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MASTER AGREEMENT

BETWEEN

THE SOUTHERN LOCAL BOARD OF EDUCATION

AND

THE SOUTHERN LOCAL EDUCATION ASSOCIATION

EFFECTIVE FROM

July 1, 2025 THROUGH June 30, 2028

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ARTICLE I
RECOGNITION

The Southern Local Board of Education, hereinafter "Board", hereby recognizes the Southern Local Education Association OEA/NEA-Local, hereinafter the "Association", as the sole and exclusive bargaining representative for all full-time professional, certificated, non-supervisory, personnel, including classroom teachers, guidance counselors, librarians, school nurses, and head teachers. The Board recognizes that the Association representation will include any newly created bargaining unit position(s) which falls into the categories described above. The Association recognizes that substitutes who are employed to work less than sixty (60) consecutive days in the same position in any one school year and other hourly employees, the Superintendent, Assistant Superintendent, Principals (teaching, supervisory and high school) and other Administrative personnel as defined in Chapter 4117.01(F) 4 A & b & (K) Ohio Revised Code or other related provisions are excluded from the bargaining unit.

Any term teacher as used in this Agreement, shall refer to members of the bargaining unit.

Substitutes who become members of the bargaining unit after sixty (60) consecutive days in the same position are subject to nonrenewal as provided in 3319.10.

ARTICLE II
NEGOTIATIONS PROCEDURE

A. Areas for Discussion and Agreement

The Board and the Association agree to negotiate with respect to wages, hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement.

"Good Faith" requires that the Association and the Board be willing to react to each other's proposals. If a proposal is unacceptable to one of the parties, the party is obligated to give its reasons. "Good Faith" requires both parties to recognize negotiations as a shared process.

B. Negotiating Teams

The Board or designated representatives of the Board, will meet with representatives designated by the Association for the purposes of collective bargaining. All negotiations shall be conducted exclusively between said teams of which neither will exceed five (5) members per team. The parties may call upon professional and lay consultants to assist in negotiations.

C. Submission of Issues

Such written request shall be submitted by either party no earlier than one hundred eighty (180) days or less than sixty (60) days prior to the expiration of the current contract. Requests will be sent to the Superintendent with a copy to the President of the Board or to the President of the Association.

All issues proposed for negotiations shall be submitted in writing at the first scheduled meeting. No additional issues shall be submitted by the parties following the second meeting, unless mutually agreed upon by both parties.

D. Negotiation Procedures

The Board shall meet at mutually agreed upon places and times with the Association for the purpose of effecting a free exchange of facts, opinions, and proposals in an effort to reach mutual understanding and agreement. Meetings shall not exceed three (3) hours, unless mutually agreed upon, and shall be held at a time other than the regular school day.

E. Caucus

Upon request of either party, the negotiation meeting shall be recessed to permit the requesting party a period of time, not to exceed thirty (30) minutes, to caucus, unless extended time is mutually agreed upon.

F. Exchange of Information

Prior to and during the period of negotiations, the Board and the Association agree to provide to each other, upon written request, all regularly and routinely prepared information concerning the issue(s) under consideration.

G. Progress Reports

During negotiations there will be no release of information unless agreed upon by both parties during the first forty-five (45) days following the initial session. Such releases shall be in writing and approved by both parties prior to its dissemination. This shall not apply to progress reports made by either party to their respective constituents.

H. Reaching Agreement

As tentative agreement is reached on each issue, it shall be noted and initiated by each party. When tentative agreement is reached covering all areas under negotiations, the proposed agreement shall be reduced in writing as a tentative agreement and submitted to the Association for ratification.

The Association shall hold a ratification meeting within five (5) calendar days of reaching tentative agreement. The Board shall meet to consider approval within five (5) calendar days following the Association's ratification.

A copy of the final contract shall be distributed to all teachers electronically.

I. Resolving Differences

1. If fifty (50) days before the expiration of the existing Agreement, the parties are unable to reach an agreement, either party may request the State Employment Relations Board (SERB) to intervene. The request shall set forth the names and addresses of the parties, the issues involved, and the expiration date of the Agreement.

2. If an impasse exists forty-five (45) days before the expiration of the Agreement, SERB shall appoint a mediator to assist the parties in the bargaining process.

3. If the mediator after assisting the parties advises SERB that the parties have reached an impasse, or not later than thirty-one (31) days prior to the expiration date of the Agreement, SERB shall appoint within one (1) day a fact-finding panel of not more than three (3) members who have been selected by the parties in accordance with rules established by SERB, from a list of qualified persons maintained by SERB.

   a. The fact-finding panel shall, in accordance with rules and procedures established by SERB that include the regulation of costs and expenses of fact-finding, gather facts, and make recommendations for the resolution of the matter. SERB shall by its rules require each party to specify in writing the unresolved issues and its position on each issue to the fact-finding panel. The fact-finding panel shall make final recommendations as to all the unresolved issues.

   b. SERB may continue mediation, order the parties to engage in collective bargaining until the expiration date of the Agreement, or both.

4. The following guidelines apply to fact-finding:

   a. The fact-finding panel may establish times and place of hearing which shall be, where feasible, in the jurisdiction of the state.

   b. The fact-finding panel shall conduct the hearing pursuant to rules established by SERB.

   c. Upon request of the fact-finding panel, SERB shall issue subpoenas for hearings conducted by the panel.

   d. The fact-finding panel may administer oaths.

e. SERB shall prescribe guidelines for the fact-finding panel to follow in making findings. In making its recommendation, the fact-finding panel shall take into consideration those applicable factors listed in division (G)(7)(a) to (f) of Section 4417.14 of the Ohio Revised Code.

The fact-finding panel may attempt mediation at any time during the fact-finding process. From the time of appointment until the fact-finding panel makes a final recommendation, it shall not discuss the recommendations for settlement of the dispute with parties other than the direct parties to the dispute.

5. The fact-finding panel, acting by a majority of its members, shall transmit its findings of fact and recommendations on the unresolved issues to the Board and the Association and to SERB no later than fourteen (14) days after the appointment of the fact-finding panel, unless the parties mutually agree to an extension. The state shall pay one-half (1/2) the cost of the fact-finding panel. The parties each shall pay one-half (1/2) of the remaining costs.

6. Not later than seven (7) days after the findings and recommendations are sent, the Board, by three-fifths (3/5) vote of its total membership, and the Association's membership, by a three-fifths (3/5) vote of its total membership, may reject the recommendations; if neither rejects the recommendations, the recommendations shall be deemed agreed upon as the final resolution of the issues submitted and an Agreement shall be executed between the parties, including the fact-finding panel's recommendations, except as otherwise modified by the parties by mutual agreement, if either the Board or the Association rejects the recommendations, SERB shall publicize the findings of fact and recommendations of the fact-finding panel. SERB shall adopt rules governing the procedures and methods for the Association to vote on the recommendations of the fact-finding panel.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim by a teacher, group of teachers, or the Association of an alleged violation, misinterpretation, or misapplication of any provision(s) of the negotiated agreement.

2. A "day" in this section shall mean a teacher workday. The number of days indicated at each level shall be considered the maximum.

3. "Appropriate Administrator" shall mean the lowest level administrator having the authority to resolve the alleged grievance.

B. General Provisions

1. The primary purpose of this procedure shall be to obtain the lowest level and in the shortest period of time, solutions to grievances. The parties agree that grievance proceedings should be handled in a confidential matter.

2. Nothing contained herein shall be construed as limiting the individual rights of a teacher having a complaint or problem to discuss the matter informally with members of the administration through normal channels of communications, without intervention and/or consultation of the Association, provided the adjustment is not inconsistent with terms of this contract.

3. Nothing in this procedure shall be construed so as to deny the Association, its representatives, or the Board of Education the right to redress before an appropriate administrative agency or through the courts, if such a course seems to them, at their sole discretion, more appropriate. Nothing in this procedure shall be construed to deny the individual, the Association, its representatives, or the Board of Education the right to seek redress by law.

4. No teacher may be represented by any teacher organization other than the Association in any grievance procedure initiated pursuant to this procedure.

5. Neither party shall be denied the right to representation of his/her choice at any level listed below following the informal level.

6. A grievance may be withdrawn at any level without prejudice or record.

7. Copies of all written decisions of grievances shall be sent to all parties involved, the Association President, the aggrieved, and the appropriate administrator.

8. No records, documents, or communications concerning a grievance shall be placed in the personnel files of any of the participants in procedures described in this Agreement.

9. Forms for processing grievances shall be made available through designated officials of the Association including Building Representatives, and members of the Association Grievance Committee.

10. Grievance proceedings shall be confidential information. Official records should be kept in a confidential separate file by the Treasurer. Access shall be made only by mutual consent of the Superintendent, and the President of the Association, or as required by law.

11. No reprisals or recriminations shall be taken against any employee who files or takes part in a grievance.

12. Meetings and hearings held under this procedure shall be conducted at a time and place that is mutually agreeable and will afford a fair and reasonable opportunity for all persons entitled to be present to attend. All parties deemed necessary for the resolution of the grievance shall be permitted to attend a grievance meeting or arbitration hearing with no loss of pay or benefits.

13. The Association has the exclusive right to determine whether to proceed to the arbitration step of the procedure.

C. Procedure

1. Level One – Informal

Within twenty (20) days of an event or condition that an individual considers a grievance he/she shall discuss the problem with the appropriate administrator.

2. Level Two – Formal

If the aggrieved is not satisfied with the disposition at Level One, or no decision has been rendered within five (5) days after the informal meeting, he/she may inaugurate the formal proceedings.

Within five (5) days of the filing, a hearing shall be arranged between the aggrieved, the appropriate administrator, and Association representative, and other parties who may need to give information related to the claim. The written disposition of the appropriate administrator shall be rendered five (5) days following the close of the hearing.

3. Level Three

If the aggrieved is not satisfied by the written disposition of the immediate supervisor, he/she may seek a hearing with the Superintendent or his/her designated representative within five (5) days after receiving the disposition in Level Two, by completing it to the Superintendent. Within five (5) days a hearing shall be arranged between the aggrieved, the Superintendent or his/her designated representative, the Association and other parties that may be needed to give information to the claim. Such parties' names will be given to the Superintendent or his/her designee twenty-four (24) hours prior to the hearing. The written disposition of the Superintendent or his/her designee shall be rendered five (5) days following the close of the hearing.

4. Level Four

If the aggrieved is not satisfied with the written disposition in Level Three, he/she may request in writing that the issue be submitted before the Board at its next regularly scheduled meeting after the filing, unless the parties mutually agree that the subject of the grievance warrants the Board calling a special meeting to hear the matter. The Board shall hear and question witnesses and review the information and positions from the previous levels. The Board within ten (10) days shall submit a written report of its findings to the grievant and Association President.

5. Level Five

If the aggrieved is not satisfied with the written disposition in Level Four, he/she may request in writing to the Superintendent or his/her designee that the issue be submitted to arbitration within five (5) days after receiving the disposition.

The arbitrator shall be appointed by the American Arbitration Association according to its voluntary rules and regulations. The arbitrator shall not have the authority to add to, delete, modify, change, or alter any provisions of this Agreement. His/her decision shall be binding on the parties. Cost of the arbitrator's services shall be shared equally by the Board and the Association.

ARTICLE IV
PAYROLL DEDUCTIONS

A. The Board shall provide payroll deduction options in the following:

1. Insurance
2. Credit Union
3. U.S. Savings Bonds
4. United Fund Campaign
5. Annuities
6. Professional Dues, including Association dues
7. Employee Option

B. Notification of requested payroll deductions will be made to the Treasurer between August 15th and October 1st of each school year except employees hired after October 1st.

C. All requests for new deductions will be made in writing to the Treasurer.

D. All requests for cancellation of continuing deductions will be made in writing to the Treasurer. Such changes will occur on the first of the month following the request provided such request is submitted at least seven (7) calendar days prior to the end of the month.

E. When deductions are cancelled the option may not be reinstated until the regular period as stated in B. above.

F. Requests for change in status from single to family or vice versa for insurance shall be granted as requested by a teacher, during open enrollment or due to a qualifying event. Requests shall be in writing to the Treasurer, and such changes will occur on the first of the month following the request, provided such request is submitted at least seven (7) calendar days prior to the end of the month.

G. If the US Supreme Court declares fair share legal, the parties will reinstate Article IV(G) from the 2016-2019 negotiated agreement.

ARTICLE V
PAY PERIODS

All new employees of the district will be required to have their paychecks direct deposited into their bank account.

Teacher's salary shall be divided into twenty-six (26) pay periods. In years when the pay period needs adjusted due to payroll creep, there shall be twenty-seven (27) pay periods. If the pay date falls during a scheduled break on the adopted calendar or weekend or holiday, funds will be available prior to the pay date so that they should be received by the scheduled pay date. Direct deposited pay checks will be available on the scheduled pay dates.

ARTICLE VI
PERSONNEL FILES

A. An official file which includes the following items shall be maintained in the Board's central office for each teacher:

1. application for employment including references;
2. current employment contract(s);
3. Ohio teaching certificate(s); license(s);
4. college transcripts;
5. reprimands together with any written replies thereto;
6. evaluations required by the district's evaluation;
7. letters of commendation and certificates of award;
8. written complaint(s) and the response(s) from the formal levels, provided that such complaints are sustained; and
9. information related to any report to the Office of Professional Conduct, as required by law.

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

C. Teachers shall have the right upon request to review the contents of his/her personnel file except for references. A representative of the Association may, at the teacher's request accompany the teacher in such a review.

D. A teacher shall be entitled upon request to a copy at his/her expense of any material excluding references in his/her file.

E. Material, other than routine evaluation, will be removed from his/her file when a teacher claims that it is inaccurate or unfair as sustained by the grievance procedure.

F. A teacher shall acknowledge that he/she has read any complaint or reprimand placed in his/her file by affixing his/her signature to the copy to be filed within ten (10) school days after said teacher has been presented with such material. Copies will be provided in accordance with D. of this article.

G. Nothing in this Article shall prevent an administrator from maintaining an individual file for his/her professional use.

Informal notices or records about teachers maintained by an administrator shall not be included in the official file, except to the extent such notices or records are made a part of the teacher's formal evaluation.

Each bargaining unit member shall have one (1) official file that will be maintained by the administration in the Treasurer's Office.

H. Person(s) other than the bargaining unit member(s) and/or school district administrator(s) and bargaining unit members or Board's legal counsel that wish to examine a bargaining unit member's personnel file shall utilize the following procedure:

The requesting person(s) must make a written request for each occasion. The request must specify the document(s) requested. The bargaining unit member(s) will receive a copy of each request. The request shall be sent first class U.S. mail to the bargaining unit member. The requesting party shall be provided the document(s) two (2) working days following postmark. Workdays shall be Monday through Friday exclusive of holidays.

I. Written reprimand(s) and complaints shall be removed in accordance with the law, from the personnel file thirty-six (36) months from the date of placement if a second reprimand is not issued within the thirty-six (36) month period.

It shall be the teacher's responsibility to request, in writing, to the Superintendent for the removal of said reprimand or complaint.

ARTICLE VII
ASSOCIATION RIGHTS

A. The Association shall have the right to use school buildings without fees for meetings provided that such use does not interfere with or interrupt normal instructional programs, building maintenance or previously scheduled activities. Proper notification will be given to the administrator in charge. The Association will be responsible for restoring the facility to its original condition upon conclusion of such meeting.

B. The Association will be given a minimum of three (3) minutes for announcements at the conclusion of any faculty meeting. When meetings are held before school, Association announcements will be one (1) minute or less.

C. Association officers shall have the right to use Board-owned equipment including computers, calculators, duplicating equipment, and audio-visual equipment at times which do not interfere with or interrupt instructional programs, building maintenance or previously scheduled usage. Removal of any such equipment from school premises shall be only upon the express written consent of the principal. Any expendable supplies will be supplied by the Association. Any and all repairs or replacement costs shall be borne by the Association.

D. The Association shall have the right to use the inter-school mail system in the school offices to distribute Association bulletins, newsletters, or other circulars.

E. The Board shall provide the Association with bulletin board space in each school building. Representatives of the Association shall have the right to post material to disseminate information to members. Such posted material shall be signed by an officer of the Association or committee chairperson.

F. The Association shall have the right to use school telephones. Calls are not to be made at a time which interferes with duties assigned by the administration, normal instructional programs, and/or operations programs. When calls require long-distance charges the time, date and length of the call will be submitted to the Treasurer. The Association will then reimburse the Board for the charges.

G. The Association representatives may call meetings of the Association members within the building. These meetings shall be held before or after scheduled work hours.

H. The Association president shall be provided a copy of all public documents that are regularly and routinely prepared in the normal course of district business. Such documents shall include, but not be limited to, Board agendas, minutes, appropriations reports, treasurer's reports, and amended certificates.

I. The Association shall be provided not less than forty-five (45) uninterrupted minutes of time to communicate with bargaining unit members at the opening day meeting. Such time will not be provided at the end of the meeting day unless the Association requests, in writing, to be placed at the end of the agenda. All non-bargaining unit members shall excuse themselves during this portion of the meeting. Any Association representative requested by the Association to be present for this portion of the orientation shall be released from other duties to participate without loss of pay or other benefit.

ARTICLE VIII
NON-RENEWAL

A. Provisions for the termination of a continuing contract or the termination of a limited contract before its expiration are covered by Ohio Revised Code 3319.16.

B. If the Board non-renews a teacher(s) limited contract, it shall be for just cause. Said teacher(s) shall be provided with written reasons five (5) workdays following the Board action.

C. The teacher(s) may initiate a grievance at the Board level within five (5) workdays following receipt of the written substantiated reasons.

D. Just cause, as specified in B. above, shall be provided to teachers who have completed three (3) years of employment with the Southern Local Board of Education.

ARTICLE IX
REDUCTION IN FORCE

A. Reasons for Reduction

A Reduction in Force shall be defined as the reduction of or the elimination of a position in the bargaining unit. The Board may determine it is necessary to reduce the number of bargaining unit positions for one of the following reasons:

1. decrease in student enrollment,
2. a return to duty of a regular teacher from leave of absence,
3. suspension of school or territorial changes affecting the district,
4. curriculum changes which shall not be arbitrary or capricious, or
5. financial conditions.

B. Implementation

1. In making any such reduction, the Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent who shall, within each teaching field affected, give preference to teachers with continuing contracts. The Board shall not give preference to any teacher based on seniority, except when deciding between teachers who have comparable evaluations.

2. On a case-by-case basis, in lieu of suspending a contract in whole, the Board may suspend a contract in part, so that an individual is required to work a percentage of the time the teacher otherwise is required to work under the contract and receives a commensurate percentage of the full compensation the teacher otherwise would receive under the contract.

3. The Board shall notify the Association President in writing not later than thirty (30) days prior to the effective date of the RIF. The notification shall include the reason(s) for the RIF, the position(s) to be reduced or eliminated and the effective date of RIF.

4. To the extent possible, the number of teachers affected by a reduction in force will be minimized by not employing replacements for those employees who retire, resign or whose limited contracts are non-renewed. It is recognized that attrition alone may not be sufficient to accomplish necessary reductions.

5. Reductions needed beyond those available by attrition, as mentioned above, will be made by suspending contracts.

C. Seniority List

1. All members of the bargaining unit will be placed on a seniority list. The seniority list will include the type of contract (continuing or limited) that the teacher holds, the date of hire, the teaching field assigned and any certificate(s)/license(s) the teacher holds.

2. Seniority shall be determined by the number of continuous years of teacher experience in the system.

3. A teacher shall not lose seniority when she or he changes assignment to a different position, department, grade level or building.

4. Seniority will not be broken by Board approved leaves of absence; however, time spent on such leave(s) shall not count towards seniority.

   If two or more teachers have the same length of continuous service, seniority will be determined by:

   a. the date of the Board meeting at which the teacher was hired, and then by;
   b. the amount of professional training, and then by;
   c. the order of hire on the Board agenda.

5. Any teacher affected by a RIF shall be notified, in writing, at least thirty (30) days prior to the effective date. Such notification will include the reasons for the RIF.

D. Recall

1. The teachers whose continuing or limited contracts are suspended by the Board shall have the right to restoration to continuing service status by the Board if and when teaching positions become vacant or are created for which any of such teachers are or become qualified. It is the teacher's responsibility to keep the Board informed of any changes in qualification.

2. No teacher who has been suspended pursuant to this section shall lose that right of restoration by reason of having declined recall to a position that is less than full-time or, if the teacher was not employed full-time just prior to suspension of the teacher's continuing contract, to a position requiring a lesser percentage of full-time employment that the position the teacher last held while employed in the district or service center.

3. Seniority shall not be the basis for rehiring a teacher, except when deciding between teachers who have comparable evaluations.

4. A teacher affected by a reduction in force will remain on a recall list for twenty-four (24) months unless he/she;

   a. Waives his/her recall rights in writing;
   b. Resigns;
   c. Fail to accept a recall to a position for which he/she is certified/licensed, subject to paragraph 2 above;
   d. Failure to report to work in a position that he/she has accepted.

5. Notice of recall will be given by registered mail to the teacher's last known address. It shall be the responsibility of the teacher to keep the Board informed of his/her current address. If a teacher fails to respond within ten (10) calendar days or declines to accept the position he/she will forfeit all recall rights.

6. A teacher on the recall list will, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority, accumulation of sick leave, and salary schedule placement he/she enjoyed at the time of layoff.

7. No new teachers will be employed by the Board while there are teachers on the recall list who are qualified to fill the vacancy.

E. The parties agree that these procedures apply only to the suspension of contracts under 3319.17.

This article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedures in the district.

ARTICLE X
EVALUATION

This Article does not apply to anyone who is employed as a substitute teacher.

General Provisions

A. It is the purpose of the program of staff assessment to:

1. Grow and improve the quality of instruction students receive;
2. improve student learning;
3. strengthen professional competence;
4. inform employment decisions (retention, promotion, and removal of poorly performing teachers).

B. The staff evaluation program (OTES 2.0) shall support the identification of instructional strengths, professional growth and specific areas, if applicable, in which the individual needs improvement.

C. Seniority shall not be the basis for a decision to retain a teacher, except when making a decision between teachers who have comparable evaluations.

D. This Article does not apply to teacher supplemental contracts, or teachers employed as substitutes or to any person employed under a teacher license/certificate who spends less than fifty percent (50%) of his/her time providing student instruction.

E. The use of audio/video as part of the evaluation procedure is only permitted if the teacher consents.

Evaluation Committee

Article X shall be submitted to an ongoing committee composed of four Association members, appointed by the Association President, and four administrators to review and to make recommendations to Article X. Recommendations for Article X will be submitted to the negotiations team for final agreement. The committee will also ensure that all measures of high-quality student data (HQSD) adhere to the relevant criteria established by the State Board of Education.

Schedule/Frequency of Evaluation Cycles

A. In accordance with ORC 3319.111(C)(1)

1. Each teacher shall be fully evaluated at least once each school year, except as otherwise provided by statute and this Article. All evaluations will be completed

by May 1st and each teacher will be provided a written report of the results of the evaluation process by May 10th.

B. Where allowable by statute and this article, the evaluator will attempt to complete one formal observation in each semester.

C. Any teacher who received a final rating of Accomplished on the most recent full evaluation conducted under this section may be fully evaluated once every three (3) school years, so long as the teacher submits a self-directed professional growth plan to his/her evaluator that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan. During years that the teacher is not subject to a formal evaluation, the teacher shall be subject to one formal observation a year and shall have at least one conference per year with his/her evaluator if requested. This observation can be accomplished by a minimum of two walk throughs. Said conference will include a discussion regarding progress on the teacher's professional growth plan.

D. Any teacher who received a rating of Skilled on the most recent evaluation conducted under this section shall be fully evaluated once every two (2) school years, so long as the teacher and evaluator jointly develop a professional growth plan for the teacher that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan. During years that the teacher is not subject to a formal evaluation, the teacher shall be subject to one formal observation a year and shall have at least one conference per year with his/her evaluator if requested. This observation can be accomplished by a minimum of two walk throughs. Said conference will include a discussion regarding progress on the teacher's professional growth plan.

E. The Board may elect not to conduct an evaluation of a teacher who was on leave from the school district for fifty percent (50%) or more of the school year, as calculated and defined by the Board.

F. The Board may elect not to conduct an evaluation of a teacher who has submitted a notice of retirement and that notice has been accepted by the Board not later than the first day of December of the school year in which the evaluation is otherwise scheduled to be conducted.

G. If the OTES cycle and contract cycle follow in succeeding years, the evaluator and the teacher may agree to carry forward the previous rating without having a full evaluation. This does not apply to teachers in their first three years of employment.

Credentialed Evaluators

The Board will use credentialed evaluators as defined in O.R.C. 3319.111(D). All components and procedures of OTES 2.0 shall be conducted by a person: 1) who is eligible to be an evaluator in accordance with ORC 3319.111(D); and 2) who holds a credential established by SBOE for being an evaluator. Every evaluator must complete state sponsored evaluation training and is required to pass credentialing assessment.

Professional Development

The Board will provide for professional development to accelerate and continue teacher growth and provide support to ineffective teachers.

Observations

A. The first observation in each school year will be completed only after the teacher being observed has been given at least 24 hours' notice. All other observations may be completed with or without prior notice.

B. Each full evaluation cycle will consist of at least two (2) formal observations of at least thirty (30) consecutive minutes in length. The first formal observation shall be followed by a post-conference. This post-conference will serve as another opportunity for the teacher to provide additional evidence concerning his/her evaluation.

C. Each teacher on a limited contract or extended limited contract and who is under consideration for nonrenewal shall have at least three (3) formal observations in his/her annual evaluation.

D. Upon written request to the Superintendent by the teacher, an additional observation by a supervisor or credentialed administrator who did not conduct any of the previous observations may be conducted. This observation will be added to other observations and included in the final holistic evaluation rating. The request for an additional observation should be received by the Superintendent within ten (10) working days of any prior observation. Within ten (10) working days of the request, the Superintendent will notify the teacher requesting the additional observation if an evaluator has been appointed, and who the evaluator shall be. The additional observation shall be conducted within ten (10) working days of such notification.

Informal Observations/Walkthroughs

There shall be a minimum of two informal observations/walkthroughs per evaluation cycle consisting of a maximum of ten (10) consecutive minutes each. A teacher may at any time request an additional walkthrough.

Conferences

A. All pre and post conferences will be conducted in a face-to-face professional conversation interview format when requested by either party. If either party does not request the face-to-face interview, it will be cancelled.

B. A post conference will be held within five (5) working days of the formal classroom observation unless the principal or teacher is absent from school or there are extenuating circumstances. This shall be communicated and documented.

C. The administrator conducting the evaluation shall provide the results to the teacher for his/her acknowledgment by written receipt within ten (10) working days of the post conference.

D. After the final post conference, the teacher will have two (2) working days to review the written evaluation report rating and make any additions of evidence to that rating. The evaluator can make changes to the rating, based on evidence, and shall submit it to the teacher before final submission to the Superintendent.

E. In the event a teacher disputes the results of the evaluation report, the teacher shall state his/her evidence aligned objections in writing and attach such as a permanent addendum to the evaluation form and/or written evaluation report within ten (10) working days of the evaluation conference. Teacher signature shall not be construed as evidence that the teacher agrees with the contents of the evaluation report.

F. If the evaluator has concern(s) that may lead to non-renewal, then (a) the concern(s) should be communicated to the teacher within fifteen (15) working days of the second post-conference, and (b) the second observation should occur as early in the second semester as possible.

G. Any teacher being nonrenewed will be notified in writing by June 1.

Assigning a Performance Rating

Each formal evaluation will result in a final performance rating of "Accomplished," "Skilled," "Developing," or "Ineffective." Evidence of teacher performance will be gathered through formal observations, classroom walkthrough/informal observations, professional conversations between the evaluator and teacher, the use of high-quality student data, other evidence of practice and professionalism and the Standards for Ohio Educators which are represented in the OTES 2.0 Performance Rubric. Final Ratings will be based upon a preponderance of evidence.

Professional Growth and Improvement Plans

A. Teachers must develop professional growth or improvement plans based on their final summative holistic rating.

B. Teachers with a final holistic rating of Accomplished must annually develop a self-directed professional growth plan.

C. Teachers with a final holistic rating of Skilled must annually develop a professional growth plan jointly with a credentialed evaluator for the evaluation cycle from the Board approved list.

D. Teachers with a final holistic rating of Developing must annually develop a professional growth plan guided by their evaluator.

E. Teachers with a final holistic rating of Ineffective will be placed on an improvement plan developed by the Superintendent's assigned and credentialed evaluator from the Board approved list.

F. Teachers who are new to the District or profession will develop a professional growth plan collaboratively with their evaluator. The new employee may be requested to provide their last evaluation from their previous employer to use as a starting point for development of their professional growth plan.

ARTICLE XI
TEACHING EXPERIENCE

A. If additional training qualifies a teacher to move from one column to another a letter reflecting such training shall be filed with the Treasurer two (2) weeks before the first scheduled payday in order to claim earned increment at the beginning of the school year and/or two (2) weeks prior to January 1 in order to claim earned increment on the first day of the second semester.

B. It shall be the responsibility of the teacher to submit a transcript to the Treasurer and Educational Service Center (ESC) Superintendent prior to September 15th and prior to January 15th of any year.

C. The Board shall recognize "years of teaching experience" as follows:

1. A year of teaching experience shall consist of at least one hundred and twenty (120) days under a teacher's contract.

2. New teachers with verified teaching experience from a public or chartered non-public school, inside or outside Ohio, of at least one hundred twenty (120) days per school year shall be credited on the salary schedule a maximum of twenty (20) years of experience, as required by law or as otherwise determined by the Superintendent, including military service.

D. Rehiring Retired Teachers

If a retired teacher is employed by the Southern Local School District, then the following stipulations will be in effect.

1. This article applies to the hiring of any previously retired teacher following any waiting period required by his/her teaching retirement system.

2. Previous retired teachers shall initially be placed at experience step 7 and appropriate earned degree status of the negotiated salary schedule. Retired teachers shall not advance higher than step 10 of appropriate earned degree status on the negotiated salary schedule.

3. Previously retired teachers are only eligible for Board paid health care, prescription drug plans, or dental plans if not eligible to receive insurance benefits from their retirement system. The terms of Article XXXIII – Fringe Benefits, Section G., Waiver of Insurance, shall not apply to retired teachers.

4. Previously retired teachers shall begin acquiring sick leave effective with their employment. The rate of accumulation of sick leave shall be in accordance with the law at the rate of fifteen (15) days per year. Retired teachers shall be permitted to carry over up to five (5) days of unused sick leave accumulated to any school year to any succeeding school year only when the retired teacher is rehired in the same position consecutively. No transfer of sick leave previously taken as or canceled by severance will be allowed.

5. Any bargaining unit member contemplating retirement from Southern Local Schools shall have the opportunity to discuss his/her rehiring with the Superintendent prior to making a retirement decision, if the bargaining unit member so requests. If the bargaining unit member desires he or she may invite an Association representative to attend this meeting.

6. The Board may commit to re-employ a member of the bargaining unit in advance of his/her actual retirement if the bargaining unit member notifies the Board of his/her intention to retire at the end of that school year and submits a letter to that effect no later than May 1st.

7. Any teacher who has retired and been reemployed by the Board shall begin acquiring district seniority as a new employee.

8. The following provisions of this agreement shall not apply to retired teachers:
Article VIII, Article XVIII, Article XXIII, and Article XXXVIII.

9. Any retired teacher rehired by the district shall only ever be eligible for a one (1) year contract which shall be non-renewed each year.

E. Rehiring Other System Retirants

If a retiree of a retirement system other than a teacher retirement system is employed by the Southern Local School District, those retirees will only be eligible for health care, prescription drug plans, or dental plans if not eligible to receive these benefits from their previous retirement system. If not eligible to receive these benefits from their previous retirement system, those retirees may purchase these benefits pursuant to the Board's offerings at fifty percent (50%) cost to the retiree.

ARTICLE XII
CORRECTIVE ACTION

A. Teacher(s) shall be granted the right to be accompanied by a representative of his/her choice at any meeting where discipline is to be issued.

B. If the teacher is unable to secure representation of his/her choice such meeting will not take place until the teacher is given sufficient time to secure representation provided that such meeting shall not be delayed longer than two (2) working days unless mutually agreed to in writing by the parties.

C. Exceptions to this provision are the following:

1. Incidents which, in the opinion of the Superintendent/ designee, require immediate disciplinary action.

2. Incidents which, in the opinion of the Superintendent/designee, require an administrative reprimand where no disciplinary action is taken.

D. Written reprimands shall be issued for just cause and the teacher shall be given a copy of the reprimand no more than five (5) workdays following the conference.

ARTICLE XIII
TEACHING CONDITIONS

A. It shall be the Board's responsibility to furnish materials and supplies for teaching and to provide use of available technology, copiers, and audio-visual equipment for educational purposes. All teachers will receive a yearly amount of two hundred dollars ($200), to be requisitioned through the treasurer's office, for classroom supplies.

B. Announcements and classroom interruptions for administrative or other purposes shall be held to a minimum.

C. Compensation for Substituting

1. Every reasonable effort will be made to secure a regular substitute before a regular teacher is asked to serve as a substitute.

   In those cases where substitutes are not available, any teacher(s) who agree, may be used as substitutes to cover the class (in whole or part) of the absent teacher(s). He/she will be compensated at the rate of twenty dollars (20.00) per class period with a maximum of one hundred forty dollars ($140) per day.

   A teacher shall be compensated for substituting if he/she agrees to cover the class (whole or part) of another teacher while retaining his/her current class load. The maximum that will be paid will be one hundred forty dollars ($140.00) per day excluding planning period.

2. Any teacher who agrees to substitute or who retains his/her class during his/her scheduled lunch period or scheduled planning period will be compensated.

3. A teacher who agrees to assume the teaching duties of an absent teacher but who does not retain his/her own class load shall not receive additional compensation.

4. A teacher, who retains students normally "pulled out" for small group or individual instruction when the special teacher is unavailable, shall not receive additional compensation.

5. Title teachers cannot substitute except during their planning time and lunchtime.

6. Special education teachers shall receive compensation for covering classes if it is not a class to which they are assigned.

D. Health and Safety

No member of the bargaining unit shall be required and/or expected to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

E. Teacher Authority

1. Student Behavior

   a. The building Administrator(s) and a committee representative of the faculty of each building shall mutually develop a student handbook in conjunction with Board Policy. This manual shall outline the appropriate and expected

student behavior while attending school in that building, including rules of student behavior and the penalties imposed for violating them. The rules of student behavior and penalties for their violation shall be provided to every student in each building, annually.

b. The representative teachers of each committee shall be appointed by the Association. The committee will meet at mutually agreeable times during the month of July and/or August to develop this manual. The student behavior and penalties imposed shall be in accordance with the Board adopted policy. If the committee is unable to reach agreement, decisions shall be made by majority vote. Student handbooks will be completed prior to the scheduled August Board meeting.

c. During any year schools are consolidated or buildings rearranged, the administration and a representative committee of the building staff will meet to review the student handbook(s) and revise them as necessary in accordance with b., above.

2. Disciplinary Rights

a. The teacher shall have the right to discipline pupils, in accordance with policies and procedures of the Board, for acts which are detrimental to the good order and the best interest of the school.

b. During the first teacher workday of the school year, each building principal and the committee representatives in that building shall present to their building faculty the adopted student handbook and the mutually developed guidelines outlining proper building procedure in regard to the enforcement of the pupil discipline described in the student handbook. All members of each faculty will receive copies of the written guidelines that are established for the proper building procedures.

c. The administration shall give full support and assistance to professional staff members with respect to the maintenance of control and discipline in the classroom.

d. Emergency application of force or restraint is sometimes necessary. When immediate action is called for, the teacher shall have the right to protect himself/herself and to protect other people and property.

3. Gross Misconduct

a. Whenever a student fails to respond to a teacher's reasonable request to refrain from activities which seriously damage the learning atmosphere in the classroom, disciplinary action will be taken by the classroom teacher. If

the teacher's disciplinary attempts are not successful, action will be taken by the building principal.

b. The term classroom, in this section, shall be defined as any and all areas for which a teacher has been assigned and/or any and all areas of school property wherein a teacher may be present.

c. Any student who commits assault upon a teacher shall be removed from the classroom immediately, upon the request of the teacher. Any student who commits battery upon a teacher shall be removed from all classroom activities immediately.

d. A student having committed battery upon a teacher shall not be reassigned to that teacher's class without the prior knowledge and consent of the teacher if the teacher has filed charges with the proper legal authority, unless required by law. The teacher's consent is not needed if he/she is the only teacher at that grade level or unit.

e. None of the penalties stipulated in the school's student handbook may be changed or reduced unless the affected teacher is consulted with and agrees prior to any change, unless required by law.

f. If an action taken against a student for gross misconduct subsequently results in a Court Order reinstating the student, the Court Order will be reviewed with the affected staff member(s) and then followed.

g. Teachers assigned to a building may request and the principal shall meet with them within three days of such request to discuss building policy concerning student discipline and related activities. Such meetings shall not exceed 45 minutes.

F. Teacher Dress Code

1. All clothing will be neat and professional in appearance.
2. Clothing with messages will be worn with caution.
3. The association will emphasize the importance of professional dress at the first general meeting of the school year.

ARTICLE XIV
COMPLAINTS AGAINST MEMBERS OF THE TEACHING STAFF

A. Informal

Communication between the community, parents, students, and the schools should be such that most complaints can be resolved in an informal professional and friendly atmosphere.

Most complaints may be resolved through personal conferences at the school level. Various avenues of contact between teacher, pupil, parent, principal, and other appropriate staff personnel should be pursued before using the formal procedures outlined below.

B. Formal Procedure

1. Prior to the implementation of the formal procedure the complainant will submit his/her complaint in writing to the teacher's immediate supervisor.

2. If requested by the complainant or the teacher, a meeting involving the teacher, the principal, and the complainant will be arranged at a mutually convenient time to discuss the complaint.

   Discussion at the meeting will be limited to the written complaint.

3. If it is not resolved at that level, it may be appealed to the Superintendent.

4. If it still is unresolved at that level, it may be appealed to the Board.

C. In each of the steps above, a teacher may request and shall be informed of contemplated action and be accompanied by counsel and/or representative of his/her choosing, at his/her own expense. Conferences regarding such complaints shall be private.

ARTICLE XV
WORKDAY

A. Teachers' workday shall consist of a maximum of seven (7) hours.

B. The maximum teacher(s) workday may be extended for required arrival and dismissal duties. Arrival and dismissal duties will be rotated equitably among teachers in each building. A semester duty schedule shall be provided to all teachers at the beginning of each semester.

C. The Board may lengthen the school day to meet state minimum requirements.

D. In the event the vocational education schedule requires an adjustment in the school day the administration will first attempt to reschedule the high school days beginning and/or ending times to compensate before lengthening the day.

E. Each K-6 teacher shall be granted a minimum of two hundred (200) minutes of planning time per week within the stated workday. Each 7-12 teacher shall receive a minimum of one daily planning period which will be equal to one regular classroom instructional period during the student day. On delayed days, the schedule will be condensed, meaning periods will be reduced.

F. Teachers shall be granted at least thirty (30) consecutive minutes for lunch each workday, during which time he/she shall not be required to perform any school activity.

G. A committee shall be formed at each school composed of teachers, administrators, and community members to discuss alternative workday configurations.

H. No students shall be in the school before 7:25 a.m. unless accompanied by a staff member. All students shall report to their designated location (s) at 7:25 a.m.

ARTICLE XVI
VACANCY, TRANSFER AND PROMOTIONS

A. Vacancy

1. A vacancy shall be defined as a job opening in the bargaining unit by reason(s) of retirement, resignation, leave of absence, death, non-renewal or termination of contract, promotion, or creation of new position.

2. Such openings shall not be considered vacancies unless the Board intends to fill the position.

3. Within five (5) working days of a vacancy which the Board intends to fill, the Superintendent shall post in all school buildings and on the district website a notice of such vacancy. The Association President shall receive a copy of all vacancy notices. Such notice shall include the job title, location(s) of the position and certification required.

4. Vacancies shall be posted in all school buildings and the District website for a period of five (5) workdays during the school year. When vacancies occur during the summer months when school is not in session posting shall be in the central office and on the district website for a period of five (5) workdays. The Association President shall also be notified of the vacancy. Exempt from the five (5) day posting requirement shall be the period of August 1st through September 1st.

5. Each teacher who wishes to be notified of vacancies between June 1st through August 31st shall notify the Superintendent in writing, by April 15th of each school year. Teachers opting for such notice will be notified of the vacancies by the Superintendent.

6. Teachers who desire a change in grade, subject assignment or building assignment may file a written statement of such desire with the Superintendent by April 15th of each school year. A copy of such request shall be forwarded to the building principal.

7. Teacher(s) eligible for recall pursuant to a reduction in force shall be given the opportunity to exercise recall rights before posting the vacancy.

8. In acting on request for voluntary reassignment and/or transfer the following criteria apply:

   a. Individual qualifications/certification
   b. Seniority

   Where the foregoing factors are substantially equal to the applicant with the most seniority will be given primary consideration.

   Seniority shall be defined as continuous years of teaching service in the school system. Seniority will not be broken by Board approved Leaves of Absence; however, time spent on such leave shall not count toward seniority.

B. Involuntary Transfer Only

The Superintendent shall have the authority to involuntarily transfer teachers. It may be necessary to involuntarily transfer a teacher who possesses more seniority than other teachers in the same area of certification. However, no involuntary transfer shall occur before the completion of the voluntary bidding procedure. If such an involuntary transfer occurs the teacher shall be provided reasons for the transfer upon the notice of transfer. Such reasons shall not be arbitrary or capricious.

When an involuntary transfer occurs, the least senior educator in the certification area and/or licensure or grade level shall be the one transferred. The Superintendent may transfer a more senior employee only when, in the opinion of the superintendent, it is in the best interest of the school system. Reasons for such transfer shall be put in writing and discussed with the affected employee and the union upon request.

C. Promotions

1. Whenever a new position or vacancy in administrative positions arises or is anticipated the Superintendent shall post in all school buildings a notice of such vacancy. The Association President shall receive a copy of the notice.

2. Vacancies shall be posted in all buildings for a period of five (5) workdays during the school year. When vacancies occur during the summer months when school is not in session, posting shall be in the central office for a period of five (5) days. The Association President shall be notified of the vacancy. Exempt from the five (5) day posting requirement shall be the period of August 1st through September 1st.

3. Teacher(s) interested in such vacancy shall notify the Superintendent in writing, during the posting period.

ARTICLE XVII
LESSON PLANS

Teachers shall prepare weekly lesson plans which give directions for instruction, implementation of courses of study and meet the state minimum requirements. Lesson plans are due no later than first period Monday. Teachers will not be required to regularly submit lesson plans. In instances where teacher instruction is deemed to be deficient, administrators may create a support plan for the teacher, which may include submission and regular review of their lesson planning. (See SLSD Board Policy po3270 for more information.)

ARTICLE XVIII
CONTRACTS

A. Limited Contracts

Upon initial employment of a teacher, the contract shall be for a term of one (1) year.

Subsequent contracts shall be as follows:

- one (1) year contract
- one (1) year contract
- two (2) year contract
- three (3) year contract
- five (5) year contract thereafter

B. The Board may grant a contract of less duration than specified above. The teacher will be provided with written reasons for the reduced contract length within five (5) days following Board action.

C. During the term of a multi-year limited contract teachers eligible for and who request a continuing contract shall have the request for continuing status considered in accordance with 3319.11 ORC at the May business meeting.

D. Teacher(s) becoming eligible for a continuing contract shall be considered for such contracts in accordance with the Ohio Revised Code.

ARTICLE XIX
JURY DUTY

The Board shall grant full pay when a teacher is summoned for jury duty provided that any payment received for such duty is remitted by the teacher to the Treasurer.

Teachers subpoenaed to testify on behalf of the Board in a proceeding in which the Board is a party, or in a proceeding not involving the Board to testify in their professional capacity in a school related matter, shall do so with full pay.

ARTICLE XX
MILITARY LEAVE

Military leave will be granted pursuant to the Ohio Revised Code 3319.14.

ARTICLE XXI
PERSONAL LEAVE

A. Three (3) days of personal leave per school year will be granted to all teachers. Personal leave will not need justification by the teacher; however, the teacher will give five (5) days prior notice, except in the case of an emergency. Emergency is to be determined by the local Superintendent. Teachers will provide thirty (30) days prior notice of personal leave exceeding three (3) consecutive days.

B. Personal leave may be taken in half day increments.

C. In no case will personal leave be used for working on a job for pay outside the school system.

D. No personal leave may be taken when more than ten percent (10%) of the staff are absent in any building. Exceptions may be made by the Superintendent. Personal leave may not be used in the first five (5) or last five (5) days of the school year. Emergency exceptions may be made by written request to the Superintendent.

E. A bargaining unit member may carry over up to two (2) unused personal leave days into the following year. Unused personal leave days, or any increment, not carried over shall be converted to sick leave days. No bargaining unit member may have more than five (5) personal leave days during any year. Unless the bargaining unit member notifies the Treasurer in writing by June 15th, unused personal leave days shall be converted to sick leave.

F. A bargaining unit member who has exhausted sick leave and would otherwise qualify for sick leave, may use personal leave as sick leave.

G. At the end of each year, personal leave usage shall be reviewed. Any bargaining unit member who used zero (0) personal leave days during the year shall be paid two hundred forty dollars ($240.00). Any bargaining unit member who has used one (1) day of personal leave shall be paid one hundred sixty dollars ($160.00). Any bargaining unit member who has used to (2) days of personal leave shall be paid eighty dollars ($80.00). Payments for

non-use of personal leave shall be made no later than June 30th.

ARTICLE XXII
SICK LEAVE

A. Teachers will be granted fifteen (15) days sick leave with pay per year at the rate of one and one-quarter (1-1/4) days per month.

B. The accumulative days of sick leave will be two hundred sixty (260) days.

C. All new teachers will be granted five (5) days of sick leave credit. Advanced sick leave shall be charged against subsequent accumulation. If the teacher ends employment using the advanced sick leave and not earning the same, he/she shall have the per diem amount deducted for unearned sick leave from the past paycheck issued by the Board.

D. Each new teacher will receive credit for all sick leave that was accumulated in another public school district or public agency in Ohio or another state. It will be the responsibility of the new teacher to supply the Treasurer with the address of the former employer to secure a certified record of the accumulated sick leave from the former employer.

E. Sick leave shall be used for the following reasons:

1. personal illness;
2. disability resulting from pregnancy;
3. injury;
4. exposure to contagious disease which could be communicated to others, and
5. absence due to illness, injury, or death in the immediate family (to a maximum of five (5) consecutive days). Additional days may be granted if medical attention is required as substantiated by a written statement from a physician.

F. The immediate family is defined as:

Husband, wife, children, mother, father, father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, or any member of the teacher's same household.

G. Immediately upon returning from sick leave, each teacher shall furnish to the Superintendent or his/her designee a written, signed statement indicating that the teacher was absent for one of the reasons set forth above. The teacher shall furnish the signed statement into Employee Self Service (ESS). If medical attention was required during the period of absence, the teacher's statement shall list the name and address of the attending physician and the date he/she was consulted. Sick leave exceeding three (3) consecutive days and/or seven (7) nonconsecutive days within a two (2) weeks period will require medical documentation.

H. Attendance Incentive:

All members of the bargaining unit who use two (2) or fewer days of sick leave during any school year will receive a lump sum payment in June of that year. Payment shall be:

$100.00 – no more than two (2) sick leave days used.
$200.00 – no more than one (1) sick leave day used.
$300.00 – no sick leave used during the year.

ARTICLE XXIII
SABBATICAL LEAVE

A teacher who has completed five (5) consecutive years of service with the Board may be granted, upon request, one (1) year sabbatical leave subject to the following conditions:

A. The teacher shall submit a written plan for professional growth to the Superintendent for approval. Such plan must be related to the educational field and within the teacher's area of certification.

The plan must be submitted by April 1st for the requested leave to be effective the following school year.

B. The teacher shall, at the conclusion of the leave, provide evidence that the plan was followed.

C. The teacher returns to the District at the end of the leave for a period of one (1) year. However, teachers who have completed thirty (30) or more years of teaching service shall be under no obligation to return to the District.

D. Only two members of the bargaining unit may be granted sabbatical leave at any one time. One at the elementary level (K-8) and one at the secondary level (7-12).

E. Teachers will not be granted sabbatical leave more than every five (5) years.

F. A replacement must be available.

ARTICLE XXIV
MEDICAL LEAVE

Medical leave will be granted to teachers pursuant to the Ohio Revised Code 3319.13.

ARTICLE XXV
CHILD CARE LEAVE

A. A teacher shall be granted a leave of absence, without pay, to care for a newborn or newly adopted child younger than school age, upon approval of the Board and submission of a doctor's statement verifying the date of birth, and a statement verifying the adoption, if applicable.

The maximum length of such leave shall be for a period of one (1) year.

B. Contract Rights

1. Limited contract teachers shall retain limited contract status upon return from childcare leave.

2. Continuing contract teachers shall retain continuing contract status upon return from childcare leave.

C. Return from Child Care Leave

1. Upon return from an approved childcare leave the teacher shall be entitled reinstatement to the same or similar position which she (they) held prior to the leave.

A teacher on approved leave may continue his/her hospitalization and other group benefit insurance at his/her own expense. The premiums for such insurances shall be paid as specified by the Treasurer.

ARTICLE XXVI
PROFESSIONAL LEAVE

A. Upon Board approval, the Board will grant upon request one (1) day of leave per year per bargaining unit member and may grant additional days without loss of pay to help teachers keep abreast of new innovations and teaching techniques, to attend workshops, seminars, conferences, or to observe innovations that are proposed for the schools. The Board may pay expenses (including meals, lodgings, and transportation) incurred contingent upon advanced approval of the principal and the Superintendent or his/her delegated representative for the purposes of professional improvement to the school system and to the individual participating.

B. No teacher will be permitted to attend more than three (3) meetings per year. Application for professional leave must be made at least fifteen (15) calendar days in advance of the requested meeting. The application shall be sent to the Principal for approval. The

Superintendent shall review the request for final approval or rejection. Such application must be accompanied by documentation to justify attendance at the meeting. Denial of a request must be in writing with reasons from the Principal/Superintendent no later than five (5) days prior to the meeting.

ARTICLE XXVII
ASSAULT LEAVE

The Board may grant assault leave to teachers absent due to a physical disability resulting from a physical assault by a student providing the following:

A. Any teacher who must be absent from his/her duties due to a physical disability resulting from an assault while engaged in school activities, while on school premises during school hours, and/or at a scheduled school activity where attendance is required, will be paid his/her full schedule compensation for a maximum of thirty (30) work days.

B. The teacher shall furnish to the Superintendent a written signed statement describing the circumstances and events surrounding the assault, including the location, date, and time of the assault, plus names and addresses of witnesses.

C. Assault leave shall not be charged against sick leave earned or earnable by the teacher so long as the teacher furnishes a written signed statement from a medical doctor as to the nature of the injury sustained causing the absence. If medical attention is required the doctor shall state the nature and duration of disability.

D. Upon receiving the above statements, the Superintendent shall review the statements and conduct any further investigation deemed advisable prior to granting the assault leave.

E. A prerequisite for qualifying for assault leave shall be that the individual in question must apply for Workers' Compensation and must be willing to assist in the prosecution of the responsible party. The Board will only pay the difference between Workers' Compensation paid and the teacher's regular salary. Should a delay occur in the receipt of Worker's Compensation benefits, the Board shall maintain the teacher on full pay status with the understanding that delayed Workers' Compensation benefits will be signed over to the Board when received by the employee.

ARTICLE XXVIII
BEREAVEMENT LEAVE

In the case of death in the immediate family (husband, wife, brother, sister, step-mother, stepfather, children, mother, father, grandparents, grandchildren, mother-in-law, father-in-law, aunt, uncle, guardians and any members of the same household) the teacher shall be granted, upon written request, a total of four (4) days of bereavement leave at the teacher's per diem rate to attend the funeral, to make funeral arrangements and to take care of related

matters. Bereavement leave must be taken within seven (7) days of death of the immediate family member. Exceptions can be made upon written request to the Superintendent.

Teachers shall be entitled to two (2) occurrences of bereavement leave per contract year, which shall not be deducted from sick leave or any other form of leave. Any additional bereavement leave taken within the same contract year shall be deducted from the teacher's accrued sick leave balance.

ARTICLE XXIX
ASSOCIATION LEAVE

A. The Association will be granted for each OEA Representative Assembly not to exceed two (2) meetings annually, a maximum of two (2) days for one (1) delegate.

B. Any Association member who is elected or appointed to the governing body of OEA shall be granted leave without pay to a maximum of five (5) days to attend meetings of such bodies. Such leave shall not be counted as part of the Association leave as outlined in Part A of this provision.

ARTICLE XXX
CONTINUATION CLAUSE

Any negotiated item currently in effect and not changed during negotiations shall remain in full force and effect and shall be carried over and placed in successor agreements.

ARTICLE XXXI
MANAGEMENT RIGHTS

The Board and the Association recognize that the Board must operate in accordance with all statutory provisions of the state and other rules and regulations as promulgated by the Department of Education.

The functions, rights, powers, responsibilities, and authority of the Board regarding the management of the workforce and the operation of the district not specifically limited or modified by an express provision or term of this contract shall remain exclusively those of the Board. The Board's rights shall include all those specifically designated in Ohio Revised Code Section 4117.08 as pertaining to the Board.

ARTICLE XXXII
COMPLETE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this contract, each had the unlimited right and opportunity to make demands and proposals on any subject

within the scope of bargaining. The understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth herein, and the parties agree that this contract constitutes the entire agreement between them and settles all demands and issues on all matters within the scope of bargaining, except as herein set forth:

An Interim Bargaining Committee (IBC) shall be established with the effective date of this contract. The IBC shall consist of six (6) members; three (3) members appointed by the Board and three (3) members appointed by the Association. The IBC will be established without delay after the effective date of this contract.

The IBC shall have the authority to bargain on issues covered under 4117.08 ORC provided those issues are a response to changes due to implementation of S.B. 140.

Any bargaining during the duration of this contract, except the bargaining for a successor contract, shall be through the IBC. A majority of the IBC shall be required for approval of an addendum to the agreement.

Any agreement reached on an issue(s) by the IBC shall become addenda to this contract. If agreement is not reached on an issue(s) by the IBC, no changes shall be made in wages, terms and conditions of employment from those currently in existence.

This article shall not conflict with the Ohio Revised Code 4117.10.

ARTICLE XXXIII
FRINGE BENEFITS

A. Medical Insurance

1. PPO Plan New Alternative Plan 1: The Board will pay 88% of the monthly insurance premium (including prescription drugs) for either family or single coverage for spouses and dependents age 26 and under. The employees shall pay 100% of the premium for adult children older than 26. The employee shall pay 12% of the monthly insurance premium. The Board shall prorate the amount for the premium for less than full-time bargaining unit members equivalent to their employment workday.

2. High-Deductible Plan: The Board will offer the option of single and family insurance coverage through a high-deductible insurance plan (including prescription drug coverage) with an associated health saving account to all members of the bargaining unit. Once an employee switches to the high-deductible plan, the employee must remain on the plan.

    a. The deductibles for the high-deductible plan shall be three thousand three hundred dollars ($3,300) for a single plan and six thousand six hundred dollars

($6,600) for a family plan. These deductibles may be adjusted pursuant to any changes in IRS regulations to maintain compliance.

b. The Board will contribute one thousand five hundred dollars ($1,500) for the single plan, three thousand dollars ($3,000) for the family plan into a Health Savings Account for eligible employees on an annual basis.

3. Any teacher retiring under STRS shall cease receiving Board paid insurance benefits effective with their eligibility for STRS insurance benefits.

4. The Board will make a one-time payment of five hundred dollars ($500) for a family plan and two hundred fifty dollars ($250) for a single plan in year one (first pay in September 2025); and a one-time payment of five hundred dollars ($500) for a family plan and two hundred fifty dollars ($250) for a single plan in year two (first pay in September 2026); and a one-time payment of five hundred dollars ($500) for a family plan and two hundred fifty dollars ($250) for a single plan in year three (first pay in September 2027).

5. With the agreement of the Board and the Union, healthcare may be amended, as necessary, to comply with the Affordable Care Act.

6. Beginning with the 2019-2020 contract year, new hires, and other employees electing insurance for the first time, may only enroll in the high-deductible health plan.

B. Prescription Drug

The Board will provide prescription drug insurance for both single and family plans. There shall be a ten-dollar ($10) co-pay for generic; a twenty-five-dollar ($25) co-pay for formulary brand names, and a forty-dollar ($40) co-pay for brand name drugs. Mail Order shall provide a ninety (90) day supply as follows: a twenty-dollar ($20) co-pay for generic; a forty-dollar ($40) co-pay for formulary brand names, and a sixty-dollar ($60) co-pay for brand name drugs.

C. Life Insurance

The Board shall purchase from a carrier licensed by the State of Ohio, group term life insurance for each member in the amount of $40,000, plus an equal amount of accidental death and dismemberment coverage. The full cost of this program and any increases, therefore, shall be paid by the Board.

D. Dental Insurance

The Board shall continue to provide single and family dental insurance coverage which meets or exceeds the specifications set forth under current coverage for each member and his/her eligible dependents for the first year of the contract; and equivalent to that of the current coverage for each year thereafter. The full premium and any increases thereof shall be paid by the Board.

E. Vision Insurance

The Board shall pay the full premium and any increases thereof for single and family vision insurance which meets or exceeds the current coverage.

F. Waiver of Insurance

1. Bargaining unit members who have health insurance coverage in addition to the health insurance benefit plan offered by the Board, may elect to waive the negotiated hospital/major medical insurance coverage. In consideration of their waiver of this insurance coverage, they shall receive a bonus of one thousand five hundred dollars ($1,500) for a single plan or two thousand five hundred dollars ($2,500) for a family plan. This payment shall be made by June 15th of each year subject to the following provisions:

   a. The employee must provide proof of alternative insurance coverage and waive his/her right to the negotiated benefits in writing to the Treasurer by August 31st of each year insurance is being waived.

   b. Coverage must be waived for the period September 1st -August 31st of each year.

   c. Spouses employed by the district are not eligible for this benefit.

   d. If only one employee in the district elects to waive insurance, the bonus shall be $500.00.

2. All reinstatements to the insurance program shall be subject to C.O.B.R.A. rules and regulations for the extenuating circumstances and the insurance carrier's contract.

G. In the event that a part time teaching position would be established, the Board would be responsible for the cost of the fringe benefit package prorated to the time the teacher is assigned to work.

H. The Association and the Board mutually agree to establish a committee, when needed, for the purpose of reviewing the current insurance benefit package for the purpose of determining potential savings and cost reduction.

Your summary of benefits

Anthem®

Anthem® Blue Cross and Blue Shield

Southern Local Schools

Your Plan: Anthem Blue Access PPO $500

Your Network: Blue Access

Effective Date: 07/01/2025

Visits with Virtual Care-Only Providers	Cost through our mobile app and website
Primary Care, and medical services for urgent/acute care	$25 copay per visit medical deductible does not apply
Mental Health & Substance Use Disorder Services	$25 copay per visit medical deductible does not apply
Specialist care	$25 copay per visit medical deductible does not apply

Covered Medical Benefits	Cost if you use an In-Network Provider2	Cost if you use an Out-of-Network Provider
Overall Deductible	$500 person / $1,000 family	$1,000 person / $2,000 family
Overall Out-of-Pocket Limit *The out-of-pocket costs you pay for prescription drugs obtained at a pharmacy will apply to a separate Pharmacy Out-of-Pocket Limit. See the Covered Prescription Drug Benefits section.*	$2,500 person / $5,000 family	$5,000 person / $10,000 family
The family deductible and out-of-pocket limit are embedded, meaning the cost shares of one family member will be applied to the per person deductible and per person out-of-pocket limit; in addition, amounts for all covered family members apply to both the family deductible and family out-of-pocket limit. No one member will pay more than the per person deductible or per person out-of-pocket limit. All medical and prescription drug deductibles, copayments and coinsurance apply to the out-of-pocket limit (excluding Out-of-Network Human Organ and Tissue Transplant (HOTT), Cellular and Gene Therapy services). In-Network and Out-of-Network deductibles and out-of-pocket limit amounts are separate and do not accumulate toward each other.		
Doctor Visits (virtual and office) *You are encouraged to select a Primary Care Physician (PCP).*		
Primary Care (PCP) and Mental Health and Substance Use Disorder Services *virtual and office*	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Specialist Care *virtual and office*	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Other Practitioner Visits		
Maternity services		
Prenatal care *Coverage is limited to 1 per visit per benefit period.*	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Delivery	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Postnatal care	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Retail Health Clinic *for routine care and treatment of common illnesses; usually found in major pharmacies or retail stores.*	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Other Services in an Office		
Allergy Testing *When Allergy injections are billed separately by network providers, the member is responsible for a $5 copay. When billed as part of an office visit, there is no additional cost to the member for the injection.*	No charge	30% coinsurance after medical deductible is met
Prescription Drugs *Dispensed in the office*	No charge	30% coinsurance after medical deductible is met
Surgery	$25 copay per surgery medical deductible does not apply	30% coinsurance after medical deductible is met
Preventive care / screenings / immunizations	No charge	30% coinsurance after medical deductible is met
Diagnostic Services		
Lab		
Office	No charge	30% coinsurance after medical deductible is met
Outpatient Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
X-Ray		
Office	No charge	30% coinsurance after medical deductible is met
Outpatient Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Advanced Diagnostic Imaging *for example: MRI, PET and CAT scans*		
Office	No charge	30% coinsurance after medical deductible is met
Outpatient Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Emergency and Urgent Care		
Urgent Care *includes doctor services. Additional charges may apply depending on the care provided.*	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Emergency Room Facility Services *Your copay will be waived if admitted.*	$250 copay per visit medical deductible does not apply	Covered as In-Network
Emergency Room Doctor and Other Services	No charge	Covered as In-Network
Ambulance	10% coinsurance after medical deductible is met	Covered as In-Network
Outpatient Mental Health and Substance Use Disorder Services at a Facility		
Facility Fees	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Doctor Services	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Outpatient Surgery		
Facility Fees		
Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Physician and other services *including surgeon fees*		
Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met

Covered Medical B$nefits	Cost if you use an In-Network Provider	Cost if you use an$ Out-of-Network Provider
Hospital (Including Maternity, Mental Health and Substance Use Disorder Services)		
Facility Fees	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Human Organ and Tissue Transplants *Cornea transplants are treated the same as any other illness and subject to the medical benefits.*	10% coinsurance after medical deductible is met	50% coinsurance after medical deductible is met
Physician and other services *including surgeon fees*	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Home Health Care *Coverage is limited to 90 visits per benefit period.* *Private Duty Nursing is limited to 82 visits per benefit period.*	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Rehabilitation and Habilitation services *including physical, occupational and speech therapies.* *Coverage for physical, occupational, and speech therapies is limited to 20 visits each per benefit period.*		
Office	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Outpatient Hospital	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Manipulation Therapy *office and outpatient hospital* *Coverage is limited to 12 visits per benefit period.*	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Pulmonary rehabilitation *office and outpatient hospital*	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Cardiac rehabilitation *office and outpatient hospital*	$25 copay per visit medical deductible does not apply	30% coins$rance after medical deductible is met
Dialysis/Hemodialysis		
Office	No charge	30% coinsurance after medical deductible is met
Outpatient Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Chemo/Radiation Therapy		
Office	$25 copay per visit medical deductible does not apply	30% coinsurance after medical deductible is met
Outpatient Hospital	10% coinsurance after medical deductible is met	30% coinsurance after medical deductible is met
Skilled Nursing Care (facility) *Coverage for Skilled Nursing is 90 day per benefit period.* *Inpatient Rehabilitation facility (includes services in an outpatient day rehabilitation program) is limited to 60 days combined per benefit period.*	**10% coinsurance after medical deductible is met**	**30% coinsurance after medical deductible is met**
Inpatient Hospice	No charge	No charge
Durable Medical Equipment	10% coinsurance after medical deductible is met	**30% coinsurance after medical deductible is met**
Prosthetic Devices *Coverage for wigs is limited to 1 item after cancer treatment per benefit period.*	10% coinsurance after medical deductible is met	**30% coinsurance after medical deductible is met**

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use an Out-of-Network Pharmacy
Pharmacy Deductible *In-Network is separate from Out-of-Network Pharmacies*	Not applicable	Not applicable
Pharmacy Out-of-Pocket Limit	**$4,100$person$ $8,200 family**	**$8,200 person / $16,400 family**
Prescription Drug Coverage **Network: Base Network** **Drug List: National** *If you select a brand name drug when a generic drug is available, additional cost sharing amounts may apply.*		
Day Supply Limits$ **Retail Pharmacy** *30 day supply (cost shares noted below)* **Retail 90 Pharmacy** *90 day supply (3$imes the 30 day supply cost share(s) charged at In-Network Retail Pharmacies noted below applies).* **Home Delivery Pharmacy** *90 day supply (maximum cost shares noted below). Maintenance medications are available through our home delivery pharmacy. You will need to call us on the number on your ID card to sign up when you first use the service.* **Specialty Pharmacy** *30 day supply (cost shares noted below for retail and home delivery apply). We may require certain drugs with special handling, provider coordination or patient education be filled by our designated specialty pharmacy.*		

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use an Out-of-Network Pharmacy
Tier 1 - Typically Generic	$10 copay per prescription (retail) and $20 copay per prescription (home delivery)	$30 copay per prescription (retail) and Not covered (home delivery)
Tier 2 - Typically Preferred Brand	$25 copay per prescription (retail) and $50 copay per prescription (home delivery)	$30 copay per prescription (retail) and Not covered (home delivery)
Tier 3 - Typically Non-Preferred Brand	$40 copay per prescription (retail) and $80 copay per prescription (home delivery)	$30 copay per prescription (retail) and Not covered (home delivery)
Tier 4 - Typically Specialty (brand and generic)	25% coinsurance up to $250 per prescription (retail and home delivery)	Not Covered (retail and home delivery)

Notes:

- Dependent Age Limit: to the end of the month in which the child attains age 26.
- Members are encouraged to always obtain prior approval when using Out-of-Network Providers. Precertification will help the member know if the services are considered not medically necessary.
- No charge means no deductible / copayment / coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing an Out-of-Network Provider, the member is responsible for any balance due after the plan payment.
- The Primary Care Physician and Specialist office visit copay applies to both office and facility based office visits for evaluation and management services only.
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.
- The limits for physical, occupational, and speech therapy, if any apply to this plan, will not apply if you get care as part of the Mental Health and Substance Use Disorder benefit.
- Benefit Period$- Calendar Year
- Ohio's House Bill 388 and the Federal No Surprises Act establish patient protections including from Out-of-Network Providers' surprise bills ("balance billing") for Emergency Care and other specified items or services. We will comply with these new state and federal requirements including how we process claims from certain Out-of-Network Providers.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

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Questions: (833) 639-1634 or visit us at www.anthem.com

Your summary of benefits

Anthem

Anthem® Blue Cross and Blue Shield

Southern Local Schools

Your Plan: Anthem Blue Access PPO HSA $3,300

Your Network: Blue Access

Effective Date: 07/01/2025

Visits with Virtual Care-Only Providers	Cost through our mobile app and website
Primary Care, and medical services for urgent/acute care	No charge after deductible is met
Mental Health & Substance Use Disorder Services	No charge after deductible is met
Specialist care	No charge after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Overall Deductible	$3,300 person / $6,600 family	$6,000 person / $12,000 family
Overall Out-of-Pocket Limit	$3,300 person$ $6,600 family	$8,000 person / $16,000 family
The family deductible and out-of-pocket limit are embedded, meaning the cost shares of one family member will be applied to the per person deductible and per person out-of-pocket limit; in addition, amounts for all covered family members apply to both the family deductible and family out-of-pocket limit. No one member will pay more than the per person deductible or per person out-of-pocket limit. All medical and prescription drug deductibles, copayments and coinsurance apply to the out-of-pocket limit (excluding Out-of-Network Human Organ and Tissue Transplant (HOTT), Cellular and Gene Therapy services). In-Network and Out-of-Network deductibles and out-of-pocket limit amounts are separate and do not accumulate toward each other.		
Doctor Visits (virtual and office) *You are encouraged to select a Primary Care Physician (PCP).*		
Primary Care (PCP) and Mental Health and Substance Use Disorder Services *virtual and office*	No charge after deductible is met	20% coinsurance after deductible is met
Specialist Care *virtual and office*	No charge after deductible is met	20% coinsurance after deductible is met
Other Practitioner Visits		
Maternity Doctor services (prenatal/postnatal care and delivery)	No charge after deductible is met	20% coinsurance after deductible is met
Retail Health Clinic *for routine care and treatment of common illnesses; usually found in major pharmacies or retail stores.*	No charge after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Other Services in an Office		
Allergy Testing	No charge after deductible is met	20% coinsurance after deductible is met
Prescription Drugs *Dispensed in the office*	No charge after deductible is met	20% coinsurance after deductible is met
Surgery	No charge after deductible is met	20% coinsurance after deductible is met
Preventive care / screenings / immunizations	No charge	20% coinsurance after deductible is met
Diagnostic Services		
Lab		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
X-Ray		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Advanced Diagnostic Imaging *for example: MRI, PET and CAT scans*		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Emergency and Urgent Care		
Urgent Care	No charge after deductible is met	20% coinsurance after deductible is met
Emergency Room Facility Services	No charge after deductible is met	Covered as In-Network
Emergency Room Doctor and Other Services	No charge after deductible is met	Covered as In-Network
Ambulance	No charge after deductible is met	Covered as In-Network
Outpatient Mental Health and Substance Use Disorder Services at a Facility		
Facility Fees	No charge after deductible is met	20% coinsurance after deductible is met
Doctor Services	No charge after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Outpatient Surgery **Facility Fees** Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Physician and other services *including surgeon fees* Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Hospital (Including Maternity, Mental Health and Substance Use Disorder Services) **Facility Fees**	No charge after deductible is met	20% coinsurance after deductible is met
Human Organ and Tissue Transplants *Cornea transplants are treated the same as any other illness and subject to the medical benefits.*	No charge after deductible is met	20% coinsurance after deductible is met
Physician and other services *including surgeon fees*	No charge after deductible is met	20% coinsurance after deductible is met
Home Health Care *Coverage is limited to 100 visits per benefit period. Private duty nursing is limited to 82 visits per calendar year.*	No charge after deductible is met	20% coinsurance after deductible is met
Rehabilitation and Habilitation services *including physical, occupational and speech therapies.* *Coverage for physical, occupational, and speech therapies is limited to 20 visits each per benefit period.* Office	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Manipulation Therapy *office and outpatient hospital* *Coverage is limited to 12 visits per benefit period.*	No charge after deductible is met	20% coinsurance after deductible is met
Pulmonary rehabilitation *office and outpatient hospital*	No charge after deductible is met	20% coinsurance after deductible is met
Cardiac rehabilitation *office and outpatient hospital*	No charge after deductible is met	20% coinsurance after deductible is met
Dialysis/Hemodialysis *office and outpatient hospital*	No charge after deductible is met	20% coinsurance after deductible is met
Chemo/Radiation Therapy *office and outpatient hospital*	No charge after deductible is met	20% coinsurance after deductible is met
Skilled Nursing Care (facility) *Coverage for Skilled Nursing is limited to 100 days per calendar year. Inpatient Rehabilitation facility (includes services in an outpatient day rehabilitation program) is limited to 60 days combined per benefit period.*	No charge after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Inpatient Hospice	No charge after deductible is met	20% coinsurance after deductible is met
Durable Medical Equipment	No charge after deductible is met	20% coinsurance after deductible is met
Prosthetic Devices *Coverage for wigs is limited to 1 item after cancer treatment per benefit period.*	No charge after deductible is met	20% coinsurance after deductible is met

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use an Out-of-Network Pharmacy
Pharmacy Deductible	Combined with In-Network medical deductible	Combined with Out-of-Network medical deductible
Pharmacy Out-of-Pocket Limit	Combined with In-Network medical out-of-pocket limit	Combined with Out-of-Network medical out-of-pocket limit
Prescription Drug Coverage **Network:** ***Base Network*** **Drug List:** ***National*** *If you select a brand name drug when a generic drug is available, additional cost sharing amounts may apply.*		
Day Supply Limits: **Retail Pharmacy** *30 day supply (cost shares noted below)* **Home Delivery Pharmacy** *90 day supply (maximum cost shares noted below). Maintenance medications are available through our home delivery pharmacy. You will need to call us on the number on your ID card to sign up when you first use the service.* **Specialty Pharmacy** *30 day supply (cost shares noted below for retail and home delivery apply). We may require certain drugs with special handling, provider coordination or patient education be filled by our designated specialty pharmacy.*		
Tier 1 - Typically Generic	$10 copay per prescription after deductible is met (retail) and $20 copay per prescription after deductible is met (home delivery)	Greater of $40 or 50% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 2 - Typically Preferred Brand	$25 copay per prescription after deductible is met (retail) and $40 copay per prescription after deductible is met (home delivery)	Greater of $40 or 50% coinsurance after deductible is met (retail) and Not covered (home delivery)

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use an Out-of-Network Pharmacy
Tier 3 - Typically Non-Preferred Brand	$40 copay per prescription after deductible is met (retail) and $60 copay per prescription after deductible is met (home delivery)	Greater of $40 or 50% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 4 - Typically Specialty (brand and generic)	20% coinsurance after deductible is met (retail and home delivery)	Greater of $40 or 50% coinsurance after deductible is met (retail) and Not covered (home delivery)

Notes:

- Dependent Age Limit: to the end of the month in which the child attains age 26.
- Members are encouraged to always obtain prior approval when using Out-of-Network Providers. Precertification will help the member know if the services are considered not medically necessary.
- No charge means no deductible / copayment / coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing an Out-of-Network Provider, the member is responsible for any balance due after the plan payment.
- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under "Outpatient Facility Services".
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.
- The limits for physical, occupational, and speech therapy, if any apply to this plan, will not apply if you get care as part of the Mental Health and Substance Use Disorder benefit.
- Benefit Period – Calendar Year
- Ohio's House Bill 388 and the Federal No Surprises Act establish patient protections including from Out-of-Network Providers' surprise bills ("balance billing") for Emergency Care and other specified items or services. We will comply with these new state and federal requirements including how we process claims from certain Out-of-Network Providers.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

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ARTICLE XXXIV
SUPPLEMENTAL CONTRACTS

POSITION/TITLE	SALARIESs
Athletic Director	$10,000
Head Football	$6,000
Asst. Football	$2,900
Asst. Football	$2,900
Jr. High Football	$2,500
Asst. Jr. High Football	$1,850
Head Volleyball	$5,000
Asst. Volleyball	$2,500
Asst. Volleyball (9th)	$2,300
Volleyball (8th)	$2,500
Volleyball (7th)	$2,500
Cross Country	$4,300
Head Golf	$3,800
Jr. High Club Golf	$750
Marching Band	1/9 Salary
Asst. Marching Band	$3,000
Cheerleading Advisor Fall Sports	$1,500
Cheerleading Advisor Winter Sports	$1,500
Jr. High Cheerleading Fall	$900
Jr. High Cheerleading Winter	$900
Head Boys Basketball	$6,000
Asst. Boys Basketball	$3,000
Asst. Boys Basketball (9th)	$2,500
Boys Basketball (8th)	$2,500
Boys Basketball (7th)	$2,500
Head Girls Basketball	$6,000
Asst. Girls Basketball	$3,000
Asst. Girls Basketball (9th)	$2,500
Girls Basketball (8th)	$2,500
Girls Basketball (7th)	$2,500
Head Baseball	$5,000
Asst. Baseball	$2,350
Asst. Baseball	$2,350
Head Softball	$5,000
Asst. Softball	$2,350
Asst. Softball	$2,350
Head Track	$5,000
Asst. Track	$2,400
Jr. High Track	$2,200
Asst. Jr. High Track	$1,550

POSITION/TITLE	SALARIES
Summer Sports Activities Coordinator - Boys	$1,500
Summer Sports Activities Coordinator - Girls	$1,500
Elementary Musicals	$500
Yearbook	$2,000
Jr. High Yearbook	$500
ECHO	$500
Senior Play	$600
Title IX Compliance	$1,000
Variety Show	$500
Prom	$1,000
Pep Band	$1,000
Guidance	1/9 Salary
Student Council	$1,000
Jr. High Student Council	$850
National Honor Society	$1,000
Quiz Bowl	$750
Class Advisor (9th)	$1,000
Class Advisor (10th)	$1,000
Class Advisor (11th)	$1,000
Class Advisor (12th)	$1,000
Spanish Club	$250
Science Olympiad - Quiz Bowl – Jr. High (4 positions)	$400
8th Grade Class Advisor	$850
7th Grade Class Advisor	$850
Math/Science Expo	$700
Math Dept. Head	$1,500
Science Dept. Head	$1,500
English Dept. Head	$1,500
History Dept. Head	$1,500
Saturday School	$125
Lead Mentor	$1,500
Mentor	$1,200
LPDC Chair	$1,000 + Member Sup.
LPDC Members (Up to four)	$1,000
District Newsletter	$1,800
Work Study Coordinator	$3,000
VLA Coordinator	$1,000
Website Editor	$1,800
Building Leadership Team (not to exceed 12 selected by building administrator)	$400
Library	10 extended days
Vo-Ag	40 extended days
Home Ec.	10 extended days
Safety Coordinator	$2,400
Van Driver (if no bus driver accepts the trip)	$13 hour
Literacy Night	$700

The Superintendent and Association President will meet and discuss any new or unlisted supplemental prior to posting.

ARTICLE XXXV
SALARY

All beginning teachers will start at step 1 on the pay scale at the appropriate degree level and remain there for two (2) years. Step 0 will be used to generate the pay scale only.

The negotiated Salary Index shall reflect the following educational training:

A. BA-A member of the bargaining unit who has received a Bachelor's degree from an accredited college or university.

B. BA +10 (5 year)-A member of the bargaining unit who has received a Bachelor's degree and has either 150 semester hours or has earned 10 semester hours after receiving their Bachelor's degree.

C. BA +20-A member of the bargaining unit who earned 20 semester hours after receiving a Bachelor's degree.

D. MA-A member of the bargaining unit who has earned a Master's degree.

Teacher Step Salary Schedule 2025-2026

YEARS	BA	BA + 10	BA +20	MA
0	1 $38,776.31	1.0374 $40,226.54	1.0762 $41,731.06	1.1165 $43,293.75
1	1.038 $40,249.81	1.0762 $41,731.06	1.1165 $43,293.75	1.1583 $44,914.60
2	1.0762 $41,731.06	1.1165 $43,293.75	1.1583 $44,914.60	1.2016 $46,593.61
3	1.1165 $43,293.75	1.1583 $44,914.60	1.2016 $46,593.61	1.2466 $48,338.54
4	1.1583 $44,914.60	1.2016 $46,593.61	1.2466 $48,338.54	1.2932 $50,145.52
5	1.2016 $46,593.61	1.2466 $48,338.54	1.2932 $50,145.52	1.3416 $52,022.29
6	1.2466 $48,338.54	1.2932 $50,145.52	1.3416 $52,022.29	1.3918 $53,968.86
7	1.2932 $50,145.52	1.3416 $52,022.29	1.3918 $53,968.86	1.4439 $55,989.11
8	1.3416 $52,022.29	1.3918 $53,968.86	1.4439 $55,989.11	1.498 $58,086.91
9	1.3918 $53,968.86	1.4439 $55,989.11	1.498 $58,086.91	1.554 $60,258.38
10	1.4439 $55,989.11	1.498 $58,086.91	1.554 $60,258.38	1.6122 $62,515.16
11	1.498 $58,086.91	1.554 $60,258.38	1.6122 $62,515.16	1.6725 $64,853.37
12	1.554 $60,258.38	1.6122 $62,515.16	1.6725 $64,853.37	1.7351 $67,280.77
13	1.6122 $62,515.16	1.6725 $64,853.37	1.7351 $67,280.77	1.8 $69,797.35
17	1.6725 $64,853.37	1.7351 $67,280.77	1.8 $69,797.35	1.867 $72,395.36
21	1.7351 $67,280.77	1.8 $69,797.35	1.867 $72,395.36	1.937 $75,109.71
25	1.8 $69,797.35	1.867 $72,395.36	1.937 $75,109.71	2.075 $80,460.84
30	1.8649 $72,313.93	1.934 $74,993.38	2.007 $77,824.05	2.213 $85,811.97

Teacher Step Salary Schedule 2026-2027

YEARS	BA	BA + 10	BA +20	MA
0	1	1.0374	1.0762	1.1165
	$39,939.60	$41,433.34	$42,983.00	$44,592.56
1	1.038	1.0762	1.1165	1.1583
	$41,457.30	$42,983.00	$44,592.56	$46,262.04
2	1.0762	1.1165	1.1583	1.2016
	$42,983.00	$44,592.56	$46,262.04	$47,991.42
3	1.1165	1.1583	1.2016	1.2466
	$44,592.56	$46,262.04	$47,991.42	$49,788.70
4	1.1583	1.2016	1.2466	1.2932
	$46,262.04	$47,991.42	$49,788.70	$51,649.89
5	1.2016	1.2466	1.2932	1.3416
	$47,991.42	$49,788.70	$51,649.89	$53,582.97
6	1.2466	1.2932	1.3416	1.3918
	$49,788.70	$51,649.89	$53,582.97	$55,587.93
7	1.2932	1.3416	1.3918	1.4439
	$51,649.89	$53,582.97	$55,587.93	$57,668.79
8	1.3416	1.3918	1.4439	1.498
	$53,582.97	$55,587.93	$57,668.79	$59,829.52
9	1.3918	1.4439	1.498	1.554
	$55,587.93	$57,668.79	$59,829.52	$62,066.14
10	1.4439	1.498	1.554	1.6122
	$57,668.79	$59,829.52	$62,066.14	$64,390.62
11	1.498	1.554	1.6122	1.6725
	$59,829.52	$62,066.14	$64,390.62	$66,798.98
12	1.554	1.6122	1.6725	1.7351
	$62,066.14	$64,390.62	$66,798.98	$69,299.20
13	1.6122	1.6725	1.7351	1.8
	$64,390.62	$66,798.98	$69,299.20	$71,891.28
17	1.6725	1.7351	1.8	1.867
	$66,798.98	$69,299.20	$71,891.28	$74,567.23
21	1.7351	1.8	1.867	1.937
	$69,299.20	$71,891.28	$74,567.23	$77,363.00
25	1.8	1.867	1.937	2.075
	$71,891.28	$74,567.23	$77,363.00	$82,874.67
30	1.8649	1.934	2.007	2.213
	$74,483.36	$77,243.19	$80,158.78	$88,386.33

Teacher Step Salary Schedule 2027-2028

YEARS	BA	BA + 10	BA +20	MA
0	1	1.0374	1.0762	1.1165
	$41,137.79	$42,676.34	$44,272.49	$45,930.34
1	1.038	1.0762	1.1165	1.1583
	$42,701.02	$44,272.49	$45,930.34	$47,649.90
2	1.0762	1.1165	1.1583	1.2016
	$44,272.49	$45,930.34	$47,649.90	$49,431.17
3	1.1165	1.1583	1.2016	1.2466
	$45,930.34	$47,649.90	$49,431.17	$51,282.37
4	1.1583	1.2016	1.2466	1.2932
	$47,649.90	$49,431.17	$51,282.37	$53,199.39
5	1.2016	1.2466	1.2932	1.3416
	$49,431.17	$51,282.37	$53,199.39	$55,190.46
6	1.2466	1.2932	1.3416	1.3918
	$51,282.37	$53,199.39	$55,190.46	$57,255.57
7	1.2932	1.3416	1.3918	1.4439
	$53,199.39	$55,190.46	$57,255.57	$59,398.85
8	1.3416	1.3918	1.4439	1.498
	$55,190.46	$57,255.57	$59,398.85	$61,624.41
9	1.3918	1.4439	1.498	1.554
	$57,255.57	$59,398.85	$61,624.41	$63,928.12
10	1.4439	1.498	1.554	1.6122
	$59,398.85	$61,624.41	$63,928.12	$66,322.34
11	1.498	1.554	1.6122	1.6725
	$61,624.41	$63,928.12	$66,322.34	$68,802.95
12	1.554	1.6122	1.6725	1.7351
	$63,928.12	$66,322.34	$68,802.95	$71,378.18
13	1.6122	1.6725	1.7351	1.8
	$66,322.34	$68,802.95	$71,378.18	$74,048.02
17	1.6725	1.7351	1.8	1.867
	$68,802.95	$71,378.18	$74,048.02	$76,804.25
21	1.7351	1.8	1.867	1.937
	$71,378.18	$74,048.02	$76,804.25	$79,683.90
25	1.8	1.867	1.937	2.075
	$74,048.02	$76,804.25	$79,683.90	$85,360.91
30	1.8649	1.934	2.007	2.213
	$76,717.86	$79,560.48	$82,563.54	$91,037.92

ARTICLE XXXVI
CLASS SIZE

The ratio of teachers to pupils on a district-wide basis shall be at least one full-time equivalent classroom teacher per twenty-five (25) pupils in average daily membership.

Effective September 1, 1986, the ratio of teachers to pupils in kindergarten through fourth grade on a district-wide basis shall be at least one full-time equivalent classroom teacher per twenty-five (25) pupils in average daily membership.

ARTICLE XXXVII
SCHOOL CALENDAR

A. The Board of Education will establish annually a calendar for the following school year.

B. The Superintendent shall submit the calendar(s) to all employees of the district no later than March 15th of each year.

C. In no event will the calendar be changed without two (2) weeks prior notice.

D. The school year shall consist of one hundred eighty-two (182) workdays for teachers.

E. Bargaining unit members will not be required to make up the first five (5) calamity days.

F. A Friday and Monday will be provided for Spring Break.

G. The Superintendent and Association President will coordinate the open house date. Bargaining unit members will be given, at a minimum, a half-day to work in their classrooms the day preceding the open house.

ARTICLE XXXVIII
SEVERANCE PAY

The Board of Education shall grant severance pay to each retiring teacher.

The retiree shall be paid a severance benefit calculation based on accumulated sick leave computed at the actual rate of pay earned for a day's work, excluding extended service of pay for additional duties, to a maximum as follows:

A. A teacher having ten (10) years or less of service with Southern Local School District shall be granted -- 25% of his/her unused accumulated sick leave to a maximum of forty-five (45) days.

B. A teacher having over ten (10) years but less than twenty (20) years of service in the Southern Local School District shall be granted -- 25% of his/her unused accumulated sick leave to a maximum of sixty (60) days.

C. A teacher having over twenty (20) years of service but less than thirty (30) in the Southern Local School District shall be granted -- 27% of his/her unused accumulated sick leave to a maximum of seventy (70) days.

D. A teacher having over thirty (30) years or more of service in the Southern Local School District shall be granted 30% of his/her unused accumulated sick leave to a maximum of eighty (80) days.

Retiring teachers or those leaving the service of the district shall not accrue sick leave past the effective date of their resignation.

ARTICLE XXXIX
STRS PICK-UP UTILIZING SALARY REDUCTION METHOD

The Board of Education of the Southern Local School District herewith agrees with the Southern Local Education Association to pick-up utilizing the salary reduction method contributions to the State Teachers Retirement System paid upon behalf of the bargaining unit under the following terms and conditions:

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

B. Shall be uniformly applied to all members of the bargaining unit.

C. The pick-up shall become effective February 1, 1985, and shall apply to all compensation including supplemental earnings thereafter.

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

Each unit member should consider responsibility for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

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

ARTICLE XL
NO SMOKING OR VAPING BY STAFF

Bargaining unit members must refrain from using tobacco and vaping products in any form on school district property.

ARTICLE XLI
TRAVEL ALLOWANCE

Any employee required to use his/her vehicle in service to the Board shall be paid at the rate established by the I.R.S. per mile for the actual travel distance.

ARTICLE XLII
LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

A. There shall be a Local Professional Development Committee (LPDC) to oversee, review, and approve personal development plans for course work, continuing education units and/or other equivalent activities.

B. The LPDC shall consist of three (3) teachers appointed by the Association President and two (2) members appointed by the Superintendent. One of the Superintendent's appointees will be a Principal employed by the district.

C. Appointments shall be for three (3) years with the committee members being appointed on a rotating basis. Each appointment shall be for three years.

1. Appointments shall be made on or before May 1st.

2. The Appointments shall be made by each party outlined above, notifying the other of those appointed.

3. In the event of a vacancy, the committee members shall be replaced in accordance with "B." above.

D. This committee shall meet monthly during the school year and shall require a simple majority of members to conduct business.

1. The committee may also be convened at the request of two sitting members.

2. The committee shall meet after regular school hours. Members of the committee will receive an annual stipend of $1,000.00. This stipend will be paid in two equal payments. One payment will be paid the first pay in December; the second payment will be paid the first payroll in June.

3. Decisions of the LPDC will be made by a simple majority of the committee members.

4. The committee minutes shall be prepared and maintained in compliance with the laws governing the operation of committees of public bodies.

E. Training

1. Members of the LPDC shall be provided the opportunity to attend training on the purpose, responsibilities, functioning, and legal requirements of the LPDC. Training will be provided at no cost to the committee members or loss of pay. All costs of training including all registration costs, travel, meals, accommodations, and mileage- will be borne by the Board of Education.

2. LPDC training for committee members shall constitute appropriate "equivalent activities" for the purpose of the committee members' own individual development plans if the committee decides.

F. If a professional staff member is in dispute about a decision made by this committee, they may appeal to the Department of Education in accordance with the appeal process developed by that department.

G. During the first teacher day assembly, the LPDC committee shall be introduced and shall present an outline of its procedures and processes.

ARTICLE XLIII
CALAMITY LEAVE ASSISTANCE PROGRAM

The Southern Local School District Board of Education shall establish a Calamity Leave Assistance Program which will allow individual employees to donate up to five (5) days of sick leave to each eligible applicant. Employees with less than fifty (50) days accumulated sick leave shall not be eligible to contribute.

To qualify for the Calamity Leave Assistance Program, an employee must have experienced a personal catastrophic illness or injury or a member of the immediate family (spouse or child) must have experienced a catastrophic illness or injury and the employee must have exhausted his/her sick leave. The Calamity Leave Assistance Program cannot be used beyond the current contract under which the individual is employed or beyond the end of the school year in which the application is made.

Request for use of Calamity Leave Assistance Program will be considered on a case-by-case basis. A committee, composed of two (2) Board appointed members and two (2) Association appointed members and chaired by a mutually agreeable fifth member, will make a determination based on the following criteria.

A. The employee must have experienced a personal catastrophic illness or injury, or a member of the immediate family (spouse or child) must have experienced a catastrophic illness or injury which has exhausted or will exhaust the employee's sick leave.

B. The total use of the Calamity Leave Assistance Program shall not exceed the current employee's contract or current school year.

C. All requests will be subject to the responses of the staff who wish to make donations to an individual approved by the committee.

D. All donations of sick leave by staff members will remain confidential and should be submitted to the District Treasurer on the proper form. (See Appendix B)

E. Employees requesting consideration for the Calamity Leave Assistance Program must complete the request on the proper form (See Appendix A) and submit one copy to the Superintendent and one copy to the Association President.

F. Activation of the program shall require a majority vote of the committee, and the chair shall vote only in the event of a tie vote of the committee.

ARTICLE XLIV
COMMUNICATION COMMITTEE

A committee consisting of the Association President and four (4) teacher representatives, the Superintendent, a building administrator and one member of the Board of Education shall meet to facilitate and maintain regular communication between the teachers, administrators, and Board. The council shall meet at a mutually agreed time and place as needed during each school year. Additional meetings shall be scheduled as deemed necessary by the members of this committee.

The purpose of this committee will be to review and discuss current district concerns and problems as they relate to the day-to-day school environment of the district. This committee shall not make decisions contrary to Board policy, nor will it make decisions on subjects which are mandatory subjects of bargaining according to the contract or O.R.C. 4117.

The agenda for each meeting will be developed jointly by the Association President and the Superintendent. One member of the committee shall be responsible for taking notes of the issues discussed and any subsequent decisions agreed to by the committee. A copy of these notes shall be provided to both the Superintendent and the Association President within two weeks of each meeting for confirmation and after confirmed shall be provided to each building.

ARTICLE XLV
LABOR MANAGEMENT COMMITTEE

A. In the interest of sound labor-management relations, the committee shall meet as needed at a mutually agreeable date and time the Board and/or its designee shall meet with five (5) representatives of the Association (one from the high school, junior high, elementary, the Association President and one additional representative selected by the Association President) to discuss potential problems and promote a more harmonious labor-management relationship.

B. Each party shall furnish an agenda at least five (5) working days in advance of the scheduled meeting or a list of the matters to be taken up in the meeting and the names of those representatives who will be attending. The purpose of such meetings shall include but is not limited to the following:

1. Discuss the administration of this agreement,
2. Notify the Union of changes made by the Board which affect the bargaining unit members of the Union,
3. Disseminate general information to the parties,
4. Discuss ways to improve the delivery of education services,
5. Consider and discuss health and safety matters relating to employees.

C. It is further agreed that if special labor-management meetings have been requested, and mutually agreed upon, they shall be convened no more than two (2) workdays from the submission of the agenda. Workday shall mean a day in which school is in session and pupils are in attendance.

ARTICLE XLVI
ENTRY YEAR PROGRAM

A. The purpose of the Entry Year Program is to provide a program of positive formal support including mentoring to foster professional growth of the individual, and assessment of the performance of beginning teachers and other bargaining unit members who require a license. The Entry Year program and assessment examination do not replace the employment evaluation and is used exclusively for licensure determination.

B. The Entry Year Committee shall consist of three (3) practicing classroom teachers from Meigs County and two (2) Athens/Meigs ESC employees. The teacher members shall be the Lead Mentors from their respective Districts. The ESC employees shall be appointed by the County Superintendent. The Entry Year Committee shall operate in accordance with the Teacher Education and Licensure Standards, ODE Guidelines and all applicable laws and rules.

C. A Pathwise trained teacher shall be employed as Lead Mentor. The Lead Mentor shall receive training in the Teacher Education and Licensure Standards, ODE Guidelines and all applicable laws and rules affecting the state mandated Entry Year Program. The Lead Mentor position shall be posted and bid annually.

D. The Lead Mentor and Building Administrator shall establish the criteria for determining the most appropriate assignment of mentors to mentees and shall determine the process by which the mentor or mentee may request a change in assignment. The Board shall provide the Lead Mentor the opportunity to attend training to establish and maintain an effective Entry Year Program. The Board shall pay all necessary and actual training costs.

E. Mentors

1. Mentor teacher(s) shall possess a minimum of five (5) years of satisfactory teaching experience in the district and have competed Pathwise Mentorship Training before being assigned to an entry year teacher. The Board shall provide release time for mentors to attend additional training as needed and as approved by the Lead Mentor and Building Administrator.

2. Mentor teacher(s) shall apply for available mentorship position(s) in each building as they occur after they have received training. Mentor teachers assigned to a building who wish to apply will have a meeting with the Lead Mentor and Building Administrator. If mentor teachers are needed in another building, the Committee shall request volunteers.

3. Mentor teacher(s) may serve more than one (1) teacher if there are not sufficient mentor teachers to serve the number of individuals requiring mentorship and/or sufficient mentor teacher(s) do not volunteer to serve as a mentor.

4. Mentors will provide services in the following manner:

   - 1/2 day prior to the beginning of school.
   - 1-half (1/2) day during the first two (2) weeks of school.
   - 1-half (1/2) days per nine-week grading period for the remainder of the school year.
   - Room visits, as necessary.

5. A substitute will be provided for mentors to cover their classes and duties.

6. Mentors will be expected to maintain a log indicating the dates and times of meetings with the teacher being mentored. This will be the only written information provided to the administration and both the teacher mentor, and the teacher mentee will sign such log.

F. The entry year bargaining unit member will be assigned a mentor who is, if possible, certified/licensed in the same subject area and where possible the assignment shall be made

in the same building. Entry year teachers will be provided release time to observe the mentor's class and one other teacher's class.

G. Mentors shall communicate directly with the Entry Year Bargaining Unit Member and shall hold all information in strict confidence. All interaction, written or verbal, between the mentor teacher and the entry year bargaining unit member shall be confidential information.

H. No mentor shall participate in any informal or formal contractual evaluation of an entry year bargaining unit member. No mentor shall be directed, required, or requested to make any recommendation regarding the employment of an entry year teacher/bargaining unit member in the program.

I. The entry year program shall not replace employment evaluation. Evaluation of entry year bargaining unit members shall be conducted in accordance with the negotiated contract and per applicable state laws.

ARTICLE XLVII
ACTIVITY PASS

Employees will be given a pass for free admission to any home junior high or high school athletic event during that school year. The pass is good for the employee only and is not transferable.

ARTICLE XLVIII
RESIDENT EDUCATOR/MENTOR

A. Rationale

The Resident Educator Program for beginning teachers will provide Ohio's newest educators with coaching, mentoring and guidance that are critical to improving their skills and knowledge and student achievement. The Resident Educator License will be issued beginning in 2011. The Resident Educator Program will be a Program administered and funded by the Southern Local School District.

B. Definitions

1. Resident Educator Program--The four-year program created by statute designed to provide newly licensed Ohio educators quality mentoring and guidance. Successful completion of the residency program is required to advance to a five-year professional educator license.

2. Mentor--A mentor is a teacher trained and assigned to provide professional support to a resident educator following the guidelines and protocols of the Resident Educator Program.

3. Resident Educator--A resident educator is a teacher employed under a resident educator license.

4. Formative Assessment--is diagnostic and designed to yield information that will help teachers identify specific areas for skill enhancement. Formative assessment consists of collaboration among professionals to provide adequate feedback and assistance to support the growth of individual professional achievement.

C. Resident Educator Committee

1. Responsibilities

a. Collaborate in the administration of the program, selection; and assignment of mentors;

b. Provide for the training of mentors and resident educators;

c. Review the program's effectiveness;

d. Address/solve, mentor/resident educator concerns, issues, problems, and

e. Comply with ODE and statutory requirements.

2. Committee Make-Up

a. This committee will include three (3) association members who are practicing teachers and representatives of elementary, middle school and high school educators appointed by the association and two (2) administrators who are appointed by the superintendent.

b. Committee members shall be trained mentors whose term of office shall not exceed three (3) years. Terms shall be staggered. The number of terms a committee member may serve shall not be more than two (2) consecutively.

c. The committee chairperson shall be appointed by consensus of the committee.

d. All members shall attend all Resident Educator Committee meetings.

e. Committee members shall be provided release time three (3) times per school year to attend committee meetings; said release time shall be separate from any other release time covered under this agreement.

f. The committee shall select the teachers who will function as mentor teachers.

g. Application forms for mentor teacher positions will be made available to all bargaining unit members.

D. Mentors

1. Qualifications

   a. The mentor teacher must have continuing contract status and have a minimum of five (5) consecutive years of teaching experience in the district.

   b. The mentor teacher must be trained to function as a mentor through the Ohio Department of Education Instructional Mentoring Program.

   c. The mentor teacher must hold a valid teaching certificate/license and may be assigned to resident educators with the same area of certification/license.

   d. The mentor must have demonstrated the ability to work cooperatively and effectively with the professional staff members and have extensive knowledge of a variety of classroom management and instructional techniques.

2. Selections

   a. Selections shall be made by the Resident Educator Committee. A mentor teacher shall be assigned to a resident educator with certification/licensure in the same grade level or subject area. Should no mentor be available in the area of certification/licensure, the committee may assign a mentor from the grade level or subject area most closely related to that of the resident educator.

3. Training

   a. Mentor teachers shall be provided with the following:

      i. An orientation to mentoring responsibilities;

      ii. State required mentor training;

      iii. Opportunities to consult with and otherwise assist the assigned resident educator teacher on a regular basis, with adequate time within the instructional day allocated for such consultation and assistance.

4. Responsibilities

   a. The mentor teacher shall conduct the Resident Educator Program in conjunction with the resident educator as developed by ODE.

   b. Consult with and otherwise assist the assigned resident educator teacher on a regular basis within the instructional day.

c. The mentor will use the Resident Educator Program formative assessment tools (collaborative log, Ohio Standards for the Teaching Profession reflection tool, goal-setting agreement), and protocols to support the resident educator.

d. The mentor will attend regional mentor network meetings.

e. The mentor does not have a formal evaluative role. The mentor's role is to support the growth of the resident educator as an instructional mentor through formative assessment tools.

5. Release Time

a. Each mentor teacher shall be granted release time for direct mentoring activities. Release time shall be separate from any other release time covered under this agreement and shall be coordinated by the superintendent.

b. Each mentor teacher shall be granted release time to attend committee meetings, necessary training and to perform the required committee work.

E. Compensation

1. Release time shall be provided to the mentor teacher and/or resident educator as mutually agreed upon with the building principal. The maximum number of resident educators a mentor teacher may have is two (2) per year.

2. Coverage needs brought on by exceptional circumstances will be provided by alternate methods to be determined jointly by the building principal and mentor teacher.

3. In addition to the mutually agreed upon released time, each mentor teacher shall receive a stipend of $1,200 for each resident educator. The stipend is to be paid in June of that school year.

4. The district will pay all training fees required for mentors to receive the mandatory ODE state mentor training.

5. The mentor teacher will complete the Resident Educator Mentor Form. This form will be turned in to the Treasurer's office by the teachers last working day for the contract year that the bargaining unit member was assigned the position of mentor teacher.

F. Resident Educator

1. Each resident educator shall be given an initial orientation on the following matters:

a. The pupils and community to be served;

b. School policies, procedures, and routines;

c. Courses of study, competency-based education programs, and responsibilities for lesson plans;

d. The layout of the facilities of the assigned school building(s);

e. The nature of the Resident Educator Program which will be provided; and

f. Additional information a resident educator may need to be adequately prepared for a specific assignment.

2. Each resident educator shall be provided with the following:

a. Assistance in acquiring knowledge of the school curriculum, responsibilities for implementing that curriculum, and the instructional resources available for such implementation;

b. Assistance with the management tasks identified as especially difficult for beginning teachers;

c. Assistance in the improvement of instructional skills and classroom management; and

d. The opportunity to consult/observe other teachers both within and outside of the district.

3. The resident educator shall be provided release time not to exceed two (2) days per year for the purpose of observing classes, meetings with his/her mentor, attending recommended workshops, assessment preparation, etc. The days may be used in quarter (1/4) day increments and shall be coordinated by the building principal/immediate supervisor.

4. The resident educator is not required to complete an IPDP or to utilize the LPDC process.

5. An effort will be made by the administration to assign an equitable workload/schedule to a resident educator.

G. Protections

1. Other than a notation to the effect that a teacher served as a Mentor teacher, the teacher's activities as a Mentor teacher shall not be part of that resident educator's evaluation.

2. No resident educator shall be required to remain in a Resident Educator Program after advancing to a professional educator license.

3. If the district does not comply with the Resident Educator Program the bargaining unit member who is participating in the program shall not be disciplined and/or adversely affected due to the action(s) and/or inaction(s) of the District.

4. Mentor teachers shall not participate in the evaluation of any resident educator.

5. Mentor teacher shall not be requested or directed to make any recommendation regarding the continued employment of the teacher.

6. No mentor teacher shall be requested or directed to divulge information from the written documentation, excluding public records, or confidential mentor/resident educator discussions.

7. All interaction, written or oral, between the mentor teacher and the resident educator shall be regarded as confidential to the extent permitted by law. Any violation of this tenet by the mentor shall be overseen by the lead mentor.

8. The lead mentor will manage all conflicts between the mentor teacher and resident educator.

9. All members of the committee, mentor teachers, and resident educators shall keep confidential all discussions, actions, materials, and other information to the extent permitted by law.

10. Mentor teachers shall communicate directly with the resident educators and shall not discuss/report the performance and progress, except to request or recommend professional development opportunities, of the resident educator with any administrator, assessor, or other teacher.

11. No mentor teacher shall participate in any informal or formal evaluation of a resident educator, nor make, nor be requested or directed to make any recommendation regarding the continued employment of a resident educator.

12. The regular evaluation of the mentor teacher shall not be affected in any aspect by the Resident Educator Program or its demands.

13. Resident educators shall be provided all due process provisions allowed by the master agreement and ORC.

H. Program Review/Revisions

1. Committee

   a. Mentor teachers and resident educators may meet as a group with the Resident Educator Committee prior to the end of each school year to assess and evaluate

the program. Recommendations may be submitted in the form of a written report to the association and the superintendent not later than May 1st.

2. Association/Board

   a. Association and board representatives may meet to discuss the recommendations prior to the next school year.

3. Mentor teachers

   a. In addition to meeting for program evaluation purposes, mentor teachers may meet on a periodic basis for coordination purposes.

I. Records

1. The committee shall determine to what extent to keep and retain records of its meetings, decisions, actions, and recommendations to the extent permitted by law and the Board's record retention policy.

NOTE: This program shall not replace the negotiated employee evaluation system.

ARTICLE XLIX
BACKGROUND CHECK

A. The Board shall pay the cost for any background checks (BCI, FBI, etc.), to be obtained through the Athens-Meigs ESC, required by the Ohio Department of Education or local board of education related to the renewal of a license.

ARTICLE L
TUITION REIMBURSEMENT

The Board shall reimburse bargaining unit members taking additional hours of education. Those bargaining unit members must have a minimum of one (1) years' experience in the district. Evidence of satisfactory completion and proof of payment must be presented to the Treasurer for reimbursement. All bargaining unit members shall be eligible to participate in the program subject to the following limitations.

A. The bargaining unit member must be enrolled in courses which pertain to his/her professional development.

B. The bargaining unit member shall notify the Superintendent by July 31st for the fall semester; by November 30th for the spring semester; and by April 30th for the summer semester, using the Tuition Reimbursement Form, attached at Appendix E.

C. On proof of receiving the hours (grade slip, transcript, e.g.) the Board shall within four (4) weeks issue a reimbursement check for the amount owed.

D. Twenty-five thousand dollars ($25,000) shall be budgeted each year for this purpose and is to be divided as follows:

1. Seven thousand five hundred dollars ($7,500) for fall semester; seven thousand five hundred dollars ($7,500) for spring semester; and ten thousand dollars ($10,000) for summer semester.

2. The amount of reimbursement will be based on a per-credit amount which shall be determined by dividing the semester allocation by the number of credit hours for which reimbursement has been applied for by bargaining unit members for said semester.

3. Any reimbursement will not exceed the amount the bargaining unit member paid for such course.

ARTICLE LI
COLLEGE CREDIT PLUS

A. The opportunity to teach any course offered by the district through College Credit Plus (CCP) may be offered to all members of the bargaining unit who are qualified to teach the course.

B. Any bargaining unit member who teaches a CCP class shall be approved for required in-service days to engage in planning with the cooperating college/university instructor and any other days as required by the high learning institution. The bargaining unit member shall be granted professional leave.

C. Bargaining unit members who teach a CCP course will receive a one-thousand-dollar ($1,000) stipend per semester. This payment will occur after the conclusion of the district semester and within thirty (30) days following the request for payment.

D. The opportunity to teach CCP section(s) may be offered to properly credentialed employees.

E. Participation in teaching a CCP section (s) is strictly voluntary.

F. Any evaluation, discipline, or dismissal of a member by a higher education institution shall not impact the employee's position in the district.

G. Anyone who teaches a CCP class shall be approved for required in-service days to engage in planning with the cooperating college/university instructor and any other days as required by the higher learning institution. The bargaining unit member shall be granted professional leave.

ARTICLE LII
ACADEMIC DISTRESS COMMISSION

A. ORC 3302.10 will have no effect on any provision of this contract unless the district would meet requirements of state law for the Superintendent of Public Instruction to establish an Academic Distress Commission for the district and until the Superintendent of Public Instruction notifies the district that the district is subject to the provision of ORC 3302.10. Should the district enter academic distress, the intent of the parties is to emerge from said distress with this Agreement intact.

B. The Association and its members reserve all rights to challenge the constitutionality of ORC 3301.10, either on its face or as applied. The Association and its members also reserve the right to challenge any construction or implementation or ORC 3301.10 or its provisions by the Board, any Academic Distress Commission, and Chief Executive Officer, or any other person or entity. The Association and its members also reserve the right to challenge any action or failure to act by the Bard, any Academic Distress Commission, any Chief Executive Officer, or any other person or entity, with respect to the provisions of ORC 3301.10.

ARTICLE LIII
DURATION OF CONTRACT

Effective Dates

This contract shall be effective from July 1, 2025, through June 30, 2028.

SIGNATURES

Southern Local Board of Education

President

Vice President

10-27-25

Date

Southern Local Education Association

President

Vice President

10-16-2025

Date

APPENDIX A

REQUEST FOR CALAMITY LEAVE ASSISTANCE

Employee's Name_____"_____

I am requesting _____number of days from the Calamity Leave Assistance Program.

The reason I am requesting Calamity Leave is:

_____
_____
_____
_____

1. I understand that my request will be considered and granted only if there are days donated by fellow employees to this Calamity Leave Assistance Program.

2. I understand that the number of days granted cannot exceed the number of days that have been donated.

3. I have read the guidelines for use of Calamity Leave Assistance Program in the Master Agreement.

4. I understand that I am only eligible to use the Calamity Leave Assistance Program during my current contract or current school year.

I have read all the above statements and agree to abide by the conditions.

_____ _____

Date

Name of Person Making Request
(Name may be withheld on donation request form upon request of person making request for Calamity Leave Assistance. I ____ DO _____ DO NOT request that my name be withheld.)

_____ _____

Date

Approved by Committee

One copy of this form should be returned to the Superintendent, and one copy should be sent to the Association President.

APPENDIX'B

Under the provisions of the Master Agreement between the Board and the Association, the Southern Local School District Board of Education and the Southern Local Education Association have agreed to establish a Calamity Leave Assistance Program.

The purpose of this program is to allow individual employees to donate up to a maximum of five (5) days of their accumulated sick leave to an individual who has experienced a personal catastrophic illness or injury or to an individual whose family member has experienced a catastrophic illness or injury and been approved by the Calamity Leave Assistance Committee.

GUIDELINES FOR DONATION OF SICK LEAVE

1. Anyone donating must have accumulated fifty (50) days of sick leave.

2. Sick leave will be deducted from the total accumulation of the donor.

3. Donors may donate any number of days up to a total of five (5) days to this Calamity Leave Assistance program.

4. Names of donors to the Calamity Leave Assistance Program will be kept confidential.

5. Unused Calamity Leave will be restored to donors on a pro-rated basis rounded off to the next lowest whole number at the termination of donee's usage.

6. Calamity Leave Assistance Programs will be established only to meet a specific request.

I have read the above information and agree to donate _____ days for Calamity leave.

Assistance to _____
Name of Employee Receiving Donation (Name may be withheld upon request)

I currently have a total of _____ days of accumulated sick leave.

_____ _____
Date Name of Employee Making Donation

_____
Signature

This form should be returned to the Treasurer, Southern Local Schools.

APPENDIX'C

SUMMER VACANCY NOTIFICATION

To: SUPERINTENDENT OF SOUTHERN LOCAL SCHOOLS

From:_____

Date:_____

Re: NOTIFICATION OF SUMMER VACANCIES

Please inform me of any vacancies occurring in the following areas of Certification/Licensure.

_____

_____

_____

_____

Summer Address:_____

_____

_____

Phone:_____

Alternate Phone and Contact Person:_____

_____

E-Mail Address:_____

SOUTHERN LOCAL EDUCATION ASSOCIATION
GRIEVANCE REPORT FORM

Grievance No._____

_____ _____
Name of Aggrieved Date Filed

_____ _____
Assignment Building

STEP I – INFORMAL
(Submitted to Administrator"- _____)

A. Time and Date Grievance Occurred:

_____

B. Date Grievance Discussed with Administrator:_____

_____

C. Description of Grievance Discussed with Administrator: _____

_____

_____ _____
Signature Date

****

NAME:_____

GRIEVANCE NO._____

STEP II – FORMAL
(Submitted to Administrator - _____)

A. Time and Date Grievance Occurred:_____

B. 1.Statement of Grievance_____

_____

_____

_____

2.Articles and Sections Violated: _____

3.Relief Sought:_____

Signature Date

C. Date of Hearing:_____"_____

D. Names of Persons in Attendance at Hearing:_____" "_____

E. Disposition by Principal_____

Signature of Principal Date

****

NAME:_____ GRIEVANCE NO._____

STEP III

(Submitted to Superintendent - _____)

A. Position of Aggrieved or Association_____

Signature Date

B. Date of Hearing:_____"_____

C. Names of Persons in Attendance at Hearing:_____

_____

_____

_____

D. Disposition by Superintendent_____

_____

_____

_____

_____ _____

Signature of Superintendent Date

****

NAME:_____ GRIEVANCE NO._____

STEP"IV

(Submitted to Board: _____)

A. Position of Aggrieved or Association:_____

_____

_____

_____

_____ _____

Signature Date

B. Date of Board Meeting:_____

C. Names of Persons Appearing Before the Board at the Meeting: _____

_____

_____

_____

D. Disposition of Board:_____

_____

_____

_____

_____ _____

Signature of Board President Date

****

NAME:_____ GRIEVANCE NO._____

STEP'V

A. Request by Aggrieved or Association to submit Grievance to Arbitration: _____

_____

_____ _____

Signature of Aggrieved/Association Date

APPENDIX 'E

Received in Office _____

PROFESSIONAL DEVELOPMENT REIMBURSEMENT APPLICATION FORM

***** ***This form must be submitted <u>PRIOR</u> to enrolling in course(s) for which reimbursement is requested and approved.*** *****

Name of Bargaining Unit Member _____

Date of Request _____ School Year _____

Title of Course _____

Course # _____

Date/Term of Course _____

College, University, or Institution _____

Course Credit Hour(s) _____ Course Fee _____

Description of Course _____

_____

_____

_____

Signature of Applicant _____ Date _____

Approval of Superintendent _____

Approval Date _____