEDURES

A. SCOPE OF NEGOTIATIONS

1. The subjects of bargaining will be wages, hours, or terms and other conditions of employment and the deletion, modification or continuation of a provision of this Contract.

B. DIRECTING REQUESTS

1. Requests for negotiation meetings from the Association will be made directly to the Superintendent. Requests from the Board will be made to the President of the Association. Negotiation timelines, dates and times will be mutually determined by both the Association and the Board but no later than ninety (90) calendar days prior to the expiration of the existing Agreement. These requests will contain a description of the items and/or topics for negotiations.

C. NEGOTIATION MEETINGS

1. An agreement will be reached by the Board and the Association within five (5) calendar days of the request as to time and place of the meeting, which will be held within fifteen (15) calendar days after the request has been submitted, unless both parties agree to an extension of time. Further meetings will be held at the request of either party involved. Negotiations meetings will be held in executive session unless mutually agreed to by both parties.

D. REPRESENTATIONS

1. The Board and/or their designated representatives will meet with representatives of the Association to negotiate in good faith.

2. The Board will determine its team representatives. The Association will determine its team representatives. The designated negotiators will not exceed seven (7) members for each team.

E. ASSISTANCE

1. The parties may call upon professional and lay consultants to consider matters under discussion and to make suggestions. Both parties will make a good-faith attempt to negotiate without bringing outside consultants into negotiating meetings. If both parties agree that negotiations have stalled, each party may bring in up to two (2) consultants to assist in any of the negotiations meetings.

F. INFORMATION

1. The Board and Superintendent agree to furnish the Association's Negotiations Committee, upon request, and in reasonable time, both prior to and during negotiations, all regularly and routinely prepared information concerning financial resources of the District. Likewise, the Association will provide relevant information to the Board within a reasonable time after the Board team's request.

G. NEGOTIATION CONDUCT

1. **Spokesperson** - At the first negotiations meeting, each negotiating team will identify its spokesperson; and that person will have authority, with the approval of the team, to recommend, to revise, and to agree to a tentative proposal.

2. **Recesses** - The spokesperson of either team may recess his team for independent caucus at any time. Caucuses will be no longer than thirty (30) minutes unless mutually agreed to by the parties.

3. **Item Agreement** - As negotiations items receive tentative agreement, they will be reduced to writing and initialed by the spokesperson of each team.

4. **Scheduling of Meetings** - At the beginning of the negotiations process a series of tentative meeting dates will be scheduled. Each meeting will include a decision on an agreed time and place for the next subsequent meeting.

5. **Protocol** - No action to coerce, censor, or penalize any negotiating participant will be made or implied as a result of participation in the negotiating process.

6. **Press Releases** - Either party will be able to issue press releases. A copy of any release will be sent to the other party at the same time and in the same manner as such information is released to the press.

H. RATIFICATION PROCEDURE

1. When an agreement is reached through negotiating, the outcome (including terms and effective dates) will be reduced to writing and submitted to the Association and Board for formal approval. Following ratification of the Agreement by both parties, the Agreement will then be signed by the parties and will be binding on both parties.

I. DISPUTE RESOLUTION PROCEDURE

1. In the event that the foregoing negotiations do not produce an agreement on all issues submitted for negotiations, either party may declare impasse and request that all unresolved issues be submitted to mediation. Upon written request by either party that an impasse has been declared; a joint request will be submitted to Federal Mediation and Conciliation Service or mutually agreed upon mediation services, immediately to appoint a mediator to assist in the resolution of all remaining issues. In the event a mediated settlement cannot be achieved, the neutral will issue an advisory recommendation for resolving the disagreement.

The Board and the Association will present the report to their respective members for a vote within ten (10) calendar days. Unless either the Association or the Board rejects the report by a majority vote, a new contract will be entered into in accordance with its recommendations.

a. **Ratification** - The Board and the Association will present the report to their respective members for a vote within ten (10) calendar days. Unless either the Association or the Board rejects the report by a majority vote, a new contract will be entered into in accordance with its recommendations.

b. **Exceptions** - The time limits and other provisions set forth above may be waived or adjusted by mutual agreement.

c. **Costs** - Costs incurred in securing and utilizing the services of a neutral party will be shared equally by the Board and the Association.

d. **Procedure** - The procedure established by this Section constitutes the agreed Dispute Resolution Procedure between the parties under Revised Code Section 4117.14(C), and, except by mutual agreement, no other dispute resolution procedure will be utilized.

ARTICLE XVII
NO STRIKE/NO LOCKOUT

A. NO STRIKE

1. The Association recognizes its legal obligation not to strike during the term of this Contract and before Dispute Resolution Procedures are exhausted, but it does not waive its rights to strike, upon statutory notice, after Contract expiration and exhaustion of Dispute Resolution Procedures.

B. NO LOCKOUT

1. The Board will not lockout bargaining unit members during the term of this Contract or while Dispute Resolution Procedure is in process.

ARTICLE XVIII
PROVISIONS CONTRARY TO LAW

A. PROVISIONS CONTRARY TO LAW

1. If any provision of this document or any application of the document to any bargaining unit member will be found contrary to law, by the U. S. Supreme Court or Ohio Supreme Court, the parties will bargain the impact of the court decision and bring the Contract into compliance. Then this provision or application will be deemed invalid except to the extent permitted by law; but all other provisions thereof will continue in full force and effect.

2. In accordance with the authority as set forth in Chapter 4117 of the Ohio Revised Code, the provisions of this agreement will supersede and replace any contrary provisions of the Ohio Revised Code and any Ohio Supreme Court decisions interpreting the Ohio Revised Code.

ARTICLE XIX
COMPLETE AGREEMENT

A. COMPLETE AGREEMENT

1. This Agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices between the Board and Association, and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto will not be binding upon either party unless executed in writing and ratified by the parties to this Agreement.

ARTICLE XX
DURATION

A. DURATION

1. This Agreement shall be effective upon ratification, except that the effective date of the economic provision of the Agreement is September 1, 2025. This Agreement will remain in full force and effect until August 31, 2028.

2. This Agreement was ratified by the Wauseon Education Association at a general meeting held on the 19th day of May, 2025 and was ratified by the Board of Education of the Wauseon Exempted Village School District at a meeting held on the 23rd day of June, 2025.

WAUSEON EDUCATION ASSOCIATION

By: _____
President

By: _____
Secretary

By: _____
Chairperson
W.E.A. Negotiating Committee

THE BOARD OF EDUCATION OF WAUSEON EXEMPTED VILLAGE SCHOOL DISTRICT

By: _____
President

By: _____
Treasurer

By: _____
Superintendent

WAUSEON EXEMPTED VILLAGE SCHOOLS
APPENDIX "A" - SALARY SCHEDULE
Article VII - Compensation

3.25% FY26 Increase
42,119 *FY26 Base Salary*

Step	BA	BA+150	MA	MA+15	MA+30
0	42,119	43,804	45,910	48,016	48,016
1	44,057	45,910	48,227	50,333	50,333
2	45,994	48,016	50,543	52,649	52,649
3	47,932	50,122	52,860	54,966	54,966
4	49,869	52,228	55,176	57,282	57,282
5	51,807	54,334	57,493	59,599	59,599
6	53,744	56,440	59,809	61,915	61,915
7	55,682	58,546	62,126	64,232	64,232
8	57,619	60,652	64,443	66,549	66,549
9	59,557	62,758	66,759	68,865	68,865
10	61,494	64,864	69,076	71,182	71,182
11	63,432	66,970	71,392	73,498	73,498
12	65,369	69,076	73,709	75,815	75,815
13	65,369	71,182	76,025	78,131	80,027
14	65,369	71,182	78,342	80,448	84,660
15	65,369	71,182	78,342	82,764	85,081
16	65,369	71,182	78,342	82,975	85,502
17	65,369	71,182	78,763	83,396	85,923
18	65,369	71,603	79,184	83,817	86,344
19	65,369	72,445	79,605	84,238	86,766
20	65,369	72,866	80,027	84,660	87,187
21	67,307	73,288	80,658	85,081	88,872
22	67,307	73,288	80,869	85,502	88,872
23	67,307	73,288	80,869	85,502	88,872
24	67,307	73,288	81,290	85,923	88,872
25	68,233	74,341	81,711	86,344	88,872
26	68,233	74,341	81,711	86,344	89,714
27	68,233	74,341	81,711	86,344	90,556
28	69,076	75,183	82,133	86,766	91,399
29	69,076	75,183	82,133	86,766	91,399
30	69,076	75,183	82,133	87,187	91,399
31	69,076	75,183	82,133	87,187	91,399
32	69,918	76,236	84,238	89,293	91,399
33	69,918	76,236	84,238	89,293	91,399
34	69,918	76,236	84,238	89,293	91,399
35	69,918	76,236	84,238	89,293	91,399
36	69,918	76,236	84,238	89,293	91,399
37	69,918	76,236	84,238	89,293	91,399
38	69,918	76,236	84,238	89,293	91,399
39	69,918	76,236	84,238	89,293	91,399
40	69,918	76,236	84,238	89,293	91,399

WAUSEON EXEMPTED VILLAGE SCHOOLS
APPENDIX "A" - SALARY SCHEDULE
Article VII - Compensation

3.25% FY27 Increase
43,488 *FY27 Base Salary*

Step	BA	BA+150	MA	MA+15	MA+30
0	43,488	45,228	47,402	49,577	49,577
1	45,489	47,402	49,794	51,969	51,969
2	47,489	49,577	52,186	54,360	54,360
3	49,490	51,751	54,578	56,752	56,752
4	51,490	53,926	56,970	59,144	59,144
5	53,491	56,100	59,362	61,536	61,536
6	55,491	58,274	61,753	63,928	63,928
7	57,492	60,449	64,145	66,320	66,320
8	59,492	62,623	66,537	68,712	68,712
9	61,493	64,798	68,929	71,103	71,103
10	63,493	66,972	71,321	73,495	73,495
11	65,493	69,146	73,713	75,887	75,887
12	67,494	71,321	76,104	78,279	78,279
13	67,494	73,495	78,496	80,671	82,628
14	67,494	73,495	80,888	83,063	87,411
15	67,494	73,495	80,888	85,454	87,846
16	67,494	73,495	80,888	85,672	88,281
17	67,494	73,495	81,323	86,107	88,716
18	67,494	73,930	81,758	86,542	89,151
19	67,494	74,800	82,193	86,976	89,586
20	67,494	75,235	82,628	87,411	90,021
21	69,494	75,670	83,280	87,846	91,760
22	69,494	75,670	83,497	88,281	91,760
23	69,494	75,670	83,497	88,281	91,760
24	69,494	75,670	83,932	88,716	91,760
25	70,451	76,757	84,367	89,151	91,760
26	70,451	76,757	84,367	89,151	92,630
27	70,451	76,757	84,367	89,151	93,500
28	71,321	77,627	84,802	89,586	94,369
29	71,321	77,627	84,802	89,586	94,369
30	71,321	77,627	84,802	90,021	94,369
31	71,321	77,627	84,802	90,021	94,369
32	72,191	78,714	86,976	92,195	94,369
33	72,191	78,714	86,976	92,195	94,369
34	72,191	78,714	86,976	92,195	94,369
35	72,191	78,714	86,976	92,195	94,369
36	72,191	78,714	86,976	92,195	94,369
37	72,191	78,714	86,976	92,195	94,369
38	72,191	78,714	86,976	92,195	94,369
39	72,191	78,714	86,976	92,195	94,369
40	72,191	78,714	86,976	92,195	94,369

WAUSEON EXEMPTED VILLAGE SCHOOLS
APPENDIX "A" - SALARY SCHEDULE
Article VII - Compensation

3.00% FY28 Increase
44,793 *FY28 Base Salary*

Step	BA	BA+150	MA	MA+15	MA+30
0	44,793	46,585	48,825	51,065	51,065
1	46,854	48,825	51,288	53,528	53,528
2	48,914	51,065	53,752	55,992	55,992
3	50,975	53,304	56,216	58,455	58,455
4	53,035	55,544	58,679	60,919	60,919
5	55,096	57,783	61,143	63,383	63,383
6	57,156	60,023	63,607	65,846	65,846
7	59,217	62,263	66,070	68,310	68,310
8	61,277	64,502	68,534	70,773	70,773
9	63,338	66,742	70,997	73,237	73,237
10	65,398	68,982	73,461	75,701	75,701
11	67,459	71,221	75,925	78,164	78,164
12	69,519	73,461	78,388	80,628	80,628
13	69,519	75,701	80,852	83,092	85,107
14	69,519	75,701	83,315	85,555	90,034
15	69,519	75,701	83,315	88,019	90,482
16	69,519	75,701	83,315	88,243	90,930
17	69,519	75,701	83,763	88,691	91,378
18	69,519	76,149	84,211	89,139	91,826
19	69,519	77,044	84,659	89,586	92,274
20	69,519	77,492	85,107	90,034	92,722
21	71,580	77,940	85,779	90,482	94,514
22	71,580	77,940	86,003	90,930	94,514
23	71,580	77,940	86,003	90,930	94,514
24	71,580	77,940	86,451	91,378	94,514
25	72,565	79,060	86,899	91,826	94,514
26	72,565	79,060	86,899	91,826	95,410
27	72,565	79,060	86,899	91,826	96,305
28	73,461	79,956	87,347	92,274	97,201
29	73,461	79,956	87,347	92,274	97,201
30	73,461	79,956	87,347	92,722	97,201
31	73,461	79,956	87,347	92,722	97,201
32	74,357	81,076	89,586	94,962	97,201
33	74,357	81,076	89,586	94,962	97,201
34	74,357	81,076	89,586	94,962	97,201
35	74,357	81,076	89,586	94,962	97,201
36	74,357	81,076	89,586	94,962	97,201
37	74,357	81,076	89,586	94,962	97,201
38	74,357	81,076	89,586	94,962	97,201
39	74,357	81,076	89,586	94,962	97,201
40	74,357	81,076	89,586	94,962	97,201

WAUSEON EXEMPTED VILLAGE SCHOOLS
APPENDIX "B" - SALARY INDEX
Article VII - Compensation

Step	BA	BA+150	MA	MA+15	MA +30
0	1.000	1.040	1.090	1.140	1.140
1	1.046	1.090	1.145	1.195	1.195
2	1.092	1.140	1.200	1.250	1.250
3	1.138	1.190	1.255	1.305	1.305
4	1.184	1.240	1.310	1.360	1.360
5	1.230	1.290	1.365	1.415	1.415
6	1.276	1.340	1.420	1.470	1.470
7	1.322	1.390	1.475	1.525	1.525
8	1.368	1.440	1.530	1.580	1.580
9	1.414	1.490	1.585	1.635	1.635
10	1.460	1.540	1.640	1.690	1.690
11	1.506	1.590	1.695	1.745	1.745
12	1.552	1.640	1.750	1.800	1.800
13	1.552	1.690	1.805	1.855	1.900
14	1.552	1.690	1.860	1.910	2.010
15	1.552	1.690	1.860	1.965	2.020
16	1.552	1.690	1.860	1.970	2.030
17	1.552	1.690	1.870	1.980	2.040
18	1.552	1.700	1.880	1.990	2.050
19	1.552	1.720	1.890	2.000	2.060
20	1.552	1.730	1.900	2.010	2.070
21	1.598	1.740	1.915	2.020	2.110
22	1.598	1.740	1.920	2.030	2.110
23	1.598	1.740	1.920	2.030	2.110
24	1.598	1.740	1.930	2.040	2.110
25	1.620	1.765	1.940	2.050	2.110
26	1.620	1.765	1.940	2.050	2.130
27	1.620	1.765	1.940	2.050	2.150
28	1.640	1.785	1.950	2.060	2.170
29	1.640	1.785	1.950	2.060	2.170
30	1.640	1.785	1.950	2.070	2.170
31	1.640	1.785	1.950	2.070	2.170
32	1.660	1.810	2.000	2.120	2.170
33	1.660	1.810	2.000	2.120	2.170
34	1.660	1.810	2.000	2.120	2.170
35	1.660	1.810	2.000	2.120	2.170
36	1.660	1.810	2.000	2.120	2.170
37	1.660	1.810	2.000	2.120	2.170
38	1.660	1.810	2.000	2.120	2.170
39	1.660	1.810	2.000	2.120	2.170
40	1.660	1.810	2.000	2.120	2.170

Wauseon Exempted Village Schools
Appendix "C" Supplemental Salary Schedule
FY26 Base Salary 42,119
FY26 Increase 3.25%

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
0	7,897	6,107	5,265	4,949	4,212	3,791	3,054	2,822	2,422	1,895	1,790	1,158	526
1	7,897	6,107	5,265	4,949	4,212	3,791	3,054	2,822	2,422	1,895	1,790	1,158	526
2	7,897	6,107	5,265	4,949	4,212	3,791	3,054	2,822	2,422	1,895	1,790	1,158	526
3	8,108	6,318	5,686	5,160	4,422	4,001	3,159	2,990	2,527	2,106	1,895	1,264	526
4	8,108	6,318	5,686	5,160	4,422	4,001	3,159	2,990	2,527	2,106	1,895	1,264	526
5	8,108	6,318	5,686	5,160	4,422	4,001	3,159	2,990	2,527	2,106	1,895	1,264	526
6	8,319	6,528	6,107	5,370	4,633	4,212	3,370	3,159	2,632	2,317	2,106	1,369	526
7	8,319	6,528	6,107	5,370	4,633	4,212	3,370	3,159	2,632	2,317	2,106	1,369	526
8	8,319	6,528	6,107	5,370	4,633	4,212	3,370	3,159	2,632	2,317	2,106	1,369	526
9+	8,529	6,739	6,528	5,581	4,844	4,422	3,580	3,327	2,843	2,527	2,317	1,474	526

Aquatics Director 11,039

1 Head Basketball Coach
Head Football Coach
Head Wrestling Coach

2 Head Baseball Coach
Head Cross Country Coach
Head Softball Coach
Head Swimming Coach
Head Track Coach
Head Volleyball Coach

3 Director of Bands

4 Assistant Basketball Coach
Assistant Football Coach
Assistant Volleyball Coac
Assistant Wrestling Coach
Asst. to the Athletic Admin.
Diving Coach
Head Bowling Coach
Head Cheerleading Coach (Fall)
Head Cheerleading Coach (Winter)
Head Golf Coach
Head Soccer Coach
Head Speech Coach
Head Tennis Coach
Spring Musical Director

5 Assistant Baseball Coach
Assistant Cheerleader Coach (Fall)
Assistant Cheerleader Coach (Winter)
Assistant Cross Country Coach
Assistant Director of Bands
Assistant Musical Director
Assistant Soccer Coach
Assistant Softball Coach
Assistant Swimming Coach
Assistant Track Coach
Freshman Basketball Coach
Freshman Football Coach
Freshman Volleyball Coach
Stage Crew Manager

6 JH Basketball Coach
JH Cross Country Coach
JH Football Coach
JH Track Coach
JH Volleyball Coach
JH Wrestling Coach

7 Assistant Band Specialist
Assistant Speech Coach
HS Student Council Adviser
Vocal Ensembles Director
JH House Activities Coordinator

8 JH Cheerleading Coach (Fall)
JH Cheerleading Coach (Winter)

9 Archery Adviser
District Mentor Coordinator
District RTI Coordinator
Fall Play Director
Instrumental Specialist
JH Speech Coach
Junior Class Advisor
LPDC Chair
Musical Orchestra Director
National Honors Society Adviser

10 District Mentor
LPDC Member

11 Assistant Play Director
FFA Adviser
Girls Christian Fellowship Adviser
JH Student Council Adviser
Mock Trial Coach
Quiz Team Coach

12 Art Club
Destination Imagination
ES Choir Director
ES Student Council Adviser
FCCLA Adviser
JH National Honors Society Adviser
JH Quiz Team Coach
Power of the Pen
Spanish Club Adviser
Spanish NHS Adviser

13 Informal District Mentor
Piano Accompanist

Wauseon Exempted Village Schools
Appendix "C" Supplemental Salary Schedule
FY27 Base Salary 43,488
FY27 Increase 3.25%

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
0	8,154	6,306	5,436	5,110	4,349	3,914	3,153	2,914	2,501	1,957	1,848	1,196	544
1	8,154	6,306	5,436	5,110	4,349	3,914	3,153	2,914	2,501	1,957	1,848	1,196	544
2	8,154	6,306	5,436	5,110	4,349	3,914	3,153	2,914	2,501	1,957	1,848	1,196	544
3	8,371	6,523	5,871	5,327	4,566	4,131	3,262	3,088	2,609	2,174	1,957	1,305	544
4	8,371	6,523	5,871	5,327	4,566	4,131	3,262	3,088	2,609	2,174	1,957	1,305	544
5	8,371	6,523	5,871	5,327	4,566	4,131	3,262	3,088	2,609	2,174	1,957	1,305	544
6	8,589	6,741	6,306	5,545	4,784	4,349	3,479	3,262	2,718	2,392	2,174	1,413	544
7	8,589	6,741	6,306	5,545	4,784	4,349	3,479	3,262	2,718	2,392	2,174	1,413	544
8	8,589	6,741	6,306	5,545	4,784	4,349	3,479	3,262	2,718	2,392	2,174	1,413	544
9+	8,806	6,958	6,741	5,762	5,001	4,566	3,696	3,436	2,935	2,609	2,392	1,522	544

Aquatics Director 11,039

1 Head Basketball Coach
Head Football Coach
Head Wrestling Coach

2 Head Baseball Coach
Head Cross Country Coach
Head Softball Coach
Head Swimming Coach
Head Track Coach
Head Volleyball Coach

3 Director of Bands

4 Assistant Basketball Coach
Assistant Football Coach
Assistant Volleyball Coac
Assistant Wrestling Coach
Asst. to the Athletic Admin.
Diving Coach
Head Bowling Coach
Head Cheerleading Coach (Fall)
Head Cheerleading Coach (Winter)
Head Golf Coach
Head Soccer Coach
Head Speech Coach
Head Tennis Coach
Spring Musical Director

5 Assistant Baseball Coach
Assistant Cheerleader Coach (Fall)
Assistant Cheerleader Coach (Winter)
Assistant Cross Country Coach
Assistant Director of Bands
Assistant Musical Director
Assistant Soccer Coach
Assistant Softball Coach
Assistant Swimming Coach
Assistant Track Coach
Freshman Basketball Coach
Freshman Football Coach
Freshman Volleyball Coach
Stage Crew Manager

6 JH Basketball Coach
JH Cross Country Coach
JH Football Coach
JH Track Coach
JH Volleyball Coach
JH Wrestling Coach

7 Assistant Band Specialist
Assistant Speech Coach
HS Student Council Adviser
Vocal Ensembles Director
JH House Activities Coordinator

8 JH Cheerleading Coach (Fall)
JH Cheerleading Coach (Winter)

9 Archery Adviser
District Mentor Coordinator
District RTI Coordinator
Fall Play Director
Instrumental Specialist
JH Speech Coach
Junior Class Advisor
LPDC Chair
Musical Orchestra Director
National Honors Society Adviser

10 District Mentor
LPDC Member

11 Assistant Play Director
FFA Adviser
Girls Christian Fellowship Adviser
JH Student Council Adviser
Mock Trial Coach
Quiz Team Coach

12 Art Club
Destination Imagination
ES Choir Director
ES Student Council Adviser
FCCLA Adviser
JH National Honors Society Adviser
JH Quiz Team Coach
Power of the Pen
Spanish Club Adviser
Spanish NHS Adviser

13 Informal District Mentor
Piano Accompanist

Wauseon Exempted Village Schools
Appendix "C" Supplemental Salary Schedule
FY28 Base Salary 44,793
FY28 Increase 3.00%

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
0	8,399	6,495	5,599	5,263	4,479	4,031	3,247	3,001	2,576	2,016	1,904	1,232	560
1	8,399	6,495	5,599	5,263	4,479	4,031	3,247	3,001	2,576	2,016	1,904	1,232	560
2	8,399	6,495	5,599	5,263	4,479	4,031	3,247	3,001	2,576	2,016	1,904	1,232	560
3	8,623	6,719	6,047	5,487	4,703	4,255	3,359	3,180	2,688	2,240	2,016	1,344	560
4	8,623	6,719	6,047	5,487	4,703	4,255	3,359	3,180	2,688	2,240	2,016	1,344	560
5	8,623	6,719	6,047	5,487	4,703	4,255	3,359	3,180	2,688	2,240	2,016	1,344	560
6	8,847	6,943	6,495	5,711	4,927	4,479	3,583	3,359	2,800	2,464	2,240	1,456	560
7	8,847	6,943	6,495	5,711	4,927	4,479	3,583	3,359	2,800	2,464	2,240	1,456	560
8	8,847	6,943	6,495	5,711	4,927	4,479	3,583	3,359	2,800	2,464	2,240	1,456	560
9+	9,071	7,167	6,943	5,935	5,151	4,703	3,807	3,539	3,024	2,688	2,464	1,568	560

Aquatics Director 11,013

1 Head Basketball Coach
Head Football Coach
Head Wrestling Coach

2 Head Baseball Coach
Head Cross Country Coach
Head Softball Coach
Head Swimming Coach
Head Track Coach
Head Volleyball Coach

3 Director of Bands

4 Assistant Basketball Coach
Assistant Football Coach
Assistant Volleyball Coac
Assistant Wrestling Coach
Asst. to the Athletic Admin.
Diving Coach
Head Bowling Coach
Head Cheerleading Coach (Fall)
Head Cheerleading Coach (Winter)
Head Golf Coach
Head Soccer Coach
Head Speech Coach
Head Tennis Coach
Spring Musical Director

5 Assistant Baseball Coach
Assistant Cheerleader Coach (Fall)
Assistant Cheerleader Coach (Winter)
Assistant Cross Country Coach
Assistant Director of Bands
Assistant Musical Director
Assistant Soccer Coach
Assistant Softball Coach
Assistant Swimming Coach
Assistant Track Coach
Freshman Basketball Coach
Freshman Football Coach
Freshman Volleyball Coach
Stage Crew Manager

6 JH Basketball Coach
JH Cross Country Coach
JH Football Coach
JH Track Coach
JH Volleyball Coach
JH Wrestling Coach

7 Assistant Band Specialist
Assistant Speech Coach
HS Student Council Adviser
Vocal Ensembles Director
JH House Activities Coordinator

8 JH Cheerleading Coach (Fall)
JH Cheerleading Coach (Winter)

9 Archery Adviser
District Mentor Coordinator
District RTI Coordinator
Fall Play Director
Instrumental Specialist
JH Speech Coach
Junior Class Advisor
LPDC Chair
Musical Orchestra Director
National Honors Society Adviser

10 District Mentor
LPDC Member

11 Assistant Play Director
FFA Adviser
Girls Christian Fellowship Adviser
JH Student Council Adviser
Mock Trial Coach
Quiz Team Coach

12 Art Club
Destination Imagination
ES Choir Director
ES Student Council Adviser
FCCLA Adviser
JH National Honors Society Adviser
JH Quiz Team Coach
Power of the Pen
Spanish Club Adviser
Spanish NHS Adviser

13 Informal District Mentor
Piano Accompanist

Wauseon Exempted Village Schools
Appendix "D" Supplemental Salary Index

Step	1	2	3	4	5	6	7	8	9	10	11	12	13
0	18.75%	14.50%	12.50%	11.75%	10.00%	9.00%	7.25%	6.70%	5.75%	4.50%	4.25%	2.75%	1.25%
1	18.75%	14.50%	12.50%	11.75%	10.00%	9.00%	7.25%	6.70%	5.75%	4.50%	4.25%	2.75%	1.25%
2	18.75%	14.50%	12.50%	11.75%	10.00%	9.00%	7.25%	6.70%	5.75%	4.50%	4.25%	2.75%	1.25%
3	19.25%	15.00%	13.50%	12.25%	10.50%	9.50%	7.50%	7.10%	6.00%	5.00%	4.50%	3.00%	1.25%
4	19.25%	15.00%	13.50%	12.25%	10.50%	9.50%	7.50%	7.10%	6.00%	5.00%	4.50%	3.00%	1.25%
5	19.25%	15.00%	13.50%	12.25%	10.50%	9.50%	7.50%	7.10%	6.00%	5.00%	4.50%	3.00%	1.25%
6	19.75%	15.50%	14.50%	12.75%	11.00%	10.00%	8.00%	7.50%	6.25%	5.50%	5.00%	3.25%	1.25%
7	19.75%	15.50%	14.50%	12.75%	11.00%	10.00%	8.00%	7.50%	6.25%	5.50%	5.00%	3.25%	1.25%
8	19.75%	15.50%	14.50%	12.75%	11.00%	10.00%	8.00%	7.50%	6.25%	5.50%	5.00%	3.25%	1.25%
9+	20.25%	16.00%	15.50%	13.25%	11.50%	10.50%	8.50%	7.90%	6.75%	6.00%	5.50%	3.50%	1.25%

1 Head Basketball Coach
Head Football Coach
Head Wrestling Coach

2 Head Baseball Coach
Head Cross Country Coach
Head Softball Coach
Head Swimming Coach
Head Track Coach
Head Volleyball Coach

3 Director of Bands

4 Assistant Basketball Coach
Assistant Football Coach
Assistant Volleyball Coac
Assistant Wrestling Coach
Asst. to the Athletic Admin.
Diving Coach
Head Bowling Coach
Head Cheerleading Coach (Fall)
Head Cheerleading Coach (Winter)
Head Golf Coach
Head Soccer Coach
Head Speech Coach
Head Tennis Coach
Spring Musical Director

5 Assistant Baseball Coach
Assistant Cheerleader Coach (Fall)
Assistant Cheerleader Coach (Winter)
Assistant Cross Country Coach
Assistant Director of Bands
Assistant Musical Director
Assistant Soccer Coach
Assistant Softball Coach
Assistant Swimming Coach
Assistant Track Coach
Freshman Basketball Coach
Freshman Football Coach
Freshman Volleyball Coach
Stage Crew Manager

6 JH Basketball Coach
JH Cross Country Coach
JH Football Coach
JH Track Coach
JH Volleyball Coach
JH Wrestling Coach

7 Assistant Band Specialist
Assistant Speech Coach
Student Coucil Adviser (HS)
Vocal Ensembles Director
JH House Activities Coordinator

8 JH Cheerleading Coach (Fall)
JH Cheerleading Coach (Winter)

9 Archery Adviser
District Mentor Coordinator
District RTI Coordinator
Fall Play Director
Instrumental Specialist
JH Speech Coach
Junior Class Advisor
LPDC Chair
Musical Orchestra Director
National Honors Society Adviser

10 District Mentor
LPDC Member

11 Assistant Play Director
FFA Adviser
Girls Christian Fellowship Adviser
Student Council Adviser (MS)
Mock Trial Coach
Quiz Team Coach

12 Art Club
Destination Imagination
ES Choir Director
Student Council Adviser (ES)
FCCLA Adviser
JH National Honors Society Adviser
JH Quiz Team Coach
Power of the Pen
Spanish Club Adviser
Spanish NHS Adviser

13 Informal District Mentor
Piano Accompanist

APPENDIX E
WAUSEON EXEMPTED VILLAGE SCHOOLS
GRIEVANCE FORM

LEVEL _____ DATE _____

GRIEVANT _____ ASSIGNMENT _____

SPECIFIC SECTION OF CONTRACT VIOLATED:

STATEMENT OF GRIEVANCE:

BASIS OF GRIEVANCE:

ACTION REQUESTED:

_____
(SIGNATURE OF GRIEVANT)

_____ _____
(RECEIVED BY) (DATE)

DISPOSITION:

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