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NEGOTIATED AGREEMENT

between the

ATHENS EDUCATION ASSOCIATION

and the

ATHENS CITY SCHOOL DISTRICT BOARD OF EDUCATION

Effective August 1, 2025 through July 31, 2028

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I. NEGOTIATIONS - AGREEMENT

A. Identification

The Athens City School District Board of Education shall hereinafter be referred to as the "Board." The Athens Education Association shall hereinafter be referred to as the "Association." The "day" in this agreement shall mean a weekday (defined as Monday through Friday, exclusive of holidays). As used in this Agreement, the word "certificate" shall include the appropriate Ohio Department of Education professional educator license.

B. Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative for all full-time and regular part-time certificated staff employed under a regular teaching contract in the District, and long-term substitutes as defined in Article VI(E). The Superintendent, Associate Superintendent, Business Manager, Principal(s), Assistant Principal(s), Director of Curriculum and Development, School Psychologist (including interns), the Talented and Gifted Coordinator, the Athletic Director, supervisors, noncertificated employees and tutors shall be excluded from the bargaining unit. Such recognition shall continue for the life of the contract.

C. Scope of Bargaining

All matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification or deletion of the existing provisions of a collective bargaining agreement between the Board and the Association shall be the subjects of bargaining.

D. Negotiating Procedure

1. Both negotiating teams shall be selected by each party and may include a maximum of six (6) members. Both teams shall be vested with full authority to reach tentative agreement on all matters.

2. Negotiations shall commence no earlier than one hundred (100) and no later than sixty (60) days prior to the expiration of the agreement.

3. Either party may call for the services of a Federal mediator to assist in negotiations. If a party calls for such involvement of FMCS, the other party shall participate by way of a joint request. This shall be the last step in the bargaining process. Nothing herein shall be construed to waive the association right to strike in accordance by O.R.C. Section 4117.14(D)(2).

4. Furthermore, the written provisions of this contract represent complete collective bargaining and full agreement by the parties with respect to wages, hours, terms of employment or other conditions of employment which shall prevail during the term thereof; however, during the duration of this contract, the parties may mutually agree to reopen bargaining on any issue involving a modification or deletion of the existing provisions of the collective bargaining agreement. Bargaining will begin within fifteen (15) calendar days of agreement to reopen in accordance with the negotiating procedure herein.

5. During the duration of this contract, if the Board contemplates any changes that would affect the terms and conditions of employment of the bargaining unit, the Board, through its representative, shall meet and discuss such changes with representatives chosen by the Association in an attempt to reach an agreement.

E. Board Rights

The Board hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by law to manage and control the school system and its properties and facilities, except as otherwise limited by the written provisions of this agreement.

F. Association Rights

1. There will be no reprisals taken against any member by reason of his/her membership in the Association.

2. The Association may use facilities of any building for meetings and Association business, without fee, upon notification and approval of the administrator in charge of such buildings.

3. The Association may use Board-owned equipment on school property including calculators, computers, printers and copiers, public address equipment and audio-visual equipment at times which do not interfere with the operation of the school system. Any expendable supplies (paper) will be supplied by the Association. Any loss or willful damage of Board-owned equipment while in use for Association business shall be the responsibility of the Association to repair or replace (if lost). The Association President shall be solely responsible for written designation and authorization of Board-owned equipment on behalf of the Association.

4. The Association may use the inter-school mail and email systems in the schools' offices to distribute Association bulletins, newsletters, or other communications. The Superintendent shall receive a copy of these communications at the time of distribution. All computer and email use shall be consistent with the Board's acceptable use policy.

5. The Association may use a designated bulletin board(s) in each building for dissemination of information to members. The bulletin board(s) designated shall be agreed upon between the Association and the building principal annually by September 15.

6. Representatives of the Association may visit schools with notification to the building administrator or her/his designee.

7. Representatives of the Association may transact Association business on school property insofar as it does not interfere with the operation of the school system.

8. The Association shall have the use of office space in one (1) of the school buildings. The Association and the Superintendent shall agree on the location by May 15 for the following school year.

9. Up to three (3) Association members may be appointed by the Association President to be involved in the interviewing of finalists for bargaining unit and administrative positions other than the Treasurer.

10. The Association shall be granted fourteen (14) days' leave with pay for its members to perform professional duties directly related to local Association business that cannot be performed at times other than on regular school days. In addition to these days, the association president or designee will be granted a day leave with pay for each DLT meeting. The first half of said day will be used to attend the DLT meeting and the second half will be used for Association business.

11. The Association shall be provided with:

    a. A copy of all Board agendas, approved minutes, financial reports, appropriations, budgets, training and experience grids, or any other routinely prepared report or financial document. Such copies shall be available for the President of the Association at the Superintendent's office as soon as they are made available to the Board.

    b. A place on the agenda of all regular Board meetings to be used by the Association to communicate with the Board; and

    c. A place at the end of the agenda of all members' meetings whether system-wide or within buildings upon notification to the administrator calling the meeting.

12. The Association shall be provided not less than sixty (60) uninterrupted minutes of time to communicate with bargaining unit members at each orientation. 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 and non-members shall excuse themselves during this portion of the orientation. 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.

13. At the beginning of the year, the District shall provide the following bargaining unit member information:

- Name
- Work site
- Grade level and/or assignment
- Date of hire
- Seniority date
- Full time equivalent (FTE) status
- Employment Status (e.g. limited contract, continuing contract)
- Type of Credential (e.g. provisional, professional, permanent)
- An indication of whether the bargaining unit member is participating in payroll deduction of Association dues

14. Association membership is annual with the membership year being September 1 through August 31. Once a member enrolls such membership shall be continuous thereafter for each subsequent membership year unless the individual cancels their membership.

15. Any individual who wishes to cancel their membership must notify the Association Treasurer in writing between August 1 and August 31. A member may cancel their membership outside of the aforementioned cancellation period but shall be responsible for all remaining dues and assessments of the current membership year and by such cancellation acknowledges that he/she is forgoing any rights specifically reserved to members of the Association. If said individual wishes to rejoin the association, he/she must complete a new membership form.

II. BARGAINING UNIT MEMBERS' RIGHTS

A. Payroll Deduction

1. Services for which payroll deductions will be made, if requested by a bargaining unit member, shall be limited to:

a. Contributions to Board Sponsored Insurance Programs;

b. Educators political contributions;

c. United Appeal;

d. Professional memberships (including AEA, SEOEA, OEA, and NEA) including both annual and continuing memberships;

e. Purchase of U.S. Bonds;

f. Tax-sheltered annuities, tax deferred retirement plans, and Section 403(b) and Section 403(b)(7) plans;

g. Credit union;

h. IRA;

j. STRS "buy-backs" for restoring or purchasing service credit;

k. American Automobile Association membership;

l. J. Warren McClure Athens Educational Foundation.

2. Payments for items e, f, g, h and i and k above shall be remitted to the appropriate agencies within five (5) days of receipt of the billings, or once a month for non-billed items.

3. Tax Sheltered Contributions.

Association members requesting payroll deductions to plans described in section "h" above (which are collectively referred to in this section as "tax deferred plans") shall be responsible for limiting the amount of those deductions to amounts which are within limitations established by applicable federal tax laws and regulations. The Board may impose reasonable requirements, including reporting and indemnification requirements on any vendor of a tax deferred plan or any existing tax deferred plan, (with respect to new enrollments only) and may decline to enter into any such agreement or new enrollment with any vendor that fails or refuses to agree to such requirements.

4. The Employer agrees to deduct from the wages of any employee-member of the Association, the dues, initiation fees and assessments of the Association, upon presentation of a written deduction authorization from any member of the Association. This deduction shall be without cost to the Association or the member.

5. Deductions of the annual dues and assessments will be made in as nearly equal pay period installments during the school year and in an amount determined by the Union. Deductions shall begin in October and continue twice monthly through June. Any member hired or becoming eligible for membership after October 1 shall be entitled to payroll deduction of dues on a schedule determined by the Association Treasurer and the individual member.

6. In the event an employee cancels their membership outside of the cancellation period defined in this contract, the District Treasurer shall deduct all owed and remaining dues from the employee's next check immediately following such notification based on the employee's total salary earned.

B. Classroom Observation

When any person(s) other than the building principal or assistant principal requests the opportunity to make a classroom observation, the scheduling and approval of such observations shall be at the discretion of the Building Principal with prior knowledge of the member affected. A member(s) may request and shall be granted delay of such observation until the next school day or as deemed appropriate by the administration.

C. Assignment of Participants

Student teachers, observers, participants and any other similarly related individuals shall be assigned only after the member volunteers to take any of the aforementioned individuals.

D. Rights Concerning Reprimand

1. A member will not be reprimanded in the presence of any other employee, professional intern, student, parent, or any member of the public except as provided below.

2. The member shall have the opportunity to be accompanied and/or represented by an Association representative of his/her choice at a formal reprimand meeting. The aforementioned does not preclude the presence of legal counsel if the member so desires. However, if the member wishes to have legal representation at the meeting the respective administrator should be notified at least forty-eight (48) hours prior to the meeting so the administrator may also choose to have a legal representative present. A formal reprimand meeting is one in which the written reprimand may be issued.

E. Non-Discrimination

The Employer agrees not to discriminate against any employee based upon race, color, religion, creed, national origin, sex, age, marital status, sexual orientation, gender identity, genetic information, disability, veteran status or political or union affiliation and to have due regard for employees' privacy and constitutional rights as citizens.

III. SCHOOL DAY, YEAR, AND CALENDAR

A. School Day

The length of the school day shall be seven (7) hours and thirty (30) minutes which includes a thirty-(30) consecutive minute duty-free lunch period (exclusive of passing or travel time). A member will be permitted to leave the building during his/her lunch period. Prior to leaving the building, the member will sign a log indicating the time of departure and return.

By mutual agreement between a building staff and the building administrator, exceptions may be made on regularly scheduled parent conference days. Should parent teacher conferences be canceled due to unforeseen circumstances, the make-up date(s) will be presented to the Principal's Advisory Committee for their input.

B. Planning/Conference/Collaboration Time

Planning/conference/collaboration time at the high school and middle school shall be within the student day and shall be one (1) full period daily. Elementary planning/conference/collaboration time shall occur within the school day and shall not be less than two hundred (200) minutes per week. At the elementary schools the principal and PAC are asked to make an effort to provide at least 40 minutes a week for planning/conference/collaboration during the student day.

C. School Calendar

1. The Board will develop and submit to the Association a rolling three year calendar with the understanding that the third year of the calendar is tentative. The Association will be afforded the opportunity to submit a written response to the Superintendent within thirty (30) days following receipt of the proposed calendar. At least one (1) school year in advance, the Board will adopt a formal calendar.

Each calendar will consist of one hundred eighty-two days. Each calendar will consist of two (2) days each year designated for parent-teacher conferences. Additionally, one (1) day per semester will follow a scheduled two-hour delay or early release to allow time for conducting these conferences. The second in-service day will be scheduled and included in the formal calendar after consultation between the Association President and Superintendent. No changes will be made to the formal calendar without prior consultation with the Association President.

D. Make-Up Days

Members do not have to make-up the first five (5) calamity days. Any make-up day(s) required beyond the first five calamity days shall be determined by the Board with the Association having an opportunity for input. Make-up days will not occur during Spring Break.

IV. PERSONNEL FILES

A. Contents of Files

An official personnel file which includes the following items shall be maintained in the Central Office for each member:

1. Current local address and phone number;

2. Application for employment;

3. Current employment contract(s);

4. Ohio teaching certificate(s);

5. College transcripts and other in-service credits;

6. Written reprimands or complaints, together with any written replies thereto;

7. Written observations and evaluations required by the District's evaluation procedure;

8. Letters of commendation and certificates of award; and,

9. Other matters related to employment—a member will be provided a dated copy within (14) days of placing the document in the personnel file.

B. Limitations

1. A member shall be notified at the time a request to review his/her personnel file has been made by other than a school official. If the member is not available, an email shall be sent to confirm the attempt of notification.

2. No anonymous complaints or reports critical of a member shall be included in the file.

3. A member shall have the right to review evaluations in his/her file and to have a written reply to the same included in his/her file.

4. A member may request and shall receive at his/her expense a reproduction of any item in his/her file, exclusive of confidential letters of recommendation or reference.

5. If a member disputes the accuracy, timeliness, relevance or completeness of any item in his/her file, it shall be reviewed by the principal and/or superintendent and the member involved. Any item may be expunged by mutual agreement of the member and Superintendent or his/her designee.

6. At the member's request, written reprimands and any written replies thereto will be expunged after twenty-four (24) months following their issuance by mutual agreement of the member, the members' designated Association representative and Superintendent or designee.

V. VACANCIES, NEW POSITIONS, AND TRANSFERS

A. Definitions

1. Vacancy: The Board shall determine when a vacancy exists.

2. Transfer: Reassignment to a different grade level(s), building(s) or subject area(s).

B. Vacancies

1. The Superintendent will publish a listing of all bargaining unit vacancies or anticipated vacancies throughout the school year. The vacancy and new position notice(s) shall include the grade level(s), subject area(s), school(s), certification(s),

and time period to apply. This notification will be given at least five (5) business days before the closing date of application.

2. Notice of such vacancies will be distributed to members of the bargaining unit.

3. When vacancies occur during the summer months when school is not in session such notices will be placed on the District web page and be sent through school email. Bargaining unit members may receive notice by mail during the summer months by written request to the Superintendent prior to the end of the school year.

C. Voluntary Transfers

1. A member who desires to transfer into a different assignment shall make written application or electronic communication to the Superintendent. Such application shall include the grade(s), subject(s), and building to which the member desires to be transferred.

2. If the Superintendent or other Administrator denies a member's request, the member shall be notified and given reason for denial within 24 hours of decision. A copy shall be sent to the Association.

D. Involuntary Transfers

1. No member shall be involuntarily transferred until after a meeting with the member(s), Building Principal(s) involved, and the Superintendent. Seniority shall be considered in making decisions about involuntary transfer. The member(s) may have a representative of the Association present at the meeting.

2. A member who is involuntarily transferred will be notified in writing of the transfer and the reasons for the transfer by the Superintendent.

3. Any member who is transferred involuntarily within thirty (30) calendar days of the beginning of the adopted school calendar year shall receive a supplemental contract of three (3) days at his/her per diem rate within thirty (30) calendar days of assuming the new position.

4. Any member who is transferred involuntarily within fifteen (15) calendar days of the beginning of the adopted school calendar year shall receive a supplemental contract of five (5) days at his/her per diem rate within thirty (30) calendar days of assuming the new position.

5. Sections 3 and 4 above shall not apply in instances of involuntary transfers resulting from the resignation of a member unless it involves a transfer in grade level or subject area.

6. Upon written request, a member who has been involuntarily transferred shall be granted a release from his/her teaching contract, without penalty, provided such member submits such request at least 3 weeks prior to intended release date.

E. Notification

The Association shall be notified in writing of all transfers at the same time the member(s) are notified.

F. Job Sharing

Members may be allowed to job share within compatible assignments. Job sharing shall be treated as a voluntary transfer.

VI. CONTRACTUAL STATUS

A. New contracts

A member new to the District is awarded a one- (1) year limited contract.

B. Contract Sequence

A member who has a provisional certificate and a satisfactory evaluation from their evaluator shall be employed on the following contract sequence after the first year: one (1) year; two (2) years; three (3) years: and five (5) years thereafter. The number of such contracts is not limited.

C. Continuing Contract

1. A member who has had tenure in another Ohio School District prior to coming to Athens will be considered for tenure in the Athens City School District upon the completion of two (2) years service and a satisfactory evaluation.

2. A member who has completed three (3) or more years of service in the district, satisfies the requirements of Ohio Law, including R.C §3319.08 (D), for eligibility for a continuing contract of employment and has a satisfactory evaluation will be considered for a continuing contract notwithstanding of whether this action would cause a two (2) or three (3) year limited contract to be broken during the duration of said contract. Any member who anticipated becoming eligible for the award of

a continuing contract shall notify the Superintendent of his or her intended eligibility not later than October 1 of the school year in which eligibility is anticipated. Failure to so notify by that date shall result in a deferral of eligibility until the following year.

3. A member who becomes eligible for continuing contract status and has less than a satisfactory evaluation may be awarded a one (1) or two (2) year contract upon recommendation of the Superintendent. No more than one (1) such contract shall be awarded a member.

4. See Appendix A.

D. Teacher's Limited Contract Form

1. See Appendix B.

E. Long-Term Substitute Teachers

Long-term substitute teachers, those hired to take the place of a regular bargaining unit member who is on an approved leave of absence or who leaves employment after the start of a school year and who are tentatively assigned to the same position for an anticipated assignment of sixty (60) school days or more during one school year, will become bargaining unit members after said sixty (60) days and from that time forward will be paid based on the appropriate teacher's salary schedule. At any time during said sixty (60) days, the substitute may be removed from the long-term assignment and reassigned to short-term substitute status. Benefits in addition to salary will commence after said sixty (60) days. The employment of a long-term substitute will come to an end upon the return to duty of the bargaining unit member replaced by the substitute or the end of the school year, whichever occurs first. No Board action of non-renewal or notice of non-renewal shall be required. The long-term substitute contract will include the conditions of employment and non-renewal.

F. Long-term Substitute Contract

1. See Appendix C.

G. Employment of Retired Teachers

In the event the Board employs a retired teacher (as used herein, "retired teacher") for a regular teaching position, the following shall apply:

1. The retired teacher will be considered a "Beginning Teacher" in all respects with the following specific clarifications:

a) Notwithstanding state law as it pertains to years of service and service credit for salary placement purposes, the retired teacher shall be placed at the zero (0) years of experience salary step for the initial year of employment.

c) STRS retirement contributions for the retired teacher will conform to the rules of STRS for the employment of retired teachers.

d) The retired teacher will enter the school system with zero (0) years of seniority.

e) Retirees first hired for the 2016 - 2017 contractual year and beyond shall be provided one-year limited regular teaching contracts that are automatically non-renewed each year without any action by the Board and without any evaluations or notice to the teacher/retiree. Failure to evaluate or to follow negotiated or statutory procedures and failure to provide statutory notice of nonrenewal shall not be a basis for automatic reemployment of a retiree. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract. Retirees shall not be eligible for a continuing contract, regardless of their years of service or license held. Retirees have no rights or seniority if a reduction in force occurs.

(f) Notwithstanding sub-paragraphs (d) and (e) above, retired teachers hired by the board for the first time effective the 2014-2015 school year shall not accumulate seniority and not be eligible for a continuing contract.

2. The Board and Association intend this Section to supersede and take the place of any and all contrary provisions of both Ohio law and this Negotiated Agreement.

H. Absence of Member

Members who are absent on Board-approved leave during the final year of a limited contract and who have been unavailable for evaluation shall have their limited contract extended by one school year to permit evaluation.

VII. EVALUATION

For the duration of this agreement, the Board and the Association agree that the evaluation system in place is that mandated by prevailing legislation in Ohio Revised Code (currently 3319.111, 3319.112). All matters requiring choice on the part of the school district to maintain functionality with any state-mandated evaluation reporting system regarding employees covered by this contract will be decided by the Evaluation Committee as defined in Part VII. Section D of this agreement.

Should Ohio Revised and Administrative Code necessitate a fundamental restructuring of teacher evaluation, the Board and Association agree to work through the Evaluation

Committee to arrive at a memorandum of understanding in order to maintain continuity and a smooth transition.
The evaluation of unit members who do not meet at least one evaluation category under Ohio Revised Code shall follow the provisions and evaluation instruments in Article XVIII.

1. Speech Language Pathologist - Appendix D
2. Nurse - Appendix E
3. School Counselor - F
4. All Otherr– Appendix G, Appendix H, Appendix I

Purpose: The purpose of teacher evaluation is to serve as a tool to advance the professional development of teachers and inform instruction. Teacher evaluation also assists teachers and administration in identifying and developing best educational practices to enhance student learning and achievement and informs the teacher renewal process.

A. Evaluator

1. A member shall be evaluated by his/her immediate supervisor or other qualified district administrator. A member serving more than one (1) school shall be evaluated by the member's home school immediate or other qualified district administrator.

2. Any member being evaluated may request and shall be granted a(n) additional observation(s) by the same evaluator or by a different evaluator mutually agreed upon by the Superintendent and the member. A final summative rating will take in consideration all observations.

3. A teacher shall be entitled to Union representation at any conference held during this procedure in which the teacher will be advised of an impending adverse personnel action.

4. Failure by the District to adhere to any timeline or procedure established in this agreement shall render the evaluation, including the summative rating, void and shall automatically require re-employment of the teacher under an appropriate limited contract according to current state law.

B. Procedure

1. The Board shall perform two (2) formal observations, two (2) post conferences, and two (2) walkthroughs in a year in which the teacher is on an evaluation cycle. If the teacher is not on an evaluation cycle, only one (1) formal observation shall occur in a year.

2. All members whose contracts are up for renewal shall be observed at least one (1) time during the first (1st) semester. Contracts up for renewal require a minimum of three (3) observations. The evaluator shall conduct a second (2nd) observation prior to March 1 and a third (3rd) observation as needed on/before May 1. The evaluator shall provide the member with written recommendations on the evaluation report regarding improvements needed to be made in teaching performance and a means by which the member can obtain assistance in making such improvements. There shall be a minimum of three (3) weeks between conferences unless mutually agreed upon in writing between the evaluator and teacher.

3. No later than September 15th, a group conference shall be held between the evaluator and the members being evaluated to explain the evaluation process. Members that are hired during the course of the school-calendar year shall have their meeting within the first thirty (30) days following employment. On or before September 30th, the member shall explain their plan and objectives for the year and shall have the opportunity to do so in a private meeting. Members shall document their plan in the Professional Growth Plan, no member shall be evaluated on his/her performance except after observation of the work performance of the member by the evaluator.

    a. Each member will be given a copy of the rubric that will be used during evaluations, and a review of each of the evaluation components will also be completed.
    b. The evaluation rubric can be found in Article XVIII/Appendix F.

4. Walkthroughs for evaluation shall be conducted according to the guidelines of the Ohio Teacher Evaluation System Guidelines for Classroom Walkthroughs and Informal Evaluations or as modified by Ohio Revised Code or guidance of the Ohio Department of Education.

    a. A walkthrough is a formative assessment process that focuses on one (1), but not more than two (2), of the following components which results in brief written note(s) or a summary:

        i. Evidence of planning;
        ii. Lesson delivery;
        iii. Differentiation;
        iv. Resources;
        v. Classroom environment;
        vi. Student engagement;
        vii. Assessment;
        viii. Any other component of the Standards for Ohio Educators and rubrics approved for teacher evaluation.

b. The teacher shall be provided a copy of the walkthrough form, including all scripted and anecdotal documents relative to the walkthrough, no later than two (2) work days following the walkthrough.

c. At the request of the teacher, a formal debriefing shall occur no later than five (5) work days after the walkthrough to discuss observations of the evaluator or later as agreed upon by the evaluator and teacher. If the conference is not held within these days, then the walkthrough will not be used in the evaluation unless agreed upon by the teacher.

d. Teacher's may request a walkthrough at any time.

5. A formal observation of the work performance of a member for the purposes of evaluation shall be conducted with full knowledge of the member. Advanced notification (24 hours) of a formal observation for evaluation purposes shall be given. An observation shall be followed within five (5) school days by a conference between the evaluator and the member in order to review and discuss the written evaluation report. The five (5) day time period may be mutually extended in writing between the parties. One (1) copy of the final summative evaluation report will be placed in the member's personnel file, and one (1) copy will be retained by the member. Each member being evaluated will receive a copy of all documentation from the evaluation.

a. Prior to formal observations a preconference shall be offered by the evaluator to the teacher in order for the teacher to explain plans and objectives for the work situation to be observed. However, this preconference is not required. The meeting may take place in the teacher's homeroom, ifrequested by teacher.

b. A post-observation conference shall be held after each formal observation and shall be no later than Five (5) days after the observation. Such a conference shall be used to inform the teacher of observed instructional practices and their degree of alignment with the expectations of the evaluation rubric and alignment to professional growth or improvement plans. This meeting will provide the teacher with an opportunity to bring additional evidence to the evaluator to demonstrate mastery of the portions of the evaluation rubric.

6. Each evaluation shall contain two (2) measures of high-quality student data (HQSD). When applicable to the grade level or subject area taught by the teacher being evaluated, HQSD shall include the value-added progress dimension as one (1) source of HQSD.

   a. HQSD shall be used as evidence in any component of the teacher's evaluation related to the following:

      i. Knowledge of the students to whom the teacher provides instruction;
      ii. The teacher's use of differentiated instruction practices;
      iii. Assessment of student learning;
      iv. The use of assessment data;
      v. Professional responsibility and growth.

   b. No Evaluation Factor shall be impacted solely by student performance on a test or tests.

   c. HQSD shall not be aggregated to provide "shared attribution" among teachers in a District, building, grade, content area, or other group.

   d. HQSD assessments will be approved by the Local Professional Development Committee (LPDC)

7. Should deficiencies be recorded in the evaluation report of a member who is up for contract renewal, the evaluator shall provide the member with written recommendations on the evaluation report regarding improvements needed to be made in teaching performance and a means by which the member can obtain assistance in making such improvements.

8. Based on the results of the evaluation process, professional improvement plans may be required under the guidelines for evaluation established by the Ohio Department of Education under prevailing Ohio statute and will be developed in accordance with those guidelines. An improvement plan is a clearly articulated assistance program to improve teacher practice.

   A professional improvement planrwhen required shall include:

      a. Specific performance expectations, resources and assistance to be provided;

b. No Improvement Plan will have more than three (3) achievable goals per Evaluation Cycle.

c. Monetary, time, material, and human resources as approved by the superintendent.

9. Any evaluation timeline which cannot be met due to the closing of schools or unavailability of a necessary party due to circumstances beyond the control of that party (such as illness or family emergency) shall be extended by the number of days the parties were unavailable.

10. Any teacher who receives an evaluation rating of "skilled" shall not be subject to another evaluation cycle until the second school year following the rating unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.

11. Any teacher who receives an evaluation rating of "accomplished" shall not be subject to another evaluation cycle until the third school year following the rating, unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.

Key Events

- On or before September 15: group conference between the evaluator and the members being evaluated to explain the evaluation process. (Thirty [30] days for members employed during the course of the school-calendar year.)

- On/before September 15, member is notified of evaluator (within thirty [30] days for those employed after the beginning of the school-calendar year) (within two weeks of a new assignment.

- On/before September 30, professional growth plans shall be submitted or ongoing improvement plans reviewed.

- Before end of first semester, first evaluation cycle completed.

- On/before March 1, second evaluation completed.

- On/before May 1, third evaluation completed (required for contract renewals).

- On/before May 10, member receives written evaluation including final summative rating.

C. Nonrenewal

1. Reasons for the nonrenewal of a regular teaching contract as they are informed by a teacher's evaluation shall be clearly stated and shall set forth the substantive basis for the nonrenewal and shall be given to the member in writing with the official notification of the Board's action not to renew. Nonrenewal is not permitted for reasons which permit a RIF under Article IX Section A of this Agreement.

2. A member so notified shall have the right, if requested in writing within ten (10) days after receipt of such notice, to a hearing before the board to offer reasons against such nonrenewal of contract. The Board's hearing shall be held no later than twenty (20) days following receipt of the member's written request.

3. The Association shall be notified of the hearing and shall have the right, if requested in writing, to representation at such hearing. The hearing before the Board shall be held in executive session. The Board will render a written decision within five (5) days after adjourning the hearing, based on its consideration of the facts presented at the hearing. A copy of this written decision shall be sent to the member, the administrators directly involved, and the Association.

   The provisions of this Article shall supersede and take the place of the procedures for a hearing and appeal contained in R.C. Sections 3319.11.

4. Nothing contained in this Article (VII) is intended to restrict the ability or right of the Board to reduce the staff when in its opinion it is necessary or expedient to do so; however, any such reductions in staff must comply with Article IX.

D. Evaluation Committee

1. A committee of teachers and administrators will be formed to review and make recommendations for revision of the evaluation process and forms. The committee may be convened upon the call of the Superintendent or the Association President. If the committee is so convened, it shall make its

recommendations no later than sixty (60) calendar days prior to the expiration of the Master Agreement.

2. The Athens Education Association and the Athens City Schools Board of Education agree to establish a standing joint evaluation committee for the purpose of establishing procedure and process, including the evaluation instrument, for the evaluation of teachers in the district and to regularly review the effectiveness of the policy, procedure, and process, including the evaluation instrument, for the evaluation of teachers in the district.

   a. Committee Composition

      i. The committee shall be comprised of 6 Athens Education Association members appointed by the AEA president and 4 administration members appointed by the board or its designee. In addition, each party may appoint up to one ad-hoc non-voting member to assist and/or attend committee meetings.

      ii. An attempt shall be made to include on the committee members representative of elementary, middle school, secondary, and specialty areas and programs (e.g., music, art, special education, vocational agriculture, etc.).

   b. Committee Operation

      i. The committee shall be chaired jointly by a committee member from the AEA and a committee member representing the board.

      ii. The committee will establish, by mutual agreement, a meeting calendar, tasks for the committee to complete, and timelines for the completion of specific tasks.

      iii. Committee agendas will be developed jointly by the co-chairpersons.

      iv. All decisions of the committee will be achieved by consensus. A consensus decision is made when each group member can honestly say:

      "I believe that you understand my point of view, and I believe that I understand your point of view. Whether or not I prefer this decision, I support it because it was arrived at openly and fairly, it is the best

solution at this time, and I will commit to the solution and not undermine it."

v. At the initial committee meeting, the committee will develop the ground rules by which the committee will operate (e.g., creating a process where everyone has a chance to speak).

vi. At each meeting, the committee will select an individual to act as the official recording scribe for that particular meeting.

vii. Members of the committee will receive release time, if needed, for committee work and training.

viii. Minutes of meetings will be distributed to committee members, the AEA president, and the Athens City Schools superintendent within 3 days following meetings of the committee.

ix. The committee may establish sub-committees to assist with their work.

1) Sub-committees will be jointly appointed by the board or its designee and the AEA president.

x. The committee shall be authorized to utilize consultants (e.g., educational consultants, software consultants, credentialing trainers, etc.) as it deems appropriate. The cost, if any, shall be borne by the board after approval by the superintendent.

c. Secretarial Support

i. The board will provide secretarial support and assistance to the committee. Responsibilities include, but are not limited to, photocopying, communications, distribution of materials, and other duties as needed.

d. Committee Authority and Other Responsibilities

i. The committee is responsible for jointly developing, reviewing, and recommending the policy, procedure, and process, including the evaluation instrument, for teacher evaluation.

ii. The committee shall not have the authority to negotiate wages, hours, or terms and conditions of employment.

iii. The board and the association shall bargain during regular contract negotiations all elements of the teacher evaluation procedure that are not expressly prohibited subjects of bargaining, and these negotiations must be satisfactorily completed prior to the implementation of the evaluation procedure or prior to any modification or amendment of same. Any agreement that is achieved through said negotiations shall be subject to ratification by both parties.

iv. Upon ratification of the negotiated agreement, the board shall amend its evaluation policy to conform to the terms of the agreement.

v. In the event of legislative action by the Ohio General Assembly that impacts in any way on this topic, the parties to this agreement shall discuss this topic to determine whether adjustments are appropriate during the term of the agreement.

vi. The parties to this agreement will maintain a set of resources for members and administrators that offers guidance to prevailing evaluation practice under Ohio Revised Code. Such resources will be decided by the Evaluation Committee with annual review prior to September 1 of each year or as otherwise necessitated by changes to guidance from the Ohio Department of Education under Ohio Revised Code. The resources will be made available to members and administrators in continuously accessible electronic form.

VIII. GRIEVANCES

A. Definitions

1. A "grievance" is a claim on the Grievance Report form by a member of an alleged misinterpretation or misapplication of a written provision(s) of the master agreement.

2. An "aggrieved" person or persons is any member, or group thereof, having a grievance. Any member may consult with any representative of the Association grievance committee or any Association officer for assistance.

3. The number of days indicated at each level shall be considered as maximums and should be adhered to in expediting the procedure. Time limits may only be extended by mutual agreement of the parties.

4. "Day" means a scheduled work day for members. During the summer months when school is not in session "Day" means days when the central office is open for business.

B. Procedure

1. The purpose of this procedure shall be to obtain, at the lowest level and in the shortest period of time, equitable solutions to grievances.

2. All parties agree that grievance proceedings should be handled in a confidential manner.

3. Nothing contained herein shall be construed as limiting a bargaining unit member having a complaint or problem from discussing the matter informally with members of the administration through normal channels of communication without intervention and/or consultation of the Association, provided the adjustment is not inconsistent with terms of the existing agreement.

4. An aggrieved member shall initiate action within twenty (20) days of the event or condition upon which the grievance is based. If the initiation of such action is longer than twenty (20) days, the right to the use of the procedure herein described is considered waived.

   a. Grievances shall be filed at the step which includes the individual(s) who took the action causing the grievance to be filed.

   b. Lack of adherence to time limits by the grievant shall cause the grievance to be waived. Lack of adherence to time limits by the administration shall permit the grievant to automatically appeal to the next level.

   c. In all levels of the formal proceedings the official grievance report form shall be made in triplicate; one (1) copy for the aggrieved; one (1) copy for the Association; and one (1) copy for the appropriate administrator.

5. Level One — Informal

   Within twenty (20) days of an event or condition that a member considers to be a grievance, he/she shall discuss the problem with the individual that gave rise to the

grievance. He/she may do this alone or with his/her official Association representative.

6. Level Two — Formal

In the event the aggrieved member 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 initiate the formal proceedings. In all levels of the formal proceedings the official Grievance Report Form shall be completed in triplicate: one (1) copy for the aggrieved, one (1) copy for the Association, and one (1) copy for the individual. Within five (5) days of the filing, a hearing shall be arranged among the aggrieved, the individual involved, the Association representative, and other parties who may be needed to give information relative to the claim.

The disposition by the individual(s) shall be added to the Grievance Report Form in triplicate within five (5) days of the hearing. The individual(s) and/or member have the right to call recessed sessions for consideration or presentation of new information prior to the adjournment of the hearing. However, such session shall be recessed to a time certain not to exceed five (5) days, unless both parties mutually agree to extend the previous time limitation.

7. Level Three — Formal

If the aggrieved member is not satisfied by the disposition of the immediate administrator, he/she may seek a hearing with the Superintendent or his/her designated representative within two (2) days after the disposition in Level Two, by completing Level Two on the Grievance Report Form in triplicate and submitting it to the Superintendent. Within the next five (5) days, a hearing shall be arranged between the aggrieved, and/or a representative of the Association, the Superintendent or his/her designated representative who must be someone other than the aggrieved person's immediate administrator, and other parties who may be needed to give information relative to the claim. The disposition of the Superintendent or his/her designee shall be completed within five (5) days of this hearing. The Superintendent or his/her designated representative has the right to call recessed sessions for consideration or presentation of new information prior to the adjournment of the hearing.

8. Level Four — Formal

If the aggrieved member is not satisfied with the disposition at Level Three, or if Level Three was waived by either party, he/she may request through the Association that the issue be submitted to binding arbitration. Such request must be made within five (5) days after the disposition at Level Three. Upon the filing of such request with the Superintendent, the Board and the aggrieved shall jointly request the American Arbitration Association (AAA) to provide a list of arbitrators. Arbitrator selection shall be in accordance with the alternate strike method. The party to strike first shall be decided by the flip of a coin. Either party may request a second list. The costs of the arbitrator shall be borne equally by the Association and the Board.

The arbitrator shall have the authority only to hear the particular issue and shall not have the authority to change, delete, or modify the existing agreement.

C. Limitations

1. Nothing in this procedure shall be construed so as to deny the Association or its representatives 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.

2. No member may be represented by an organization other than the Association in a grievance initiated pursuant to this procedure.

3. No member shall be denied the right to legal advice and/or counsel in any of the levels listed above.

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

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

6. No records, documents, or communications concerning a grievance shall be placed in the personnel file of any of the participants in procedures described in this agreement. Official grievance records shall be kept in a separate file by the Board.

7. Adequate release time with pay and a substitute to accomplish the following:

    a. The President of the Association and/or his/her designee and the grievant shall be given release time for grievance hearings at each level of the grievance procedure when the hearing is held during the school day.

    b. Any member required to appear at an arbitration shall be granted release time for such appearance when the hearing is held during the school day.

D. Grievance Procedure Form

1. See Appendix J.

IX. REDUCTION IN FORCE

A. Reasons for Reduction

The Board may make reasonable reductions in force when one (1) or more of the following conditions exist: decreased enrollment of students, suspension of schools, territorial changes affecting the District, return to duty of members after leaves of absence, abolishment of positions, and/or financial reasons.

B. Notification of Association

If the Superintendent is intending to recommend a reduction in force, he/she will notify the Association and the member affected at least fourteen (14) calendar days before the proposed date of such Board action. Such notice will be in writing and will include the specific member's name and position to be affected, the proposed time schedule, and the reasons for the proposed action. Except for reductions due to return to duty from leaves of absence, reductions in force shall take place no later than June 1.

C. Suspension of Contracts

1. Reductions will be made by suspension of contracts.

2. The Board will suspend contracts as follows within areas of certification according to official Board records held at the time of the suspension of contracts with preference given to members holding continuing contracts.

3. If the board approves a reduction in force, bargaining unit member who are rated Accomplished and Skilled on the teacher performance rubric shall be deemed to have "comparable" evaluations and the implementation of any reduction in force shall give preference to bargaining unit members on continuing contracts and to bargaining unit members who have greater seniority. Bargaining unit members in the teaching field(s) affected who are rated Developing or Ineffective on the teacher performance rubric shall have their contracts suspended first, beginning with the least senior member on the limited contract and then, if there are no (or no more) members on limited contracts, the least senior bargaining unit member on a continuing contract.

4. If two (2) or more bargaining unit members in the teaching field affected on limited contracts are rated ineffective on their evaluations, preference shall be given to the most senior.

D. Seniority List

1. A seniority list shall be provided to the president during October of each year.

2. The list will contain ten (10) columns:

   a. Column A will show the full name of the member. An asterisk will be used to denote those members currently on leave of absence.
   b. Column B will show the number of years in the district.

   c. Column C will show the number of years of continuous service in a bargaining unit position. The date of continuous hire begins at the date of the official Board action to employ. A tie will be broken by the member's date of signing the issued contract of most recent continuous service. Any remaining ties will be broken by the flip of a coin.

      A year of seniority shall be defined as one hundred twenty (120) or more days of full-time employment in one (1) school year. Current (as of September 1, 1983) part-time members shall retain previously earned seniority, per the agreement, beginning with the 1983-84 school year. A part-time member shall accumulate seniority by calculating the number of hours worked daily, and these hours shall be annualized and pro-rated on the basis of a full-time member.

      The pro-rated time shall then be used for number of years of seniority in the District. Unpaid authorized leaves of employment in a non-bargaining unit position shall not be counted toward years of seniority. However, such leaves of employment shall not constitute a break in continuous service.

   d. Column D will show years of experience or comparable years of experience (per state requirements) as paid on salary schedules.

   e. Column E will show date of hire.

   f. Column F will show contract status (C or L).

   g. Column G will show the areas of certification that the members currently hold. The present area of certification being used will be underlined.

h. Column H will show the expiration date of the current license.

i. Column I will show current degree held (BA, BA+150, MA, MA+30, PhD).

j. Column J will show any second area of certification that the members currently hold.

E. Recall Rights

1. A member will be recalled to bargaining unit positions by seniority and certification held at the time of recall and as follows before any new person(s) is employed.

   Bargaining unit member shall be recalled to fill position for which they are certified in the reverse order of layoff. No bargaining unit member on limited contract will be recalled before qualified bargaining unit members on continuing contract. If a recall occurs and two (2) or more bargaining unit members on the RIF list have comparable evaluations the most senior will be recalled first. Any unit member on the RIF list who was rated ineffective shall be recalled last.

   Seniority will not be the basis for this decision except where teachers have comparable evaluations as defined in this article.

2. A member shall remain on the recall list for a period of two (2) school years, September 1 through June 30, following the date of suspension of his/her contract. A member shall remain on the recall list unless he/she waives his/her rights in writing, fails to accept recall in a position for which he/she holds certification, or fails to report to work in a position that he/she accepted within ten (10) calendar days after receipt of the notice of recall.

3. A member who is offered part-time employment may accept or reject part-time employment without loss of recall rights.

4. Notice of recall will be given by certified mail to the last address given to the board by the member. If the member fails to respond within ten (10) calendar days, he/she will be deemed to have refused the position offered. Loss of all recall rights will occur if a member refused to accept recall to a full-time position.

5. While on the recall list, a member will have the option to remain an active participant in all fringe benefit programs as permitted by the carrier. The member shall assume all premium costs for fringe benefits if his/her option is requested and permitted.

6. All benefits to which a member was entitled at the time of the suspension of his/her contract shall be restored upon recall.

X. SALARY

A. Salary Placement

1. A member shall advance on the salary schedule when the member files with the Treasurer an official transcript of the necessary earned college credit to advance to the next salary schedule column. The salary advancement will be made effective on the date that the advancement credit was awarded, as reflected on the official transcript. Such increase will begin to be paid within thirty (30) days of receipt of the transcript.

   If the credit was earned prior to the end of the school year, a transcript (or proof of completion) must be provided prior to July 1. If the transcript (or proof of completion) is provided after July 1, the salary advancement will be awarded the following school year. No advancement will be made on noncontract days (summer time).

2. The bachelor's degree must have been attained in order to receive credit for four (4) years of training, except where state regulations provide otherwise.

3. A year of experience shall be defined as one hundred twenty (120) days of service within a school year in the public schools of any of the states. Credit will be granted as required by law. Evaluation of prior service credit shall be made at the time of employment by the Superintendent.

4. A part-time member shall be granted an increment annually for one hundred twenty (120) days or more of part-time service during one (1) school year.

5. Members holding a Masters Degree who have earned graduate level credit hours in any education related subject areas in excess of those required for the award of the Masters Degree may be given credit for these hours toward the MA+30 salary index column. The Superintendent may deny credit for hours taken in a non-educational area.

6. In order to qualify for the Ph.D. column, the member shall show by means of an official college transcript the satisfactory completion of a Ph.D. program from an accredited, approved institution.

7. Credit for military service shall be in accordance with Section 3317.14 of the Ohio Revised Code. Credit for peace corps service shall be given for actual time served up to a maximum of two years.

B. Paydays

Each year annual salaries shall be divided by twenty-six (26) and paid every other Friday not to exceed twenty-six (26) equal pays per year. If the pay date should fall within three (3) days of the last school day before the vacation holiday, the member shall be paid on the last school day.

The three hundred and sixty-five day (365) year necessitates that an adjustment occur every six (6) or seven (7) years to prevent a three-week gap between pays. The Board and Association agree that during the school year when this occurs, the Board will issue twenty-seven (27) pays. The treasurer will adjust the salary schedule to carry and spread any negotiated increases over the twenty-seven (27) pays.

C. Seasonal Supplemental Salaries

Seasonal supplemental salaries (i.e., coaching) will be paid upon completion of each season. Year-long supplemental salaries (i.e., student council advisors) will be paid in three (3) equal payments in November, March and June. Extended service salaries will be pro-rated in regular paychecks. All supplemental salaries shall be paid by addition to the second payroll of the above schedule.

D. STRS Pickup Utilizing Salary Reduction Method

The Board herewith agrees with the Association to pick up, utilizing the salary reduction method, contributions to the State Teachers Retirement System (STRS) paid on behalf of the employees in the bargaining unit under the following terms and conditions:

1. The amount to be picked up on behalf of each employee shall be the state mandated percentage of the member's gross annual compensation. The member'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.

2. The pickup percentage shall apply uniformly to all members of the bargaining unit as a condition of employment.

3. The pickup shall become effective and shall apply to all compensation including supplemental earnings thereafter.

4. The parties agree that should the rules and regulations of the IRS or STRS change making this procedure unworkable, the parties would return, without penalty, to the former method of member/Board contribution.

5. Payment for all paid leaves (sick leave, personal leave, severance and supplementals including unemployment and Workers' Compensation) shall be based on the member's daily gross pay prior to reduction (e.g., gross pay divided by the number of days in a member's contract).

E. Salary Schedules

The increase to the base salary index will be:

2025-2026 3%

2026-2027 2.5%

2027-2028 2%

The salary schedules are attached hereto. (See Appendix L)

A Step 30 shall be added to the index/salary schedule.

XI. FRINGE BENEFITS

A. Insurance

1. Medical

The Board shall provide Medical Mutual of Ohio Physician and Hospitalization insurance coverage (or equivalent benefits from another carrier if jointly agreed to by the Board and Association) for each member. The Board shall pay 90 % of the cost of the policy for single coverage and 80% of the cost for family coverage. The Agreement will also include a high deductible/health savings account insurance plan.

2. Prescription

The Board shall provide Express Scripts Prescription Drug Insurance coverage (or equivalent benefits from another carrier if jointly agreed to by the Board and Association) for each member. The Board shall pay 90% of the cost of the policy for single coverage and 80% of the cost for family coverage.

3. Dental

The Board shall continue to provide single/family dental insurance coverage that meets or exceeds the specifications set forth under the current Delta Dental Plan for each member and his/her eligible dependents. The Board shall pay 90% of the costs of the policy for single coverage and 90% of the cost for family coverage.

4. Vision

The Board shall provide Vision Service Plan (12-12-12 Plan) Vision Insurance coverage (or equivalent benefits from another carrier if jointly agreed to by the Board and Association) for each member. The Board shall pay Twelve Dollars ($12.00) monthly toward single or family coverage.

5. Life

The Board shall provide Term Life Insurance in the amount of Twenty-five Thousand ($25,000.00) plus an equal amount of accidental death and dismemberment coverage for each member.

After meeting the requirements of the insurance carrier the Board shall allow individual members to purchase additional amounts of coverage through payroll deduction.

6. Insurance Benefits

Medical, Major Medical, Prescription, Dental, Vision, and Life Insurance coverage shall meet the benefits outlined in the Benefit Certificate.

7. Both Spouses Employed

In cases where spouses are members, the Board's share of single coverage for one spouse shall be applied to the other spouse's share of the family coverage, if so desired by both spouses.

8. Part-Time Members

Members employed for less than a seven-hour day shall receive a pro-rated amount of the Board's cost for each coverage.

9. Insurance Committee

An insurance review committee will be established to monitor, review, and consider changes to the current insurance plan. This committee will be comprised of three members to be appointed by the Association and two members to be appointed by the Board. This committee will act only in an advisory capacity. The Insurance Committee will be convened upon request of either the Board or Association. The Board and Association are encouraged to submit proposed insurance plan and/or benefit changes to the Insurance Committee for review prior to collective bargaining.

10. IRS Section 125 Plan

The Board shall provide a Section 125 plan for the payment of bargaining unit members' insurance premium contributions on a pre-tax basis.

11. For the 2025-2026 contract year, a one-time five hundred dollar ($500) stipend shall be awarded for bargaining unit members who carry single plan or bargaining unit members who decline district insurance coverage. Bargaining unit members newly hired during the 2025-2026 contract year are not eligible for the stipend.

B. Severance Pay

1. Severance pay is paid to employees of the Board upon their retirement from active school service under the provisions of the appropriate public employee retirement system or upon death while an employee.

2. Retirement is defined to include the following:

   a. The employee must express their intent to retire;
   b. The employee must be eligible to retire under STRS;
   c. The employee must have ten (10) or more years' service in Athens City Schools. Employees who have less than ten (10) years of service shall only be granted severance in accordance with 3(a) below for accrued but unused sick leave earned during their service with Athens City Schools. For employees with less than ten years of service with Athens City Schools, any unused sick leave carried into the district by the employee will be subtracted from the employees' total accrued sick leave prior to the application of the formula described in section 3(a) below.

3. The severance pay calculation will be equal to one-quarter (1/4) of the value of the employee's accrued, but unused, sick leave with a maximum payment to be the value of sixty-five (65) days of sick leave based on the employee's daily rate of pay at the time of retirement or death. The aforementioned maximum payment shall be subject to the following exception: a member shall accumulate one (1) additional

day of severance pay if he/she uses less than four (4) days' sick leave per school year. Days under this exception shall accumulate.
By July 1, 1988, members shall be notified of the additional accumulated severance days per agreement January 15, 1985-January 16, 1988. These days shall be added to any accumulated under the present agreement. The member shall be notified of annual accumulated severance days by the last paycheck of each school year, thereafter.

4. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the bargaining unit member at the time of payment. Such payment shall be made only once to any bargaining unit member.

5. In recognition of service, members shall be paid upon service retirement from Athens City Schools, in addition to other payments provided in this agreement, an amount equal to the member's daily rate at the time ofretirement times the number of days set forth below:

Years of Service	Number of Days Paid
5 to and including 9	1 day
10 to and including 14	2 days
15 to and including 19	3 days
20 to and including 24	4 days
25 to and including 30	5 days
31 and more	6 days

As used in this provision "year" means full year of service. Service for portions of years or part-time service may be aggregated to full-time equivalent number of years for purposes of this recognition benefit.

C. Reimbursement for College Credit

1. The Board of Education will appropriate the sum of $75,000 per school year for the purpose of reimbursing teachers for the tuition cost of continuing education undertaken in accordance with the provisions of this section.

2. Teachers shall be reimbursed for the actual cost of continuing education. Reimbursement will be at a rate not exceeding $275 per quarter hour or $505 per semester hour for all courses successfully completed provided that no teacher shall be entitled to reimbursement in the amount in excess of $4,800.00 in any year and further provided that the aggregate amount paid in any one (1) year by the Board of Education shall not exceed the sum of $75,000.

3. Teachers may be reimbursed for the actual cost of undergraduate study in LPDC approved courses of study at a rate not exceeding $150.00 per quarter hour or $225.00 per semester hour for all courses successfully completed.
4. The following limitations will apply:

   a. A member must submit evidence of payment of the course, as well as evidence of satisfactory course completion, within sixty (60) days following the end of the course. Upon complete application for reimbursement, a payment will be made within thirty (30) days.

   b. Applications, Appendix M, for participation in this program must be filed in the Superintendent's office during the time frames indicated in this sub-paragraph. Additionally, applications may only be filed for the school term indicated after the various time frames.

      Aug. 1 – Sept. 15 -- Fall Session
      33.3% of total funds will be distributed.

      Dec. 1 – Jan. 15 Winter/Spring Session
      33.3% of total funds, plus carry-over funds will be distributed.

      May 1 – June 15 -- Summer Session
      33.3% of total funds, plus carry-over funds will be distributed.

   c. Funds will be equally distributed each distribution period based on the total number of hours requested. The amount per hour in Paragraph 2 will not be exceeded.

D. Tuition-Free Admission

Provided such students are counted in the School District's ADM, the children of bargaining unit members shall be allowed to attend the Athens City Schools tuition free. Where necessary, bargaining unit members must still obtain athletic releases from their school district of residence. Members whose children are enrolled or wish to be enrolled may utilize the inter-district and intra-district enrollment options subject to the same conditions and limitations as other district pupils. Members will have priority for their child(ren) to attend their school of choice provided the member completes and files the proper paperwork within the district time lines.

XII. SUPPLEMENTAL DUTIES

A. Supplemental Vacancies

Notice of supplemental vacancies will be according to Article V, Vacancies.

B. Mileage Reimbursement

A bargaining unit member required to travel as a result of their assignment shall be reimbursed at the maximum permissible mileage expense deduction amount approved by the IRS. Before the beginning of each school year the Treasurer's office will calculate the milage between each school building. If the approved route needs to be changed because of road closures or any other reason that changes the approved route, the affected bargaining unit will notify the Treasurer's office.

C. Coverage Reimbursement

1. A member who serves by administrative requirement as a substitute teacher during a period shall be compensated at the rate of thirty-six dollars ($36) per hour.

2. Such service shall be voluntary.

1. See Appendix O.

D. Home Tutorial Rate

The home tutorial rate for members shall be the member's hourly per diem. If, after fifteen (15) minutes, the student does not show up for the tutorial, the member shall be compensated for thirty (30) minutes of time. If no bargaining unit member is available, then non-bargaining unit members shall be paid the hourly rate for BA Step 0.

E. Summer School Rate

The summer school rate for members shall be the member's hourly per diem. If no bargaining unit member is available, then non-bargaining unit members shall be paid the hourly rate for BA Step 0.

F. Supplemental Salary Schedule Ratios

1. The percentage shall be applied to the beginning step of the bachelor's degree column of the teacher basic salary schedule effective July 1 of the contract year.

2. The index percentage will be applied to the Step zero (0) of the BA column for zero to four (0-4) years of consecutive service and Step zero (0) of the BA+150 for five plus (5+) years of consecutive service on the teacher salary schedule.

3. Bargaining unit members currently holding supplemental contracts at the higher rate will continue to receive said rate until they resign said supplemental contract or said supplemental contract is not renewed by the Board. If said bargaining unit members return to said supplemental then they shall return at the new pay rate.
4. The number of assistant coaches will be determined by the Superintendent and Building Principal based upon the number of students participating in said activity.

5. Coaches within the same sport or advisors within the same discipline shall be able to move to a different level within their sport/discipline without reverting to Step 0 and retaining their years of service. Also, if a bargaining unit member takes a leave of absence from their supplemental position, upon their return to that position within five (5) years they will retain their years of service.

ATHLETIC EXTRA DUTIES

Position	**Index Percentage**
Head Football Coach	19.00
Head Basketball Coach (Boys and Girls)	19.00
Head Baseball Coach	11.50
Head Softball Coach	11.50
Head Track Coach	11.50
Head Wrestling Coach	11.50
Head Soccer Coach (Boys and Girls)	11.50
Head Volleyball Coach	11.50
Head Cross Country Coach	9.50
Season 1 & 2 E-Sports Coach	9.50
Head Swimming Coach	6.25
Assistant Swimming Coach	4.75
Head Golf Coach (Boys and Girls)	6.25
Head Tennis Coach (Boys and Girls)	6.25
Varsity Assistant Football Coach	9.50
JV Football Coach	9.50
Freshman Football Coach	9.50
Varsity Assistant Basketball Coach (Boys and Girls)	9.50
JV Basketball Coach (Boys and Girls)	9.50
Freshman Basketball Coach (Boys and Girls)	9.50
Varsity Assistant Baseball Coach	6.25
JV Baseball Coach	6.25
JV Softball Coach	6.25
Assistant Track Coach	6.25
Assistant Cross Country Coach	4.75
Assistant Wrestling Coach	6.25
Assistant Softball Coach	6.25
Varsity Assistant Soccer Coach (Boys and Girls)	6.25

JV Soccer Coach (Boys and Girls)	6.25
Varsity Assistant Volleyball Coach	6.25
JV Volleyball Coach	6.25
JV Tennis Coach (Boys and Girls)	4.75
Position	**Index Percentage**
Conditioning Coach Fall (Boys)	2.00
Conditioning Coach Fall (Girls)	2.00
Conditioning Coach Winter (Boys)	2.00
Conditioning Coach Winter (Girls)	2.00
Conditioning Coach Spring (Boys)	2.00
Conditioning Coach Spring (Girls)	2.00
8th Grade Football Coach	6.25
7th Grade Football Coach	6.25
8th Grade Basketball Coach (Boys and Girls)	6.25
7th Grade Basketball Coach (Boys and Girls)	6.25
Middle School Track Coach	6.25
Middle School Track Assistant Coach	3.00
Middle School Wrestling Coach	6.25
Head Middle School Cross Country Coach	6.25
Assistant Middle School Cross Country Coach	3.00
Middle School Soccer Coach	6.25
Middle School Volleyball Coach	6.25
Fall/Winter Varsity Cheerleader Advisor	13.75
Fall/Winter Freshman/JV Cheerleader Advisor	11.25
Fall/Winter Middle School Cheerleader Advisor	6.00

NON-ATHLETIC EXTRA DUTIES

Position	**Index Percentage**
High School Band Director	19.00
Assistant High School Band Director	9.50
Percussion Instructor	4.25
Band Flag Corp Instructor	4.25
Pep Band (10 – 5 GBK 5 BBK)	4.00
Play Advisor -- High School (three performances)	9.25
Intermediate School Play Advisor	3.00
Summer Band (2)	9.25
Middle School/Elementary Band Director	3.50
Arena Advisor	5.00
Stage Advisor -- High School	5.00
Matrix Advisor	4.50
Art Club Advisor	1.75
Key Club	1.75

National Honor Society	1.75
High School Science Fair Advisor	1.75
Middle School Science Fair Advisor	1.75
Intermediate School Science Fair Advisor	1.75
Position	**Index Percentage**
French Club Advisor	1.75
Spanish Club Advisor	1.75
Andrew Jackson Davison Club Advisor	1.75
Interact (Rotary) Club Advisor	1.75
National Arts Honor Society Advisor	1.75
Activities Assistant — Middle School	4.25
Activities Assistant – High School	4.25
Senior Class Advisor	3.25
Junior Class Advisor	3.25
Sophomore Class Advisor	1.75
Freshman Class Advisor	1.75
Vocal Music Directorr— High School (three performances)	2.50
High School Student Council Advisor	5.75
Middle School Student Council Advisor	5.75
Elementary Student Council Advisor	2.50
Vocal Music Director -- Middle School (two performances)	1.75
Vocal Music Director Elementary (two performances)	1.75
Principal Advisory Committee	1.50
Building Leadership Team	1.50
LPDC	2.65
Mentors	3.00
Resident Educator Coordinator	8.60
Clubs/Special Programs	1.75
Building Technology Facilitator	1.90
Yearbook Advisor – Middle School	1.75
Yearbook Advisor – Elementary	1.50
Curriculum Review Committee	1.50
PBIS	1.50

G. Policies Covering Supplemental Contracts

1. Prior to the addition of any extra duty positions or change in salary, the negotiating team of the Association and the Board shall negotiate the proposed changes.

2. Application to create a new paid activity under "Clubs/Assistant Coach/Special Programs" shall be submitted to the Superintendent on the appropriate form (See Appendix N). The approval or denial of an application to create a new paid activity

under "Clubs/Assistant Coach/Special Programs" shall be at the sole discretion of the Superintendent and shall not be subject to the grievance procedure.

H. Supplemental Duties Committee

A committee consisting of four members appointed by the Association President and four administrators appointed by the Superintendent shall be formed at the request of the Association or the Superintendent. A quorum of the committee shall require attendance of at least two bargaining unit members and two administrative members. Meetings and minutes of meetings of the Supplemental Duties Committee will be conducted and maintained in accordance with the laws governing the operation of committees of public bodies. Copies of minutes of all Committee meetings will be sent to the president of the Association and to the Superintendent. The Committee will review and submit written recommendations for the revision of Supplemental Duties to the Superintendent and to the Association not later than July 1, of the negotiation year.

I. Extended Duty Contracts

1. Members who work extended duty shall be paid their per diem rate of pay.

2. Extended duty cannot be used during any regular work day.

3. Extended Duty Positions

a.	Technology Services	Twenty-Five (25) Days
b.	Elementary School Counselor	Two (2) Days
c.	MS School Counselor	Twenty (20) Days
d.	HS School Counselor	Twenty (20) Days
e.	Speech Pathologist	Ten (10) Days
f.	Agriscience/Agribusiness	Twenty (20) Days
g.	CBI	Two (2) Days
h.	ESL Coordinator	Fifteen (15) Days
i.	School Nurse	Five (5) Days

J. Athletic Supplemental Evaluations

Bargaining unit members who are employed as head coaches may have a formative evaluation using the rubric found in Appendix T. This evaluation shall not be used as part of the Ohio Teacher Evaluation System (OTES) or be included in the bargaining unit member's personnel file unless requested by the member.

XIII. LEAVE PROVISIONS

A. Sick Leave Days

Each member shall accumulate sick leave at the rate of one and one-fourth (1-1/4) sick leave days per month. The Board may require the member to furnish an affidavit that his/her absence was caused by illness due to any of the causes mentioned in this section. A member may use sick leave for absence due to personal illness, pregnancy, injury, exposure to contagious disease and to illness or death in the member's immediate family. Immediate family is defined as mother, father, brother, sister, spouse, child, relative, or other individuals living in the same household. Sick leave will be granted for death in the immediate family. Up to five (5) days' sick leave shall be granted in the event of the death of a mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law, or a legal guardian or other person who stands in place of parent (loco parentis). At the discretion of the superintendent, bereavement leave may be granted to a member for an individual not listed if the member has exhausted all personal leave. Sick leave shall be cumulative to a maximum of three hundred seventy-five (375) days. The previously accumulated sick leave of a member who has been separated from public service in Ohio may be placed to his/her re-employment in the public service in Ohio within a ten- (10) year period. A member can transfer his/her accumulated sick leave for the time actually worked at the same rate as that granted full-time members.

B. Assault Leave

A member physically assaulted as a result of such member's employment and temporarily disabled by any injury resulting from such assault shall remain on the payroll as a member and shall receive all benefits as if on sick leave as hereinafter provided. The Board may require a member on assault leave to submit to a physical examination by a physician of the Board's choosing and at the Board's expense to determine the extent of the disability. The member shall apply for Workers' Compensation. If Workers' Compensation benefits are paid, the Board shall pay to such member the difference between the benefits received and the member's regular salary. The decision of the Bureau of Workers' Compensation on granting benefits shall have no bearing on the provisions of this article. Assault leave may continue up to ninety (90) calendar days. If it is determined by the Board's physician or the attending physician that the assault has left the member with a permanent disability, said member will request disability retirement. Assault leave shall not be deducted from the accumulated sick leave of the member.

C. Personal Business Days

A member shall be granted up to three (3) days per year without loss of pay. Except under extenuating circumstances, the member must notify his/her Principal one (1) day in advance of the absence. A personal business day may not be used before or after a holiday or vacation period unless there are extenuating circumstances which lead to the approval of the Superintendent in advance of the day requested. The reason for taking personal days is unrestricted.

A new teacher(s) shall be granted three (3) days of personal leave: one (1) day the first (1st) semester and two (2) days the second (2nd) semester. A new teacher(s) may use days from the second (2nd) semester for the first (1st) semester based upon an emergency or other extenuating circumstances as determined by the Superintendent.
On June 30th of each contract year, up to two (2) unused personal leave days may be carried over to the next contract year. No employee may have more than five (5) personal leave days during any year. An employee may use no more than three (3) personal days in a row. Unless the bargaining unit member notifies the Treasurer by June 15th, the days shall be converted to sick leave days.

1. Each employee who uses zero (0) days of sick leave and personal leave shall be eligible for a leave incentive paid based upon an attendance period as follows:

    a. The first day for staff to the last day of the first grading period shall receive two hundred dollars ($200.00)

    b. The first day of the second grading period to the end of the second grading period shall receive two hundred dollars ($200.00).

    c. The first day of the third grading period to the end of the third grading period shall receive two hundred dollars ($200.00).

    d. The first day of the fourth grading period to the end of the fourth grading period shall receive two hundred dollars ($200.00)

2. New members of the district become eligible for the attendance bonus in the following attendance period after being hired. Attendance periods are based on the calendar approved by the Board prior to the beginning of the school year. Members will be paid within thirty (30) days after the end of the attendance period. Half-time members shall receive one-half (1/2) of the above amounts.

3. Jury duty or professional leave days approved in accordance with appropriate policy and procedure shall not be counted as chargeable absence.

4. Employees on leave for professional improvement, medical leave, assault leave or maternity leave shall not be eligible for this compensation.

D. Court or Jury Duty Days

A member shall be granted a leave when serving as a juror, witness, defendant, or complainant. As provided below, the Board shall pay a member the difference between such member's regular compensation and the remuneration received for serving as a juror or witness during regular school hours. Any member serving in a school-related matter as a witness, defendant, or complainant shall receive his/her normal per diem wage.

E. Religious Leave Days

A member may be granted leave without loss of pay, with prior approval of the Superintendent, for observance of religious holidays if those holidays cannot be observed outside the regular school hours. A member must email and receive approval from administration prior to leave.

F. School Visitation Days

A member may be granted one (1) day each year without loss of pay for the purpose of visiting classes in other schools providing the absence has been approved by the Principal and the Superintendent at least five (5) days prior to its occurrence.

G. Temporary Military Duty

A leave of absence shall be granted to a member on military duty. This includes active and temporary military duty in the U.S. Armed Forces, Reserves, Ohio National Guard or Militia. If a member is called for active duty from the reserve forces, the Board shall pay the member the difference between the member's regular compensation and the remuneration received while on military duty for a total of not less than twenty (20) school days. Members shall be afforded all rights provided by Ohio and federal law and regulations during and upon return from military leave of absence.

H. Professional Leave

A member wishing to attend a professional meeting, conference or convention shall file a request to the Superintendent who has the final determination upon such request, using the school online absence program.

I. Study Leave

Upon application to the Superintendent by May 1 of each year, a member with three (3) years' experience in the school system may request a leave of absence without pay for the purpose of furthering his/her education. A member may be granted study leave without

pay for a period of up to two (2) consecutive school years. A study leave may be granted for less than a full year if needed educational requirements cannot be met outside of the regular school day.

J. Political Leave

A member with three (3) years' experience in the school system who is elected or appointed to a political professional office shall be granted a full-time leave of absence without pay in order to carry out the functions of that office. The superintendent may attempt to arrange a mutually acceptable part-time work schedule for any member who may be elected or appointed to an office which would not require a full-time effort on the part of the member. In order to be granted, such leave shall be requested prior to May 1 for complete school year increments and shall only be granted for one (1) term in office.

K. Child Care Leave (Birth of a Child/Adoption)

Leave without pay for a period of up to two (2) school years will be granted a member requesting maternity or paternity leave. A leave may commence during a school year. The dates established for the beginning and end of such leave shall be filed with the Principal at least thirty (30) calendar days prior to the beginning of the requested leave. Application for adoption leave shall be as soon as practical from the notice informing the member of the actual date of receiving the child. Adoption leave shall be granted as soon as possible. For the purposes of this section two (2) school years is defined as the remainder of the year in which the leave is commenced plus the entire succeeding school year.

Application for reduction or extension of leave must be made at least thirty (30) calendar days prior to the end of the first semester or by the last day of school in the second semester.

Any reduction or extension in the length of a leave must result in the leave's ending at the conclusion of the first semester or at the start of the next school year.
There shall be no more than one reduction or extension of a leave. Leave plus extension shall not exceed two (2) school years.

It is expected that all child care leave will be full time leave. Part time leave will be granted only in exceptional circumstances and with Board approval.

L. Unpaid Leave of Absence

A leave of absence shall be defined as a period of extended absence from duty without pay. A written request shall be submitted by a member. Approval may be granted by the Board. Each request for a leave of absence will be considered by the Board upon its individual merits with the following guidelines:

1. Such leave may be granted for a period of not more than two (2) consecutive years for personal growth, professional improvement, illness, or other disability.
2. The member may pay his/her own insurance benefits during this leave of absence. A member on an approved leave may continue his/her hospitalization or other group benefits for the duration of said leave as permitted by the carrier and providing he/she reimburses the Board for total premium costs prior to each monthly due date. Failure to forward premiums at stipulated times will terminate this benefit.

3. Members on unpaid leave of absence are not entitled to other fringe benefits provided in this contract during such leave.

4. The member must notify the Board in writing by June 1st whether they will be returning to work.

M. Family and Medical Leave Act (FMLA) Leave

Any leave provided under this Agreement that is also available to the member as leave under the Family and Medical Leave Act (FMLA) may be considered as FMLA leave.

N. Leave of Absence with Pay

1. A member who has completed five (5) years of service may, with the permission of the Board of Education and the Superintendent of Schools, be entitled to take a leave of absence with partial pay, for one or two semesters. The teacher shall present to the Superintendent for approval, a plan for professional growth prior to consideration for such leave, and at the conclusion of the leave provide evidence that the plan was followed. The teacher may be required to return to the district at the end of the leave for a period of one (1) year.

2. The member will receive the difference between what his/her salary would be and the cost of the replacement teacher. Insurance benefits would be provided on a 1/2 basis, with the member paying the other half.

3. A written request shall be submitted to the Superintendent by May 1.

O. Humanitarian Leave

A bargaining unit member who, for humanitarian reasons, has a genuine need to receive additional paid leave not otherwise available to him or her under the Negotiated Agreement may, upon the approval of both the Superintendent and president of the Association, be provided additional sick leave days, either by way of advancement or, if approved, by way

of transfer from one or more other bargaining unit members. Additional sick leave days awarded by advancement shall be deducted from the member's future accrued sick leave. Sick leave days awarded by transfer from another member will include written authorization from the transferring member directing the District Treasurer to deduct the number of days transferred from the transferring member's accrued sick leave balance.

The decision to grant or to deny any request for humanitarian leave will be made on a case-by-case basis and shall not be subject to the grievance procedure. Neither the granting nor denial of any request for such leave shall be considered precedent for any future humanitarian leave request.

P. Reinstatement from Leaves

1. Reinstatement from such leaves shall be at the beginning of the school year, except where the Superintendent and member agree to a different time. Request for reinstatement should be presented in writing to the Superintendent at the earliest possible date. Failure of the member to notify the Superintendent in writing of his/her intention to return to the District may result in a delayed return.

2. A member returning during the same year as the authorized leave was granted shall resume the contract status, and if possible the same assignment, he/she held prior to the leave.

3. A member on a leave that extends beyond the commencement of the school year will, to the extent possible, resume the same or similar positions he/she held prior to the leave.

4. A member on an approved leave may continue his/her hospitalization or other group benefits for the duration of said leave as permitted by the carrier and providing he/she reimburses the Board for total premium costs prior to each monthly due date. Failure to forward premiums at stipulated times will terminate this benefit.

Q. Personal Calamity Day

An employee who is unable to report to work due to an unexpected or unavoidable calamity which is not able to be addressed by any other available contractual leave, may request that the Superintendent grant a personal calamity day which will be deducted from the employee's accumulated sick leave or personal leave. Granting of such leave will be solely at the discretion of the superintendent.

R. Sub Leave/Protocol

Members will follow district protocol for attaining substitute teachers for leave provisions. Members are to make a concerted effort to notify their supervisor when possible if absent. Members are to follow building protocol for leaving the building during the school day.

XIV. INSTRUCTIONAL CONCERNS

A. Programs, Curriculum, Textbooks & Instructional Materials

Curriculum, textbooks, and instructional materials shall be recommended by a committee representative of professional staff using such materials. Interested professional staff may volunteer to serve on a system-wide or building-wide committee. Each committee shall recommend its selection to the board through the appropriate administrator and the Superintendent. Final approval shall be determined by the Board.

B. Responsibility for Adequacy of Test Preparation

Amended Substitute Senate Bill 55 has put in place a system that identifies in statute the expected state performance standards for school districts. The performance standards are based, in part, on specific percentages of students who pass state-mandated assessments. The Board and Association recognize the importance of adequate preparation for students who are required to pass these assessments. The adequacy of test preparation is recognized as a shared responsibility of teachers, administrators and the Board and a measure of classroom, building and District performance.

C. Class Size

1. It is the goal of the Board to keep the ratio of teachers to pupils on a building-wide basis as follows: The ratio of teachers to pupils in grades Kindergarten through three (3) at a ratio of one (1) full-time equivalent classroom teacher per twenty-four (24) pupils; the ratio of teachers to pupils in grades four (4) through six (6) at one (1) full-time equivalent classroom teacher per twenty-seven (27) pupils; the ratio of teachers to pupils in grades seven (7) through twelve (12) at one (1) full-time equivalent classroom teacher per twenty-eight (28) pupils. Educational service personnel and special education personnel shall not be counted as a classroom teacher when determining the ratio. Art, music, PE teachers, and teachers with paid aides will not be included in the calculation of these class size goals.

2. The impact of the assignment of students having Individual Educational Plans (IEPs), with respect to number, type of handicap and individual pupil impact on

classroom assignment, will be considered in establishing a reasonable class size and load.

D. Promotion and Retention of Students

The promotion or retention of a student shall be based upon the educational judgment of the professional staff member in charge of the student, the building administrator, and parents. In case of disagreement, the final decision rests with the Superintendent.

E. Lesson Plans

Daily written or computer generated lesson plans prepared by each member will be kept in the member's classroom and will be available upon request by the building administrator. Lesson plans will be considered appropriate when they reflect the graded course of study and/or state standards.

F. Academic Freedom

A member will be afforded freedom to express ideas and opinions without censorship within or related to the classroom provided the exercise of this freedom is within the confines of Board-adopted curriculum and educational policy. Any grievances regarding the denial of academic freedom shall be heard by the Board. The Board's decision shall be final and binding.

G. Local Professional Development Committee

1. Creation of Local Professional Development Committee

There will be a Local Professional Development Committee (LPDC) consisting of seven members who are employees of the Board of Education. A majority of the members shall be members of the bargaining unit and shall be appointed by the President of the Athens Education Association. Representation shall include at least one teacher from each level (k-6; 7-8; 9-12). Initial terms of bargaining unit members shall be three members appointed for terms of three years and one member appointed for a term of two years. Non bargaining unit members of the LPDC will be appointed by the Superintendent with two LPDC members appointed for a term of three years, and one member appointed for a term of two years. Vacancies shall be filled in the manner of original appointment.

2. Duties and Powers of the LPDC

The LPDC will be responsible for approving and reviewing professional development plans for recertification and licensure as specified in Ohio Law governing such committees. The LPDC shall have no authority to make any decision contrary to any provision of this Negotiated Agreement, Board Policy, or any law or regulation governing the operation of public school districts. The LPDC shall not have any authority to make any decision requiring the expenditure of Board funds without express prior approval of the Board of Education.

3. Meetings of the LPDC

The LPDC shall meet once monthly and at other times as it may determine, but shall adopt such policies as are required by law for providing notice of meetings of committees of public bodies. All meetings of the LPDC shall be public. Minutes of meetings and records of the LPDC shall be prepared and maintained in compliance with the laws governing the operation of committees of public bodies.

a) A quorum consists of no less than two members appointed by the Association and one member appointed by the Superintendent.
b) Additional meetings may be convened by a quorum.

4. Bylaws of the LPDC

The LPDC shall adopt bylaws governing its operations by a five-sevenths majority vote of its members. The LPDC by-laws shall include provisions for the appeal ofLPDC decisions denying the approval of professional development plans. Such appeal provisions shall include methods for the designation of an independent hearing officer to hear and decide such appeals. The hearing officer may, on the request of the individual requesting appeal, be designated by a professional association to which the employee initiating the appeal is a member. For example, appeals of decisions rejecting a professional development plan for the District Treasurer could be appealed to a hearing officer designated by the Ohio Association of School Business Officials.

H. District-University Exchange of Services Agreement

The District will annually provide the Association President with a copy of the Exchange of Services Agreement with Ohio University.

I. Building Based Decision Making

1. A building based decision process will be implemented in each building as a Principal's Advisory Committee for the purpose of developing member input to assist the building principal in building based decisions.

2. Each instructional building shall have a Principal's Advisory Committee (PAC) and a Building Leadership Team (BLT). The Association President will be given the opportunity to provide input in the selection of the bargaining unit members serving on the PACs and BLTs. Membership of the Principal's Advisory Committee, and Building Leadership Team, shall comprise four (4) members at each elementary school, four (4) members at the middle school and six (6) members at the high school. Discussions of the Principal's Advisory Committee shall include but not be limited to budgeting, materials and supplies, teacher's working environment, professional leave, student management, IEP procedures, scheduling, in-service planning and instructional concerns. Monthly meetings will be scheduled during the school year. Building based decision recommendations are advisory only and shall not be binding on the building principal. Building based decisions must be consistent with Board Policy, the Negotiated Agreement and all laws and regulations governing the operation of District building programs. The building Leadership Team Shall communicate information from the District Leadership Team.

J. Administering Medication and/or Performing Medical Procedures

No teacher will be required to administer any medicine(s) or perform any medical procedure(s) for student(s). Exceptions to this are those teachers hired with such training as a specific requirement of their employment.

K. Labor/Management Committee

There shall be a Labor/Management Committee, which shall meet not less than one (1) time per semester. The Committee shall include the President of the Association and the Superintendent, together with such additional members, administrators, or others as may be invited. To the extent reasonably possible, meetings will be held during the school day.

Prior to each meeting of the Committee an agenda will be developed and agreed to by the Association Leadership and the Superintendent. Attendance at the committee meetings will be determined, as needed, by the issues to be addressed at the meeting.

The purpose of the Committee shall be to address issues related to the educational programs of the District in furtherance of quality educational programs for District students and the

furtherance of labor relations between the Board, the Administration and the Athens Education Association.

Discussions of the Committee are not negotiations, and the recommendations of the Committee must be consistent with the Bargaining Agreement and Board Policy.

L. Instructional Technology

The Superintendent and the Association President will review the current practice and procedures for technology in the district. The goal will be to ensure that there is broad based teacher input, teacher participation in leadership in the program, and clear connection between application of instructional technology and implementation of the curriculum.

1. Members will not be responsible for technology failure, maintenance, or internet issues (outages) not caused by their own actions. Members will be held responsible for not following district technology protocols, loading unapproved software, or introducing viruses into the system through accessing unauthorized websites, or otherwise taking action that is counter to the design and workings of the technology system without their supervisor's approval.

2. Members will not be required to open email accounts at home or on personal computers.

3 Proper training of the use of all programs that the district wants to use shall occur during the school day; however, voluntary off hours training may be made available. Training should include but not be limited to how to access, use of grading systems, inputting lesson plans, student assignments, attendance, lunch counts, and other jobs required be the new program.

4. Teacher web pages shall not be used for evaluation purposes; however, teachers are expected to maintain an up-to-date web page at a minimum level as established by the district technology committee.

M. Electronic Forms

Forms attached to this Agreement as appendices are included for informational purposes and shall be used until the District has implemented procedures for the submission of information through the use of electronic forms. Upon the implementation of electronic forms related to the same subject matter as the appendices, the electronic forms will be used exclusively.

N. Meetings

When a staff meeting is called by a building administrator, it shall be designated as either mandatory or voluntary. Mandatory staff meetings may be held no more than once per month for no longer than 30 minutes during the regular work day. If a meeting called is of district-wide interest and is considered mandatory, then all administrators shall be in agreement as to that designation.

O. Intervention Specialist

Intervention Specialist may be provided with professional leave days with substitute teachers provided for them for the purpose of writing IEPs. ETRs, and progress reports with the prior approval of the Superintendent or their designee.

P. College Credit Plus

1. Any bargaining unit member who teaches a CCP course shall be approved for required in-service days (and any other required days) by the cooperating higher education institution. The bargaining unit member shall also be paid their per diem rate of pay for the in-service day, mileage at the IRS rate, and any other expenses, e.g., hotel, food, etc., at the District rate.

2. Any CCP performance assessment shall not be used as part of the Ohio Teacher Evaluation System (OTES) or be included in the bargaining member's personnel file unless requested by the member.

XV. ACADEMIC DISTRESS COMMISSION

As required by ORC Section 3301.10(P), the parties incorporate into this contract the provisions of ORC Section 3302.10 regarding Academic Distress Commissions. 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. Should the district enter into academic distress, the intent of the parties is to emerge from said academic distress with this Agreement intact. The Association reserves all rights to challenge the law or any actions taken under the law.

XVI. DURATION OF AGREEMENT

This agreement shall be in effect from August 1, 2025 through July 31, 2028. The Board agrees to provide each member of the bargaining unit with a copy of this agreement, and the Association with twenty-five (25) additional copies, within thirty (30) days of this date.

Costs of these copies shall be shared equally between the parties. In the event there is a conflict between a provision of this agreement and any applicable state law, or valid rule or regulation adopted pursuant thereto, the applicable state law or valid rule or regulation shall prevail as to that provision. All other provisions of this agreement which are not in conflict with any applicable state law, or valid rule or regulation adopted pursuant thereto, shall continue in full force and effect in accordance with their terms.

The Board may re-open negotiations with respect to any one or more provisions of this Agreement during its term upon the happening of one or more of the following events:

1) Changes in law or regulations affecting the District that impact one or more provisions of the Agreement.

2) Changes in the law or regulations governing the provision of health care benefits for bargaining unit members.

Negotiations may be reopened by written request of the Board directed to the Association President. The parties will meet in good faith within fifteen (15) calendar days of the request and, if necessary, shall utilize the services of a Federal Mediator in an effort to reach an agreement. Unless mutually agreed by the parties, in-term negotiations shall not proceed for more than 5 school days. If not concluded by agreement within that time period the parties will be deemed to have reached ultimate impasse with respect to any provisions upon which they have not reached agreement. Any mutually agreed resolution will be submitted to the Association and Board for ratification. Nothing in this provision shall prevent the parties from voluntarily agreeing to reopen negotiations provided that both parties agree to do so.

Except as expressly provided herein, this provision shall not limit the right or responsibilities of either the board or association with respect to in-term negotiations.

This agreement is hereby attested to by the signatures affixed below on this 20th day of November, 2025.

FOR THE ASSOCIATION:

Denise E. Morgan

FOR THE BOARD:

XVII. CERTIFICATE OF AVAILABILITY OF FUNDS AND AVAILABLE RESOURCES (Ohio Revised Code Sections 5705.41 and 5705.412)

Contractor:	Athens Education Association
Contract:	Negotiated Labor Agreement
Term:	August 1, 2022 through July 31, 2025

IT IS HEREBY CERTIFIED that the ATHENS CITY SCHOOL DISTRICT BOARD OF EDUCATION has the sufficient funds to meet the contract, obligation, payment, or expenditure for the above, and has in effect for the remainder of the fiscal year and the succeeding fiscal year the authorization to levy taxes which, when combined with the estimated revenue from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the district to maintain all personnel, programs, and services essential to the provision of an adequate educational program on all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal year equal to the number of days instruction was held or is scheduled for the current fiscal year, except that if the above expenditure is for a contract, this certification shall cover the term of the contract or the current fiscal year plus the two immediately succeeding fiscal years, whichever period of years is greater.

IN WITNESS WHEREOF, we have hereunto set our hands this 20th day of November, 2025.

ATHENS CITY BOARD OF EDUCATION
ATHENS COUNTY, OHIO

By: _____
Title: President, Board of Education

By: _____
Title: Superintendent

By: _____
Title: Treasurer

XVIII. TABLE OF APPENDICES

The Board will no longer require a member's social security number on any forms listed below.

Teacher's Continuing Contract Form ..... Appendix A

Teacher's Limited Contract Form ..... Appendix B

Long-Term Substitute Form ..... Appendix C

Speech Language Pathologist Performance Evaluation Form ..... Appendix D

School Nurse Performance Evaluation Form ..... Appendix E

Ohio School Counselor Evaluation System Form ..... Appendix F

Pre-Evaluation Form ..... Appendix G

Observation Form ..... Appendix H

Evaluation Form ..... Appendix I

Grievance Procedure Form ..... Appendix J

Salary Index ..... Appendix K

Salary Schedules ..... Appendix L

Reimbursement for College Credit ..... Appendix M

Application to Create a Club/Special Program/Assistant Coach ..... Appendix N

Planning/Conference/Collaboration Time Sub Pay Form ..... Appendix O

Salary Placement MOU ..... Appendix P

XIX. SEVERABILITY

This Collective Bargaining Agreement supersedes and prevails over all statutes of the State of Ohio, except as specifically set forth in Section ORC 4117.10(A), all Civil Service Rules and Regulations, Administrative Rules of the Director of State Personnel.

Should the State Employment Relations Board or any Court of competent jurisdiction determine that any provision herein is unlawful, such provision or portion thereof, shall be automatically terminated but all other provisions of the Contract shall remain in full force and effect.

At the request of the Association, the parties will meet no later than thirty (30) calendar days after the final determination of unlawfulness, to begin bargaining over its impact and to bring the Contract into compliance.

Appendix A – Teacher's Continuing Contract

ATHENS CITY SCHOOL DISTRICT
25 SOUTH PLAINS ROAD
THE PLAINS, OHIO 45780-1333

TEACHER'S CONTINUING CONTRACT

CONTINUING CONTRACT, entered into between the Athens City School District Board of Education and _____ as a teacher beginning with the _____ school year and continuing in full force and effect until said teacher resigns, elects to retire, or is retired, pursuant to Section 3307.37 of the Ohio Revised Code, or until this contract is terminated or suspended as provided by law. In consideration of such services, the Athens City School District Board of Education shall cause notice to be given annually not later than July 1 in accordance with Section 3319.12 of the Ohio Revised Code and in accordance with the adopted salary schedule. Salary of said teacher will be paid every other Friday, less any deductions imposed on the Board of Education such as by federal, state or city taxes and the State Teacher's Retirement Fund. The salary for the first year of this continuing contract will be $_____. The basis for determining this salary, subject to documented verification of training and experience, is on ther_ of training with _____ years of teaching and/or military experience on the adopted salary schedule. The contract period for the first year of this continuing contract includes one hundred eighty (180) instructional days and two (2) teacher in-service days, subject to the adopted school calendar.

Said teacher agrees to abide by the rules and regulations of the Athens City School District Board of Education. It is further agreed that all provisions of Sections 3319.08 to 3319.18, inclusive, of the Ohio Revised Code are a part of this contract.

Entered into this _____ day of _____.

_____ _____

President, Board of Education **Treasurer, Board of Education**

_____

Teacher

Original to be returned to the Treasurer within ten (10) days.

Appendix B – Teacher's Limited Contract

ATHENS CITY SCHOOL DISTRICT
25 SOUTH PLAINS ROAD
THE PLAINS, OHIO 45780-1333

TEACHER'S LIMITED CONTRACT
FOR SCHOOL YEAR(S) _____

An agreement entered into between _____ and the Athens City School District Board of Education.

This agreement, under the provisions of Section 3319.07 and 3319.08 of the Ohio Revised Code, is subject to the rules and regulations of the Athens City Schools Board of Education. Failure of the teacher to file a proper valid Ohio certificate, BCII and FBI Fingerprint Impressions and current transcript of college credits will render this contract null and void.

The aforementioned teacher hereby agrees to teach in the Athens City Schools, subject to all provisions stated, for a period of _____ year.

The salary for the period of this contract, or the first year thereof, will be $_____ payable every other Friday. In addition to this salary the Athens City Schools Board of Education will contribute $_____ to the State Teacher's Retirement Fund in behalf of said teacher. The basis for determining this salary, subject to documented verification of training and experience, is on the _____ level of training with _____ year(s) of teaching and/or military experience on the adopted salary schedule. The contract period includes one hundred eighty (180) instructional days and two (2) teacher in-service days, subject to the adopted school calendar.

The Athens City Schools Board of Education will further contribute to the welfare of said teacher through payments to Workers' Compensation.

The contract, if accepted, should be signed and returned to Treasure of said Board of Education within ten (10) days from date of issuance.

Entered into this _____ day of _____.

_____ _____
President, Board of Education **Treasurer, Board of Education**

_____
Teacher

Original to be returned to the Treasurer within ten (10) days.

Appendix C – Long-Term Substitute Contract

ATHENS CITY SCHOOL DISTRICT
25 SOUTH PLAINS ROAD
THE PLAINS, OHIO 45780-1333

LONG-TERM SUBSTITUTE CONTRACT
_____ SCHOOL YEAR

_____ (thereafter "Long-Term Substitute") is employed by the Board of Education of the Athens City School District (hereafter "The Board") as a Long-Term Substitute teacher for a term not to exceed the remainder of the school year set forth above effective January 7, 2008.

For the first (60) days of assignment, the substitute teacher shall be employed on a short-term, day-to-day basis and shall be paid in accordance with the Board adopted rate of compensation for short term substitutes and shall have only those rights and benefits afforded short term substitute teachers in the district. During the first sixty (60) days of assignment to the same teaching position, Long-Term Substitute shall have no right to continue in the assignment for any period of time and may be assigned, reassigned or not called for service, as determined by the Board or designee in its sole discretion.

Upon successful completion of sixty (60) school days in the same teaching assignment, the Long-Term Substitute shall become a member of the bargaining unit and subject to the provisions of the negotiated agreement between the Board of Education and the Athens Education Association. Pursuant to Article VI of the Agreement, Long-Term Substitute will be entitled to those rights and benefits afforded other members of the bargaining unit, except that the term of employment for the Long-Term Substitute shall come to an end upon the return to duty of the bargaining unit member replaced by the Long-Term Substitute or the end of the school year, whichever occurs first. No Board action of non-renewal shall be required.

Long-Term Substitute shall observe all district and building regulations governing the teacher assignment(s) given and shall maintain a valid teaching certificate from the Ohio Department of Education for the position to which a Long-Term Substitute is presently being considered. All employment under this agreement is contingent upon the successful passage by the Long-Term Substitute of the criminal records check required by Section 3319.39 of the Ohio Revised Code.

All compensation provided under this agreement shall be subject to State Teacher's Retirement System (STRS) deductions as well as all other deductions and withholding required by law or authorized by the Long-Term Substitute.

The signature of the Long-Term Substitute as set forth on this agreement acknowledges that the Long-Term Substitute has read, understands and agrees to the terms and conditions of this employment.

Entered into this _____ day of _____s_____.

_____ _____

President, Board of Education **Treasurer, Board of Education**

_____

Teacher

Original to be returned to the Treasurer within ten (10) days.

Appendix D – Speech Language Pathologist Performance Evaluation Form

Speech Language Pathologist Performance Evaluation Rubric

The ***Performance Evaluation Rubric*** is intended to be scored holistically. This means that evaluators will assess which level provides the best *overall* description of the Therapist or Nurse.

Domain A: Planning and Preparation

		Ineffective	Developing	Skilled	Accomplished
Domain A: Planning and Preparation	A1: Demonstrating knowledge and skill in the specialist therapy area	Therapist demonstrates little or no knowledge and skill in the therapy area.	Therapist demonstrates basic knowledge and skill in the therapy area.	Therapist demonstrates thorough knowledge and skill in the therapy area.	Therapist demonstrates extensive knowledge and skill in the therapy area.
	Evidence				
	A2: Acquiring of information about individual learners	The therapist does not acquire knowledge of individual students as learners.	The therapist acquires little knowledge or information about individual students as learners from a limited number of sources.	The therapist acquires detailed information about individual students as learners from a variety of sources, and/or in an ongoing manner.	The therapist acquires extensive and detailed information about individual students as learners from a variety of sources, and in an ongoing manner and uses that knowledge to plan an effective and individualized program for each student.
	Evidence				
	A3: Establishing individual goals for the therapy program appropriate to the setting and the students served.	Therapist has no clear goals for the individual therapy programs or they are inappropriate to either the situation or to the age of the students.	Therapists' goals for the individual therapy program are rudimentary and are partially suitable to the situation and to the age of the students.	Therapist's goals for the individual therapy program are clearly appropriate to the situation in the school, to the age of the students and address individual learning styles.	Therapist's goals for the individual therapy program are highly appropriate to the situation in the school, to the age of the students and address individual learning styles.
	Evidence				

Domain A: Planning and Preparation

	Ineffective	Developing	Skilled	Accomplished
A4: Demonstrating knowledge of district, state, and federal regulations and guidelines.	Therapist demonstrates little or no knowledge of special education laws and procedures.	Therapist demonstrates basic knowledge of special education laws and procedures.	Therapist demonstrates knowledge of special education laws and procedures	Therapist's knowledge of special education laws and procedures is extensive; specialist takes a leadership role in reviewing and revising district policies.
Evidence				
A5: Demonstrating knowledge of resources, both within and beyond the school and district	Therapist demonstrates little or no knowledge of resources for students available through the school or district.	Therapist demonstrates basic knowledge of resources for students available through the school or district.	Therapist demonstrates thorough knowledge of resources for students available through the school or district and some familiarity with resources outside the district.	Therapist demonstrates extensive knowledge of resources for students available through the school or district and in the larger community.
Evidence				
A6: Demonstrating valid assessment and interpretation	The therapist is unable to select appropriate diagnostic instruments.	The therapist selects and administers diagnostic instruments without consideration of team/parent input.	The therapist selects and administers diagnostic instruments and procedures based on the student's developmental level, areas of concern and team/parent input. The therapist gathers information on how the student's developmental disorder affects educational performance.	The therapist selects and administers a diagnostic instrument and procedures based on the student's developmental level, areas of concern, and team/parent input. The therapist gathers comprehensive information on how the student's developmental disorder affects educational performance.
Evidence				
A7: Developing the therapy program integrated with IEP goals to meet the needs of the individual student	Therapist has developed services for students that are unrelated to IEP goals.	Therapist has developed services for students that have a guiding principle and include a number of worthwhile activities but some do not fit with the broader IEP goals.	Therapist has developed a therapy program that adequately meets the needs of the student as defined in the IEP to support progress toward IEP goals.	Therapist has developed a therapy program that is consistent with best practice to effectively service the student to support progress towards IEP goals.
Evidence				

Domain A: Planning and Preparation

Domain B: Therapy Environment					
Domain B: Therapy Environment	B1: Establishing rapport with students	Therapist's interactions with students are negative or inappropriate; students appear uncomfortable in the testing and therapy area.	Therapist's interactions with students are both positive and negative; the therapist's efforts at developing rapport are partially successful.	Therapist's interactions with students are positive and respectful; students appear comfortable in the testing and therapy area.	Therapists' interactions with all students demonstrate a positive, caring rapport and mutual respect. Interactions are inclusive and appropriate. Students seek out the therapist, reflecting a high degree of comfort and trust in the relationship.
	Evidence				
	B2: Organizing time effectively	Therapist exercises poor judgment in setting priorities, resulting in confusion, missed deadlines, and conflicting schedules.	Therapist's time-management skills are moderately well developed; essential activities are carried out, but not always in the most efficient manner.	Therapist exercises good judgment in setting priorities, resulting in clear schedules an important work being accomplished in an efficient manner.	Therapist demonstrates excellent time-management skills, accomplishing all tasks in a seamless manner; teachers and students understand their schedules.
	Evidence				
	B3: Sets behavioral expectations for students in the therapy setting.	No behavioral expectations have been established and therapist disregards or fails to address negative behavior during evaluation or treatment.	Behavioral expectations appear to have been established for the therapy setting. Therapist's attempt to monitor and correct negative student behavior during evaluation and treatments are partially successful.	Behavioral expectations for students have been established for the therapy setting. Therapist monitors student behavior against those standards; response to students is appropriate and respectful.	Behavioral expectations for students have been established for the therapy setting. Therapist's monitoring of students is subtle and preventative, and students engage in self-monitoring behavior.
	Evidence				

Domain C: Evaluation and Intervention

Direct Student Services

Domain C: Evaluation and Intervention

	Ineffective	Developing	Skilled	Accomplished
C1: Follows established procedures for referrals	Therapist does not follow established district procedures for referrals	Therapist inconsistently follows established district procedures for referrals.	Therapist adequately follows established district procedures for referrals and for meetings and consultations with parents and administrators.	Therapist consistently follows established district procedures for all aspects of referral and testing protocols.
Evidence				
C2: Responding to referrals and evaluating student needs	Therapist fails to respond to referrals or makes hasty assessment of students needs.	Therapist responds to referrals when pressed and makes adequate assessments of student needs.	Therapist responds to referrals and makes thorough assessment of student needs.	Therapist is proactive in responding to referrals and makes highly competent assessments of student needs.
Evidence				
C3: Communicating with families	Therapist fails to communicate with families and secure necessary permission for evaluations or communicates in a insensitive manner.	Therapist's communication with families is partially successful; not always adhering to required deadlines; permissions are obtained, but there are occasional insensitivitiesto cultural and linguistic traditions.	Therapist communicates with families and secuees necessary permission for evaluations adhering to required timelines, doing so in a manner sensitive to cultural and linguistic traditions.	Therapist secures necessary permissions adhering to required timelines and communicates with families in a manner highly sensitive to cultural and linguistic traditions. Therapist reaches out to families of students to enhance trust.
Evidence				
C4: Collecting information; writing reports	Therapist neglects to collect important information on which to base treatment plans; reports are inaccurate or not appropriate to the audience.	Therapist collects most of the important information on which to base treatment plans; reports are accurate but lacking in clarity and not always appropriate to the audience.	Therapist collects all the important information on which to base treatment plans; reports are accurate and appropriate to the audience.	Therapist is proactive in collecting important information, interviewing teachers and parents if necessary; reports are accurate and clearly written and is tailored for the audience.
Evidence				

Domain C: Evaluation and Intervention

	Ineffective	Developing	Skilled	Accomplished
C5: Implements therapy services to maximize student success	Therapist fails to develop therapy services suitable for students, or plans are mismatched with the findings of assessments.	Therapist's services for students are partially suitable for them or sporadically aligned with identified needs. They are not always individualized to specific student needs.	Therapist implements therapy services for students that are suitable for them and are aligned with identified needs.	Therapist implements therapy services for students, finding ways to creatively meet student needs and incorporate many related elements.
Evidence				
C6: Demonstrating flexibility and responsiveness	Therapist adheres to the therapy services in spite of evidence of its inadequacy.	Therapist makes modest changes in the student's therapy services when confronted with evidence of the need for change.	Therapist makes revisions in the student's therapy services when they are needed.	Therapist is continually seeking ways to improve the student's therapy services and makes changes in response to student, parent or teacher input.
Evidence				

Domain D: Professionalism

		Ineffective	Developing	Skilled	Accomplished
Domain D: Professionalism	D1: Collaborating with staff	Therapist is not available to staff or questions and planning and declines to provide background material when requested.	Therapist is available to staff for questions and planning and provides background material when requested.	Therapist initiates contact with relevant staff to confer regarding individual cases.	Therapist seeks out relevant staff and other professionals to confer regarding cases, soliciting their perspectives on individual students.
	Evidence				
	D2: Maintaining an effective data management system	Therapist's data management system is either nonexistent or in disarray; it cannot be used to monitor student progress or to adjust treatment when needed.	Therapist has developed a rudimentary data management system for monitoring student progress and occasionally uses it to adjust treatment when needed.	Therapist has developed an effective data management system for monitoring student progress and uses it to adjust treatment when needed.	Therapist has developed a highly effective data management system for monitoring student progress and uses it to adjust treatment when needed.
	Evidence				
	D3: Engaging in professional development	Therapist does not participate in professional development activities, even when such activities are clearly needed for the development of skills.	Therapist's participation in professional development activities is limited to those that are convenient and required.	Therapist seeks out opportunities for professional development based on individual assessment of need.	Therapist actively pursues professional development opportunities and makes a substantial contribution to the profession through such activities as offering workshops to colleagues, supervision of fieldwork students.
	Evidence				
	D4: Showing professionalism, including integrity, advocacy and maintaining confidentiality	Therapist displays dishonesty in interactions with colleagues, students, and the public and violates principles of confidentiality.	Therapist is honest in interactions with colleagues, students, and the public, plays a moderate advocacy role for students, and does not violate norms of confidentiality.	Therapist displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students and the public and advocates for students when needed.	Therapist can be counted on to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, taking a leadership role with colleagues.
	Evidence				

Appendix E – School Nurse Performance Evaluation Form Athens City School District

Employee Name _____ Review Date _____

5 = Superior Performance
4 = Above Expectations
3 = At Expectations
2 = Needs Improvement
1 = Unsatisfactory Performance
NAr= Not Applicable (for current school year)

A. The School Nurse **coordinates and maximizes school health services** by:

a. Communicating and consulting with administrators, medical providers, and community agencies around policies, procedures, program development and services.
b. Training appropriate staff in medical emergency protocols, clinic protocols, medication administration, and care for students with chronic medical conditions.
c. Participating as a member of the health team and sharing information with other team members as appropriate.
d. Communicating with parents in a timely manner regarding medical concerns.
e. Organizing and implementing state mandates (immunizations, health screenings, etc.).
f. Using community resources/agencies for referral of students with unmet health needs.
g. Contributing to student IEPs and/or 504s as indicated by medical need.
h. Participating in the development of building-specific medical emergency plans, and maintaining AEDs.
i. Being involved in staff inservices when applicable.
j. Participating in staff and student health promotion and wellness.
k. Providing classroom-based health education as needed/requested.
l. Acting as a resource for health education programs/classes and to the curriculum committee for health education.

B. The School Nurse **demonstrates the ability** to:

a. Analyze the health and development status of students and provide appropriate nursing and/or medically prescribed interventions.
b. Implement student health management plans, and coordinate accordingly with other providers/school personnel as needed.
c. Manage and maintain health records.
d. Assess and provide crisis intervention and appropriate referral services.
e. Facilitate management of communicable disease issues in the school and/or community.
f. Assume personal responsibility for continuing education and professional growth.

Comments: _____

_____

_____

_____ _____

Employee Signature ***Date*** ***Evaluator Signature*** ***Date***

Ohio School Counselor Evaluation System **Assessment of School Counselor Performance**

School Counselor Evaluation Rubric

The ***School Counselor Evaluation Rubric*** is intended to be scored holistically. This means the evaluator will assess which level provides the best *overall* description of the school counselor. The evaluator is to consider evidence gathered during the pre-observation conference, the observation, the post-observation conference, and informal observations of school counselor activities (if applicable) when completing the rubric.

Standard One: Comprehensive School Counseling Program Plan – School counselors collaboratively envision a plan for a comprehensive school counseling program that is developmental, preventative, responsive and in alignment with the school's goals and mission.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor cannot articulate components of a comprehensive school counseling program.	The school counselor articulates all components of a comprehensive school counseling program.	The school counselor articulates all components of a comprehensive school counseling program, reflects on future program needs and works to design a plan of implementation.	The school counselor implements all components of a comprehensive school counseling program and frequently reflects on future program development.
	The school counselor does not collaborate with key stakeholders to set the goals, priorities and implementation strategies when a comprehensive school counseling program is being designed.	The school counselor collaborates with key stakeholders on a limited basis to set goals, priorities and implementation strategies that partially align to the school's goals and mission when a comprehensive school counseling program is being designed.	The school counselor collaborates with key stakeholders to set the goals, priorities and implementation strategies that align to the school's goals and mission when a comprehensive school counseling program is being designed.	The school counselor collaborates with key stakeholders to set the goals, priorities and implementation strategies that align to the school's goals and mission when a comprehensive school counseling program is being designed and suggests enhancements and adjustments for program based on needs and results.
	The school counselor identifies no resources to implement the program.	The school counselor identifies resources needed to partially implement the program.	The school counselor identifies resources to fully implement the program.	The school counselor utilizes resources to fully implement the program from an innovative or diverse set of partners.
Evidence				

05/18/2016

Standard Two: Direct Services for Academic, Career and Social/Emotional Development – School counselors develop a curriculum, offer individual student planning and deliver responsive services to assist students in developing and applying knowledge, skills and mindsets for academic, career and social/emotional development.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor lacks knowledge of academic program and/or does not deliver counseling, activities, and/or experiences that support students' academic progress and goals.	The school counselor uses knowledge of the academic program to plan and deliver counseling, activities and/or experiences that support students' academic progress and goals.	The school counselor plans and delivers effective comprehensive counseling, activities and/or experiences to support students' academic progress and goals and makes adjustments as needed.	The school counselor plans and delivers effective comprehensive counseling, activities and/or experiences in collaboration with stakeholders to support students' academic progress and goals and makes adjustments as needed.
	The school counselor does not deliver developmentally appropriate counseling, activities, and/or experiences that build students' awareness of Ohio-specific college, career and education options and resources.	The school counselor inconsistently or ineffectively provides developmentally appropriate counseling, activities and/or experiences that build students' awareness of Ohio-specific college, career and education options and resources.	The school counselor plans and delivers effective comprehensive counseling, activities and/or experiences to support students' awareness of Ohio-specific college, career and education options and resources and makes adjustments as needed.	The school counselor plans and delivers effective comprehensive counseling, activities and/or experiences to enhance students' and parents/guardians' awareness of Ohio-specific college, career and education options and resources and makes adjustments as needed.
	The school counselor does not deliver counseling, activities and/or experiences that promote student well-being.	The school counselor attempts to deliver counseling, activities and/or experiences that promote student well-being with limited success.	The school counselor consistently delivers counseling, activities, and/or experiences that promote students' social/emotional development and well-being.	The school counselor plans and delivers effective comprehensive counseling, activities and/or experiences in collaboration with stakeholders to promote students' social-emotional development and well-being and makes adjustments as needed.
Evidence				

Standard Three: Indirect Services: Partnerships and Referrals – School counselors collaborate and consult with school personnel, parents/guardians, community partners and agencies/organizations to coordinate support for all students.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor provides no information to parents/guardians and school personnel for students' academic, career and social-emotional development.	The school counselor provides relevant information uponn request to parents/guardians and school personnel for students' academic, career and social-emotional development.	The school counselor provides relevant information on a regular basis through collaboration with parents/guardians and school personnel for students' academic, career and social-emotional development.	The school counselor provides relevant information on a regular basis and initiates collaboration with parents/guardians and school personnel for students' academic, career and social-emotional development.
	The school counselor does not coordinate school and community resources to support students and promote their success.	The school counselor attempts to coordinate school and community resources to support students and promote their success, but has limited success.	The school counselor coordinates school and community resources to support students and promote their success.	The school counselor coordinates school and community resources, and positively influences the types of services the partners provide to support students and promote their success.
	The school counselor does not make referrals on behalf of students to parents/guardians or school personnel to appropriate mentors, professionals, agencies and services.	The school counselor makes referrals and connections on behalf of students to parents/guardians or school personnel to appropriate mentors, professionals, agencies and services only upon request.	The school counselor makes referrals and connections on behalf of students to parents/guardians or school personnel to appropriate mentors, professionals, agencies and services.	The school counselor makes referrals and connections on behalf of students to parents/guardians or school personnel to appropriate mentors, professionals, agencies and services and follows up within the guidelines of confidentiality when appropriate.
Evidence				

Standard Four: Evaluation and Data – School counselors collaboratively engage in a cycle of continuous improvement using data to identify needs, plan and implement programs, evaluate impact and adjust accordingly.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor does not monitor student performance and progress.	The school counselor does limited monitoring of individual and group student performance and progress data to identify gaps and develops some appropriate interventions to enhance or improve student success.	The school counselor monitors individual and group student performance and progress data to identify gaps and develops appropriate interventions to enhance or improve student success.	The school counselor monitors individual and group student performance and progress data to identify gaps and develops appropriate interventions to enhance or improve student success, and fosters student self-monitoring.
	The school counselor does not monitor effectiveness of the program.	The school counselor uses some data with minimal effectiveness to conduct program monitoring, assesses implementation and effectiveness, and makes adjustments for program improvement accordingly.	The school counselor effectively uses data to conduct program monitoring, assesses implementation and effectiveness, and makes adjustments for program improvement accordingly.	The school counselor uses comprehensive data to conduct regular program monitoring, assesses implementation and effectiveness, and collaborates with stakeholders to make adjustments for program improvement accordingly.
Evidence				

Standard Five: Leadership and Advocacy – School Counselors lead school efforts and advocate for policies and practices that support an equitable, safe, inclusive and positive learning environment for all students.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor does not attempt to establish professional relationships within the school through communication, teamwork and collaboration.	The school counselor attempts to establish professional relationships within the school through communication, teamwork and collaboration with limited success.	The school counselor establishes and maintains professional relationships within and outside of the school through communication, teamwork and collaboration.	The school counselor establishes and strengthens strategic professional relationships within and outside of the school through communication, teamwork and collaboration.
	The school counselor does not advocate for nor responds to the needs of diverse populations.	The school counselor attempts to respond to the needs of diverse populations and has demonstrated progress in promoting an inclusive, responsive and safe school environment for its diverse members.	The school counselor effectively advocates for and responds to the needs of diverse populations, resulting in a positive impact on practices that promotes an inclusive, responsive and safe school environment for its diverse members.	The school counselor effectively advocates for practices within and outside of the school community and proactively addresses the changing needs of diverse populations resulting in a positive impact that promotes an inclusive, responsive and safe school environment for its diverse members.
	The school counselor is unable to identify community, environmental and institutional factors that enhance or impede development and does not advocate for equity of opportunity for all students.	The school counselor identifies community, environmental and institutional factors that enhance or impede development but does not advocate for equity of opportunity for all students.	The school counselor identifies community, environmental and institutional factors that enhance or impede development and advocates for equity of opportunity for all students.	The school counselor identifies community, environmental and institutional factors that enhance or impede development and collaborates with stakeholders to advocate for programs, policies and practices that ensure equity of opportunity for all students.
	The school counselor does not promote the program or the role of the school counselor in achieving the school's mission and student success.	The school counselor occasionally promotes the program and is beginning to articulate the role of the school counselor in achieving the school's mission and student success.	The school counselor effectively and consistently promotes the program and articulates the role of the school counselor in achieving the school's mission and student success.	The school counselor effectively and consistently promotes the program and articulates the role of the school counselor in achieving the school's mission and student success, and contributes to the advancement of the school counseling profession.

05/18/2016

Evidenceo				

Standard Six: Professional Responsibility, Knowledge and Growth – School Counselors adhere to the ethical standards of the profession, engage in ongoing professional learning and refine their work through reflective analysis.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor does not adhere to the American School Counselor Association and other relevant ethical standards for school counselors nor the relevant federal, state and local codes and policies.	he school counselor has limited adherence to American School Counselor Association and other relevant ethical standards for school counselors and all relevant federal, state and local codes and policies.	The school counselor adheres to American School Counselor Association and other relevant ethical standards for school counselors and all relevant federal, state and local codes and policies.	The school counselor adheres to American School Counselor Association and other relevant ethical standards for school counselors and all relevant federal, state and local codes and policies. The counselor also helps colleagues access and interpret codes and policies and understand implications.
	The school counselor does not engage in self-reflection of practice, review data to set goals for improvement or participate in professional learning.	The school counselor engages in limited self-reflection of practice, reviews minimal data ineffectively to set goals for improvement and participates in professional learning to meet some goals, enhance skills and stay current on professional issues.	The school counselor engagesinrthoughtfulnself-reflection of practice, reviews data to set goals for improvement and participates in professional learning to meet goals, enhance skills and stay current on professional issues.	The school counselor engages in thoughtful and ongoing self-reflection of practice; consistently reviews data to set and monitor goals for improvement; and participates in professional learning to meet goals, enhance skills and stay current on professional issues, educating others on learnings when appropriate.
	The school counselor does not attend professional meetings nor belong to organizations at the local, state or national level.	The school counselor attends professional meetings and/or belongs to organizations at the local, state or national level.	The school counselor actively participates in both professional meetings and organizations at the local, state or national levels.	The school counselor coordinates, facilitates and/or provides leadership in professional meetings and organizations at the local, state or national level.
Evidence				

Metric(s) of Student Outcomes – School counselors demonstrate an ability to produce positive student outcomes using pre-determined metrics.				
	Ineffective	**Developing**	**Skilled**	**Accomplished**
	The school counselor does not collect data nor demonstrate a positive change in students' knowledge, behavior or skills.	The school counselor collects data but cannot demonstrate a positive change in students' knowledge, behavior or skills.	The school counselor clearly demonstrates a positive change in students' knowledge, behavior or skills within at least one student domain.	The school counselor clearly demonstrates a positive change in students' knowledge, behavior or skills within three student domains.
Evidence				

Appendix G – Pre-Evaluation Form

ATHENS CITY SCHOOL DISTRICT
PRE-EVALUATION FORM

The following is be used as an agenda for facilitating the evaluation process for this school year.

Goals for the year

Teacher's Suggestions

1. _____
2. _____
3. _____

Principal's Suggestions

1. _____
2. _____
3. _____

Evaluation

As per Article VII, Evaluation, in the Master Agreement

Classroom Visitations
Observation Station
Best Times
Notice Preferred

Ideas for Facilitating the Evaluation Process

_____ _____

Teacher **Date**

_____ _____

Evaluator **Date**

Appendix H – Observation Form

ATHENS CITY SCHOOL DISTRICT
OBSERVATION FORM

Teacher _____ Date _____

School _____ Grade or Subject(s) _____

I. General Evaluation

_____	_____	A.	Demonstrates knowledge of subject _____
_____	_____	B.	Provides adequate planning _____
_____	_____	C.	Demonstrates understanding of the needs of learners _____
_____	_____	D.	Establishes and maintains rapport with students _____
_____	_____	E.	Organizes time, space, materials, etc. for instruction _____
_____	_____	F.	Facilitates learning _____
_____	_____	G.	Provides adequate learner evaluation _____
_____	_____	H.	Communicates with learners _____
_____	_____	I.	Demonstrates behavior managements _____
_____	_____	J.	Follows adopted graded course of study _____

II. Commendable Points:

III. Area(s) needing Improvement:

IV. Recommendations for Teaching Improvement:

V. Additional comments and/or Recommendations:

VI. Abides by Written Board Policy:

_____ _____
Teacher **Date**

_____ _____
Evaluator **Date**

_____ Written response is attached

Appendix I – Evaluation Form

ATHENS CITY SCHOOL DISTRICT
EVALUATION FORM

Teacher _____ Date _____

School _____ Grade or Subject(s) _____

I. Current Contract Status:

Limited _____
Continuing _____
Eligible for Continuing: Yes _____ No _____

II. Evaluation:

A. Commendable Points:

B. Areas Needing Improvement:

C. Additional Comments or Recommendations:

III. Contract Recommendations:

Limited _____
Continuing _____ (if eligible)
Non-Renewal _____
Termination _____

Conference was held: (date) _____

_____ _____
Teacher **Date**

_____ _____
Evaluator **Date**

____r____ Written response is attached

Appendix J – Grievance Procedure Form

ATHENS CITY SCHOOL DISTRICT
GRIEVANCE PROCEDURE

Name of Aggrieved _____ Position _____

Building _____ Date Filed _____

I. Article and section of Agreement claimed to have been violated: _____

_____

_____

_____

_____

II. Statement of Grievance: _____

_____

_____

_____

_____

III. Relief Sought: _____

_____

_____

_____

_____

_____

Signature

Appendix K – Salary Index

SALARY INDEX

STEP	BA	BA+150	MA	MA+30	PhD
0	1.000	1.045	1.150	1.220	1.270
1	1.040	1.090	1.200	1.270	1.320
2	1.080	1.135	1.250	1.320	1.370
3	1.120	1.180	1.300	1.370	1.420
4	1.160	1.225	1.350	1.420	1.470
5	1.200	1.270	1.400	1.470	1.520
6	1.240	1.315	1.450	1.520	1.570
7	1.280	1.360	1.500	1.570	1.620
8	1.320	1.405	1.550	1.620	1.670
9	1.360	1.450	1.600	1.670	1.720
10	1.400	1.495	1.650	1.720	1.770
11	1.440	1.540	1.700	1.770	1.820
12	1.480	1.585	1.750	1.820	1.870
13	1.520	1.630	1.800	1.870	1.920
14	1.520	1.630	1.800	1.870	1.920
15	1.560	1.675	1.850	1.920	1.970
16	1.560	1.675	1.850	1.920	1.970
17	1.560	1.675	1.850	1.920	1.970
18	1.560	1.675	1.850	1.920	1.970
19	1.560	1.675	1.850	1.920	1.970
20	1.600	1.720	1.900	1.970	2.020
21	1.600	1.720	1.900	1.970	2.020
22	1.600	1.720	1.900	1.970	2.020
23	1.600	1.720	1.900	1.970	2.020
24	1.600	1.720	1.900	1.970	2.020
25	1.640	1.765	1.950	2.020	2.070
26	1.640	1.765	1.950	2.020	2.070
27	1.680	1.810	2.000	2.070	2.120
30	1.720	1.855	2.050	2.120	2.170

Appendix L (1)

ATHENS EDUCATION ASSOCIATION SALARY SCHEDULE 2025-2026 Effective August 1, 2025					
STEP	BA	BA+150	MA	MA+30	PhD
0	$47,494	$49,631	$54,618	$57,943	$60,317
1	$49,394	$51,768	$56,993	$60,317	$62,692
2	$51,294	$53,906	$59,368	$62,692	$65,067
3	$53,193	$56,043	$61,742	$65,067	$67,441
4	$55,093	$58,180	$64,117	$67,441	$69,816
5	$56,993	$60,317	$66,492	$69,816	$72,191
6	$58,893	$62,455	$68,866	$72,191	$74,566
7	$60,792	$64,592	$71,241	$74,566	$76,940
8	$62,692	$66,729	$73,616	$76,940	$79,315
9	$64,592	$68,866	$75,990	$79,315	$81,690
10	$66,492	$71,004	$78,365	$81,690	$84,064
11	$68,391	$73,141	$80,740	$84,064	$86,439
12	$70,291	$75,278	$83,115	$86,439	$88,814
13	$72,191	$77,415	$85,489	$88,814	$91,188
14	$72,191	$77,415	$85,489	$88,814	$91,188
15	$74,091	$79,552	$87,864	$91,188	$93,563
16	$74,091	$79,552	$87,864	$91,188	$93,563
17	$74,091	$79,552	$87,864	$91,188	$93,563
18	$74,091	$79,552	$87,864	$91,188	$93,563
19	$74,091	$79,552	$87,864	$91,188	$93,563
20	$75,990	$81,690	$90,239	$93,563	$95,938
21	$75,990	$81,690	$90,239	$93,563	$95,938
22	$75,990	$81,690	$90,239	$93,563	$95,938
23	$75,990	$81,690	$90,239	$93,563	$95,938
24	$75,990	$81,690	$90,239	$93,563	$95,938
25	$77,890	$83,827	$92,613	$95,938	$98,313
26	$77,890	$83,827	$92,613	$95,938	$98,313
27	$79,790	$85,964	$94,988	$98,313	$100,687
28	$79,790	$85,964	$94,988	$98,313	$100,687
29	$79,790	$85,964	$94,988	$98,313	$100,687
30	$81,690	$88,101	$97,363	$100,687	$103,062

Appendix L (2)

ATHENS EDUCATION ASSOCIATION SALARY SCHEDULE 2026-2027 Effective August 1, 2026					
STEP	BA	BA+150	MA	MA+30	PhD
0	$48,681	$50,872	$55,983	$59,391	$61,825
1	$50,628	$53,062	$58,417	$61,825	$64,259
2	$52,575	$55,253	$60,851	$64,259	$66,693
3	$54,523	$57,444	$63,285	$66,693	$69,127
4	$56,470	$59,634	$65,719	$69,127	$71,561
5	$58,417	$61,825	$68,153	$71,561	$73,995
6	$60,364	$64,016	$70,587	$73,995	$76,429
7	$62,312	$66,206	$73,022	$76,429	$78,863
8	$64,259	$68,397	$75,456	$78,863	$81,297
9	$66,206	$70,587	$77,890	$81,297	$83,731
10	$68,153	$72,778	$80,324	$83,731	$86,165
11	$70,101	$74,969	$82,758	$86,165	$88,599
12	$72,048	$77,159	$85,192	$88,599	$91,033
13	$73,995	$79,350	$87,626	$91,033	$93,468
14	$73,995	$79,350	$87,626	$91,033	$93,468
15	$75,942	$81,541	$90,060	$93,468	$95,902
16	$75,942	$81,541	$90,060	$93,468	$95,902
17	$75,942	$81,541	$90,060	$93,468	$95,902
18	$75,942	$81,541	$90,060	$93,468	$95,902
19	$75,942	$81,541	$90,060	$93,468	$95,902
20	$77,890	$83,731	$92,494	$95,902	$98,336
21	$77,890	$83,731	$92,494	$95,902	$98,336
22	$77,890	$83,731	$92,494	$95,902	$98,336
23	$77,890	$83,731	$92,494	$95,902	$98,336
24	$77,890	$83,731	$92,494	$95,902	$98,336
25	$79,837	$85,922	$94,928	$98,336	$100,770
26	$79,837	$85,922	$94,928	$98,336	$100,770
27	$81,784	$88,113	$97,362	$100,770	$103,204
28	$81s784	$88.1$3	$97,362	$100,770	$103,204
29	$81,784	$88,113	$97,362	$100,770	$103,204
30	$83,731	$90,303	$99,796	$103,204	$105,638

Appendix L (3)

ATHENS EDUCATION ASSOCIATION SALARY SCHEDULE 2027-2028 Effective August 1, 2027					
STEP	BA	BA+150	MA	MA+30	PhD
0	$49,655	$51,889	$57,103	$60,579	$63,062
1	$51,641	$54,124	$59,586	$63,062	$65,545
2	$53,627	$56,358	$62,069	$65,545	$68,027
3	$55,614	$58,593	$64,552	$68,027	$70,510
4	$57,600	$60,827	$67,034	$70,510	$72,993
5	$59,586	$63,062	$69,517	$72,993	$75,476
6	$61,572	$65,296	$72,000	$75,476	$77,958
7	$63,558	$67,531	$74,483	$77,958	$80,441
8	$65,545	$69,765	$76,965	$80,441	$82,924
9	$67,531	$72,000	$79,448	$82,924	$85,407
10	$69,517	$74,234	$81,931	$85,407	$87,889
11	$71,503	$76,469	$84,414	$87,889	$90,372
12	$73,489	$78,703	$86,896	$90,372	$92,855
13	$75,476	$80,938	$89,379	$92,855	$95,338
14	$75,476	$80,938	$89,379	$92,855	$95,338
15	$77,462	$83,172	$91,862	$95,338	$97,820
16	$77,462	$83,172	$91,862	$95,338	$97,820
17	$77,462	$83,172	$91,862	$95,338	$97,820
18	$77,462	$83,172	$91,862	$95,338	$97,820
19	$77,462	$83,172	$91,862	$95,338	$97,820
20	$79,448	$85,407	$94,345	$97,820	$100,303
21	$79,448	$85,407	$94,345	$97,820	$100,303
22	$79,448	$85,407	$94,345	$97,820	$100,303
23	$79,448	$85,407	$94,345	$97,820	$100,303
24	$79,448	$85,407	$94,345	$97,820	$100,303
25	$81,434	$87,641	$96,827	$100,303	$102,786
26	$81,434	$87,641	$96,827	$100,303	$102,786
27	$83,420	$89,876	$99,310	$102,786	$105,269
28	$83,420	$89,876	$99,310	$102,786	$105,269
29	$83,420	$89,876	$99,310	$102,786	$105,269
30	$85,407	$92,110	$1011793	$105,269	$107,751

Athens Education Association & The Athens City School District Board of Education
Negotiated Agreement: August 1, 2025 - July 31, 2028

Appendix M – Request for Reimbursement for College Credit Form

Athens City Schools

Request for Reimbursement for College Credit

Date of Request: _____

Member's Name: _____

Number of Quarter or Semester Hours: _____ **Quarter Hrs.** ***OR*** _____ **Semester Hrs.**

Quarter/Semester: _____ **Year:** _____

College or University Attending: _____

First Day Attending:* _____

Course Number	Course Description	Hours

If you are paying a flat amount (i.e. workshop) please list the amount: _____

Are you currently working on your Master's Degree? _____ Yes _____ No

Member's Signature: _____

Approval of Superintendent's Office: _____

All requests must be submitted into the office of the superintendent for approval **prior to the first day of class that you are requesting. This is according to the negotiated agreement between Athens Education Association and the Athens City Schools Board Education, Article XI, Section C, Paragraph 2 – Reimbursement for College Credit.*

Appendix N – Application to Create Club/Special Program/Asst Coach

ATHENS CITY SCHOOL DISTRICT
APPLICATION TO CREATE A CLUB OR
SPECIAL PROGRAM OR
ASSISTANT COACH

_____
Date

Proposed Name: _____

Frequency of Meetings: _____

Duration of Activity: From _____r To _____

Approximate Total Hours Involved: _____

Purpose of the Club: _____

_____

_____

_____

_____
AEA President's Signature

_____
Superintendent's Signature

Appendix O – Planning/Conference/Collaboration Period

Planning/Conference/Collaboration Period Sub Pay Form

Employee Name: _____

Employee Building(s): _____

Elementary school teachers fill out this section only (Art, Music, PE, Spec. Ed)

Date	Teacher For Whom You Covered	# of Minutes Covered	Impact/Add'l Students(#)	Amount Due

Junior High/High School teachers fill out this section only

Date	Teacher For Whom You Covered	# of Minutes Covered	Impact/Add'l Students (#)	Amount Due

_____ _____

Employee Signature **Date**

_____ _____

Building Principal/Supervisor Signature **Date**

_____ _____

Superintendent Signature **Date**

For Treasurer Office Use Only

Pay Period Worked: _____

Pay Date of Compensation: _____

Appendix P – Salary Placement

The Athens Education Association and Athens City School District Board of Education agree to the changes in Article X, Section A, Subsection 6 of the 2019-2022 collective bargaining agreement as spelled out below.

X. SALARY

A. Salary Placement

6. In order to qualify for the Ph.D. column, the member shall show by means of an official college transcript the satisfactory completion of a Ph.D. **or Ed.D.** program from an accredited, approved institution.

3/5/20

Sabrina Stalder — Date

President

Athens Education Association

3-5-2020

Dr. Thomas Gibbs — Date

Superintendent

Appendix Q – Head Coach Review Form



Athens High School
Every Learner. Every Day.

1 High School Road The Plains, Ohio 45780
740-797-4521 (Phone) ◆ 740-797-1427 (Fax)
www.ahs.athens.sd.org

Principal April Stewart
Assistant Principal Cynthia Caruso-Hartman
Athletic Director Eric Sholtis

Athens High School Head Coach End of Season Formative Review

Coaching Performance	
Demonstrates Knowledge of the sport and effectively teaches athletes techniques and strategy. Demonstrates effective practice planning including starting time, ending time, and time spent on each aspect of practice. Uses instruction that helps ensure the safety of the athlete. Communicate with athletes in a positive and constructive manner.	Area of Strength: Area for Growth: Comments:
Team Management and Supervision	
Demonstrates effective discipline of athletes in practice, games, and outside of team functions. Rules and expectations are clearly communicated to all players. Provides supervision at all team functions including practice, games, and in the locker room. Ensures that players are treated with respect by coaches and other players.	Area of Strength: Area for Growth: Comments:
Professional Qualities	
Submits all paperwork in a timely manner including rosters, athlete paperwork, and schedules. Cooperative and appropriate with school administration, faculty, and the community. Complies with OHSAA, ODEW, and ACSD requirements. Adheres to the athletic department budget.	Area of Strength: Area for Growth: Comments:

Athens High School
Every Learner, Every Day.

1 High School Road, The Plains, Ohio 45780
740-797-4521 (Phone) • 740-797-4421 (Fax)
www.athens.k12.oh.us

Principal April Stewart
Assistant Principal Cynthia Caruso-Hartman
Athletic Director Eric Shultis

Observation 1: Date	
Observation 2: Date	
Observation 3: Date	

Appendix R – Insurance Plans/Premiums

HEALTH INSURANCE
September 1, 2025

Prices Below Are Full Monthly Premiums		
	P.P.O.	High Deductible Plan
Single Coverage:		
Medical	$ 1,258.00	$ 944.00
Rx	420.00	420.00
Dental	34.00	34.00
Vision	15.00	15.00
Monthly Total	$ 1,727.00	$ 1,413.00
Annual Total	$ 20,724.00	$ 16,956.00
Family Coverage:		
Medical	$ 2,878.00	$ 2,160.00
Rx	972.00	972.00
Dental	75.00	75.00
Vision	25.00	25.00
Monthly Total	$ 3,950.00	$ 3,232.00
Annual Total	$ 47,400.00	$ 38,784.00

HEALTH INSURANCE

September 1, 2025

Prices Below Are Board Share

	Teachers P.P.O.	Teachers High Deductible Plan	All Other Staff P.P.O.	All Other Staff High Deductible Plan
Single Coverage:				
Medical	$ 1,132.20	$ 849.60	$ 1,132.20	$ 849.60
Rx	378.00	378.00	378.00	378.00
Dental	30.60	30.60	30.60	30.60
Vision	12.00	12.00	12.00	12.00
Monthly Total	$ 1,552.80	$ 1,270.20	$ 1,552.80	$ 1,270.20
Annual Total	$ 18,633.60	$ 15,242.40	$ 18,633.60	$ 15,242.40
Family Coverage:				
Medical	$ 2,302.40	$ 1,728.60	$ 2,590.20	$ 1,944.00
Rx	777.60	777.60	874.80	874.80
Dental	67.50	67.50	67.50	67.50
Vision	12.00	12.00	12.00	12.00
Monthly Total	$ 3,159.50	$ 2,585.10	$ 3,544.50	$ 2,898.30
Annual Total	$ 37,914.00	$ 31,021.20	$ 42,534.00	$ 34,779.60

HEALTH INSURANCE

September 1, 2025

Prices Below Are Employee Share

	Teachers P.P.O.	Teachers High Deductible Plan	All Other Staff P.P.O.	All Other Staff High Deductible Plan
Single Coverage:				
Medical	$ 125.80	$ 94.40	$ 125.80	$ 94.40
Rx	42.00	42.00	42.00	42.00
Dental	3.40	3.40	3.40	3.40
Vision	3.00	3.00	3.00	3.00
Monthly Total	$ 174.20	$ 142.80	$ 174.20	$ 142.80
Annual Total	$ 2,090.40	$ 1,713.60	$ 2,090.40	$ 1,713.60
Family Coverage:				
Medical	$ 575.60	$ 432.00	$ 287.80	$ 216.00
Rx	194.40	194.40	97.20	97.20
Dental	7.50	7.50	7.50	7.50
Vision	13.00	13.00	13.00	13.00
Monthly Total	$ 790.50	$ 646.90	$ 405.50	$ 333.70
Annual Total	$ 9,486.00	$ 7,762.80	$ 4,866.00	$ 4,004.40

Athens City Schools:
Walkthroughs/Informal Observations: Ohio Teacher Evaluation System 2.0

Walkthrough: General Form

Teacher Name: **Grade(s)/Subject Area(s):** **Date:**

Evaluator Name: **Time Walkthrough Begins:** **Time Walkthrough Ends:**

Directions: This form serves as a record of a walkthrough by the teacher's evaluator. The evaluator will likely not observe all the teaching elements listed below in any one informal observation, nor is this an exhaustive list of evidence that may be observed. This record, along with records of additional informal observations, will be used to inform the holistic evaluation of the teacher.

EVALUATOR OBSERVATIONS	
☐ Teacher is consistent and effective in communicating appropriate, needs-based, differentiated learning goals	☐ Communication strategies and questioning techniques check for understanding and encourage higher-level thinking
☐ Instructional time is used effectively	☐ Information is presented in multiple formats
☐ Teacher combines collaborative and whole class learning opportunities	☐ Routines, procedures and transitions are consistent, effective and maximize instructional time
☐ Rapport and expectations for respectful, supportive and caring interactions with and among students and the teacher are evident	☐ Feedback is substantive, specific, timely and supports student learning
☐ Lesson makes clear and coherent connections with student prior learning and future learning	☐ Teacher selects, develops and uses multiple assessments
☐ Teacher demonstrates content knowledge and uses content-specific language and strategies to engage students	☐ Teacher uses differentiated instructional strategies and resources for groups of students
☐ Other:	☐ Other:

Identified Focus Area(s) and Aligned Evidence, if Applicable:

Evaluator Summary Comments:

Evaluator Signature: _____ ☐ **Photocopy to Teacher**