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AGREEMENT

between the

SEBRING LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

and the

SEBRING LOCAL EDUCATION ASSOCIATION

September 1, 2026 – August 31, 2029

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ARTICLE I – RECOGNITION

1.01 Statement of Recognition

Sebring Local School District Board of Education, hereinafter referred to as the "Board," recognizes the Sebring Local Education Association, an affiliate of OEA/NEA, hereinafter referred to as the "SLEA", as the sole and exclusive employee representative for all certified/licensed personnel and other positions not excluded under ORC 4117.

1.02 Definition of Bargaining Unit

The bargaining unit represented by the SLEA shall be defined as follows:

1.021 Inclusions

All professional certified personnel employed by the Board, including part-time professional teachers, and guidance counselor.

1.022 Exclusions

Day-to-day substitutes; the superintendent; administrators; supervisors; and any employee who has the authority to recommend the hire, the discharge, or the discipline of an employee or the authority to evaluate said employee or the authority to recommend resolutions to grievances.

1.03 Definitions

The terms listed below, when used in this Agreement, shall be defined as follows:

A. Employee: Any employee in the bargaining unit defined in Section 1.02 of this Agreement.

B. Full-time Employee: An employee who is regularly assigned to work thirty-six and one-fourth (36 ¼) hours per week.

C. Part-time Employee: Any employee who is regularly assigned to work fewer hours than the thirty-six and one-fourth (36 ¼) hours per week.

D. Day: A calendar day.

E. Workday: A day on which an employee is scheduled to report for work and the length of which is set forth in Article 5.10.

F. School Day: The portion of the day when students are scheduled to be in attendance.

G. Immediate Supervisor: The principal, coordinator/director of special education to whom the employee is directly responsible. An immediate supervisor shall not be a person who is a member of the bargaining unit represented by SLEA.

H. Superintendent: The Superintendent of the Sebring Local School District or his/her designated representative.

I. SLEA: The Sebring Local Education Association.

J. Board: The Board of Education of the Sebring Local School District.

K. Seniority: Seniority shall be defined as the employee's length of continuous service with the Board commencing from the employee's first day worked.

1. Seniority for full-time employees will mean the number of continuous years of service commencing with the employee's first day worked.

2. Seniority for part-time employees shall be determined by totaling the number of hours on active employment status during the school year and dividing such total number of hours first by seven and one-fourth (7 ¼) and then by one hundred eighty-four (184) to arrive at the amount of seniority to be credited to the employee for that school year.

3. Breaking of Seniority

A layoff that does not exceed twenty-four (24) months, time spent on disability retirement, or any Board-approved leave of absence shall neither be construed to constitute a break in seniority nor an accrual of seniority; however, an employee's seniority shall be broken upon resignation, permanent retirement, or discharge for just cause.

4. Exclusions

a. Service rendered beyond the normal work year shall not be considered toward accumulated seniority.

b. Years of service in supervisory or administrative positions shall not be considered toward accumulated seniority.

5. Breaking of Seniority Ties

In the event that two or more employees in the same area of certification share the same seniority date, they shall be placed on the seniority list in accordance with the date of the Board meeting at which the Board first hired them. If a tie still exists, the employee who appears first on the Board agenda will be most senior.

L. Bargaining Unit Work: Bargaining unit work shall be defined as all work included on the job descriptions of bargaining unit members. Aides may monitor study halls and perform other non-teaching monitoring duties. This provision shall not reduce a full-time employee to part-time status or result in a reduction in force.

M. Agreement: The labor agreement between the SLEA and the Board.

N. District: The Sebring Local School District.

O. ORC: The Ohio Revised Code.

P. Employee Unit: Employee classifications covered by the agreement.

1.04 Management Rights

The Board retains the sole right to manage the operation of the schools as described in ORC 4117.08C. The Board has the authority to:

A. Determine matters of inherent managerial policy which include but are not limited to areas of discretion or policy such as the functions and programs of the Board, standards of school services, its overall budget, utilization of technology, and the school district organizational structure;

B. Direct, supervise, evaluate, and hire employees;

C. Maintain and improve the efficiency and effectiveness of Board operations;

D. Determine the overall methods, process, means, or personnel by which school district operations are to be conducted;

E. Suspend, discipline, demote or discharge for just cause, layoff, transfer, assign, schedule, promote, and retain employees;

F. Determine the adequacy of the work forces;

G. Determine the overall mission of the school district;

H. Effectively manage the work force;

I. Take actions to carry out the mission of the school district.

1.05 SLEA Rights

Recognition of the SLEA as the sole and exclusive employee representative shall entitle the SLEA to certain privileges not granted to any other employee representative, including but not limited to:

A. The right to payroll deduction of membership dues in accordance with the following provisions:

1. The Board agrees to deduct dues from the pay of certified employees when so authorized in writing by each employee.

2. The deduction for those employees previously electing payroll deduction of dues and for employees authorizing the District Treasurer to deduct dues shall be made equally in accordance with Section 6.0153.

3. The enrollment period for such deductions shall be from the first (1st) day of the school year until the sixth (6th) school day prior to the second pay date of the school year. Authorization shall be on a continuous basis from year to year unless a request for withdrawal of authorization is submitted to the District Treasurer and the SLEA President as provided in Section 1.05(A)(4).

4. Such authorization for deduction of professional dues shall be irrevocable for periods of one (1) school year, except that authorization may be withdrawn during the first five (5) school days of each school year. Notification of withdrawal of deduction authorization must be submitted in writing, by the employee to the District Treasurer and to the SLEA President within the five (5) school day withdrawal period.

5. The balance of the annual deduction shall be deducted from the final paycheck of the employee resigning his/her position, taking an unpaid leave of absence, or having his/her employment terminated after the second pay date of the school year during the term of this Agreement.

6. Individual authorization forms for dues deductions shall be furnished by the SLEA, and when executed shall be filed by the SLEA with the District Treasurer.

7. Dues deductions shall be transmitted by the District Treasurer to the SLEA Treasurer.

8. The right to refund to an employee such dues deducted from his/her salary shall lie solely with the SLEA.

9. Each employee shall sign and deliver to the SLEA and the District Treasurer a copy of the authorization form for payroll deduction of SLEA membership dues.

B. 1. The District Treasurer shall deposit all dues, 403b, STRS, and any other deductions that may apply into their respective accounts within seven (7) Treasurer workdays of the deduction.

2. Employee pay stubs shall have all monies earned listed and labeled on their paystubs, as long as software permits.

C. This section is null and void as a matter of law based on the Supreme Court decision in Janus v. AFSCME, Council 31, 585 U.S. (2018), and will not be implemented, but is preserved should the law change in future years.

The right to assess a representation (fair share) fee of any employee who is not a member of the SLEA in good standing in recognition of the SLEA's services to the Employee Unit.

1. Payroll deduction of such fair share fee shall commence on the first pay date which occurs on or after January 15th annually. In the case of unit employees newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date on or after the latter of:

   a. Sixty (60) days employment in a Bargaining Unit position which shall be the required probationary period, or

   b. January 15th

2. The District Treasurer shall notify the SLEA President when a substitute teacher becomes a member of the Bargaining Unit as a result of teaching sixty (60) consecutive days in the same position.

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

4. The Association shall indemnify and hold harmless the Board, individually and collectively; the Administration, individually and collectively; and the Treasurer of the District, against any and all claims, demands, suits, or other forms of liability arising out of any action taken or not taken by the Board, the Administration, or the Treasurer for the purpose of complying with any of the provisions of this Article.

D. The right to meet with employees during the school day without loss of pay as is necessary to discharge its obligation as employee representative provided such representation occurs during non-instructional time or has been given prior approval by the Superintendent.

E. The right of the SLEA representative(s) to represent employees at grievance and arbitration hearings. Whenever possible, said hearings shall be scheduled after the conclusion of the school day or at a time when school is not in session. If a time cannot be scheduled outside of a school day, then coverage will be provided for union representation affected and teacher.

F. The right of the SLEA to use the Board's regular daily intra/inter school mail in accordance with law.

G. The right of the SLEA faculty representatives/officers to use bulletin boards in each building designated for SLEA announcements.

H. The right of the SLEA to use school buildings for SLEA meetings provided that advance approval has been received from the building principal for attendance of more than eight (8) SLEA members.

I. The right of SLEA faculty representative/officers to use individual school equipment when such equipment is not otherwise in use.

1. The use of school equipment is strictly to service the legitimate business of the SLEA as it relates to membership.

2. Supplies in connection with use of such equipment will be furnished or paid for by the SLEA.

J. The right of the SLEA to use school phones for conducting SLEA business.

K. The right of SLEA representatives to make brief announcements during school faculty meetings with the prior approval of the Superintendent or building principal. Permission to make announcements shall not be unreasonably withheld.

L. The right of SLEA representatives to use the building public address system to make announcements subject to the prior approval of the building principal. Permission to make announcements shall not be unreasonably withheld.

M. The right of the SLEA President to receive, upon request, a directory listing the names, addresses, phone numbers, and job assignments on record of the employees in the Bargaining Unit.

N. The right of SLEA President and Lead Mentor/Resident Educator Program Coordinator to receive the names and teacher license numbers of newly hired employees within ten (10) days of the date of hire.

O. The right of the SLEA President to receive a copy of the agenda of each Board meeting, previous Board minutes, agenda, and financial reports after they have been distributed to the Board members but in advance of the scheduled meeting and simultaneously with the media. The agenda shall include attachments of a public nature. A representative of the SLEA shall be permitted to address the Board at an appropriate time(s) during its regular or special meetings.

P. The right of the SLEA President to receive a copy of the proposed regular school year calendar not less than one (1) regular Board meeting prior to the Board meeting at which the regular school year calendar appears as an item on the Board's agenda. The regular school year calendar shall not be finalized and approved by the Board until the Association is afforded a reasonable opportunity to collaborate with the Board orally and in writing regarding the proposed school year calendar.

Q. <u>Board Policy/Rules</u>

The SLEA shall be made aware of online documents for all Board policies, rules, regulations and procedures and any subsequent amendments as they occur.

R. Personal and Academic Freedom

1. Private Life

The private life of an employee is not within the appropriate concern or attention of the Board, except as it may directly prevent the employee from properly performing his/her assigned functions during the work day. Teachers understand, uphold, and follow professional ethics, policies, and legal codes of professional conduct.

2. Rights of Citizenship

Employees will be entitled to full rights of citizenship, and no religious or political activities of any employee, or lack thereof, will be grounds for any discipline or discrimination with respect to the employment of such employee, providing said activities are not violation of laws.

3. Censorship

The Board and the SLEA agree that academic freedom is essential to the fulfillment of the purposes of the District; fulfillment of current academic standards, and they acknowledge the fundamental need to protect employees from any censorship or restraint which might interfere with their teaching functions.

S. Job Descriptions

All job descriptions shall contain the following: (1) the job title; (2) the job title of the immediate supervisor; (3) the certification and other qualifications for the position; (4) a list of the job duties and responsibilities.

ARTICLE II – NEGOTIATIONS PROCEDURE

2.01 Initiation of Negotiations

A written request to commence negotiation of a successor agreement shall be submitted by the SLEA to the Superintendent or by the Superintendent to the President of the SLEA no earlier than one hundred twenty (120) days nor later than sixty (60) days before the expiration date of this Agreement unless agreed upon by both parties.

2.02 Scope of Negotiations

The Board shall meet with the recognized bargaining representative for the purpose of negotiating in good faith all items which may affect the wages, salaries, hours, and other terms and conditions of employment of the employees and the continuation, modification, or deletion of an existing provision of this Agreement.

2.03 Meetings

Meetings between the negotiating team of the SLEA and the Superintendent and/or his/her official representative(s) shall be scheduled for a mutually satisfactory time within fifteen (15) days after the request for a meeting, unless a mutually satisfactory later date is agreed upon. Negotiations shall be completed within sixty (60) days from the date of the first negotiation meeting, unless there is a mutually agreed upon extension.

2.031 Negotiations Representatives

Neither party shall have any control over the selection of the negotiation representatives of the other party. Both parties agree to limit their team to five (5) representatives. In addition to the five (5) representatives, OEA and SLEA representatives shall observe proceedings; however, either party may bring in others to address specific issues as needed. The negotiation representatives of each party shall be clothed with all power and authority necessary to make proposals, consider proposals, make concessions, and reach tentative agreements subject only to ratification by both parties.

2.032 Reporting Negotiations Progress

Interim reports of progress may be made to the SLEA by its representatives and to the Board by the Superintendent or his/her designated representative; however, each party shall be restricted to reporting to its own organization.

2.033 Media Releases

While negotiations are in progress, any release prepared for the news media shall be approved by both groups. In the event that either party declares impasse, this provision shall no longer be binding.

2.034 Written Proposals and Counterproposals

The parties shall make a good faith effort to present proposals and counterproposals in written form.

2.04 Disagreement

2.041 Mediation

At any time after the thirtieth (30th) day of the sixty (60) day negotiations period, either party may request mediation conducted under the auspices of the Federal Mediation and Conciliation Service or other mediator or mediation service agreed to by the parties. Upon such request by either party, the parties shall submit a joint written request to the Federal Mediation and Conciliation Service or other mediator or mediation service agreed to by the parties to provide a mediator to facilitate bargaining. Mediation shall begin as soon as the mediator can be available and may continue until the expiration of the Agreement, and, if the parties mutually agree, may continue thereafter.

2.042 Cost of Mediation

Each party shall bear its own costs incident to mediation and they shall share equally any other costs for the mediation services.

2.05 Agreement

2.051 Final Agreement

When the parties reach a contractual agreement, it shall be reduced to writing by the Board or its designee and presented to the Board by the Superintendent and to the membership of the SLEA by its President or his/her designee.

2.052 Adoption of Final Agreement

Adoption of the aforesaid contractual Agreement shall be accomplished upon ratification by the membership of the SLEA and ratification by the Board. Signature of the completed contractual Agreement prepared by the Board or its designee shall occur within ten (10) days after ratification by both parties. The Board will provide an electronic copy of the final Agreement to the SLEA President.

2.06 No Reprisals

No reprisals of any kind shall be taken by either party or by any member of the administration against any party involved in negotiations.

2.07 Reopening of Negotiations

Negotiations on the existing Agreement may be reopened on any item(s) at any time prior to the expiration of the Agreement, provided that both parties mutually agree to reopen negotiations on said item(s).

ARTICLE III – GRIEVANCE PROCEDURE

3.01 Definition

A grievance is defined as a claim by an employee or the SLEA that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.

3.02 Procedure

Grievances shall be handled as set forth in this Grievance Procedure.

3.021 Step 1; Informal Procedure

An employee who feels that he/she has a grievance shall, within fifteen (15) work-days after the employee knew, or should have known, of the event or condition upon which the grievance is based, discuss the grievance with his/her immediate supervisor. If the grievance involves an issue that can be addressed only by the Treasurer's office, then the employee must discuss it in person or virtually with the Treasurer as part of Step 1. If the grievant determines that said discussion does not affect a satisfactory resolution to the grievance, the grievance may be processed to Step 2 of the Grievance Procedure.

3.022 Step 2; Supervisor/Treasurer Level

The employee or the SLEA may present the grievance in writing to the employee's supervisor, or the Treasurer as set forth above, who shall arrange for a meeting to take place within five (5) workdays after receipt of the grievance. The SLEA's representative, the aggrieved employee, and his/her supervisor shall be present for the meeting. The supervisor or Treasurer must provide the employee and the SLEA with his/her written answer to the grievance within five (5) workdays after the conclusion of the meeting.

3.023 Step 3; Superintendent Level

If the grievance is not resolved at Step 2, or if the time limits are not met, the SLEA may, within five (5) workdays of receipt of the Step 2 decision or within five (5) workdays of the expiration of the response timeline,

process the grievance to the Superintendent, or his/her designated representative, or to the Board if the grievance was originally filed with the Treasurer. The Superintendent, or his/her designated representative, shall arrange for a meeting with the SLEA representative and the aggrieved employee to take place within five (5) workdays of his/her receipt of the appeal. Each party shall have the right to have present at such meeting such witnesses as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have five (5) workdays in which to provide his/her written decision to the SLEA.

3.024 Step 4; Board Level

If the grievance is not resolved at Step 3, or if the time limits are not met, the SLEA may process the grievance to the Board at its next regular meeting after the Superintendent's written response should have been rendered. Each party shall have the right to present at such meeting such witnesses as it deems necessary to develop the facts pertinent to the grievance. Upon conclusion of the hearing, the Board shall have five (5) workdays in which to provide its written decision to the SLEA.

3.025 Step 5, Arbitration

If the grievance has not been resolved through the preceding procedure, or if the Board has not issued its written answer within the time prescribed in Step 4, then the SLEA may submit the grievance to arbitration by giving written notice to the Superintendent of its intent to do so. The SLEA shall then request the American Arbitration Association to provide a list of arbitrators. The arbitrator shall be selected according to the Voluntary Rules of the American Arbitration Association using the alternate strike method. Either party shall have the right to request a second list of arbitrators. If a demand for arbitration is not filed within thirty (30) workdays of the date for the Board's Step 4 answer, then the grievance will be deemed withdrawn.

3.0251 Authority of Arbitrator

The decision of the arbitrator shall be final and binding upon the parties. The authority of the arbitrator shall be to determine controversies involving the interpretation, application, or alleged violation of specific provisions of this Agreement and he/she shall have no powers to add to, subtract from, or modify any of the terms of this Agreement, or to arbitrate any matter not specifically provided for by this Agreement.

3.0252 Expedition of Grievances

If the SLEA and the Superintendent agree, Step 1, Step 2 and/or Step 3 of the grievance procedure may be by-passed and the grievance brought directly to the next step. Class grievances involving more than one supervisor, and grievances involving an administrator above the immediate supervisory level may be filed by the SLEA at Step 3.

3.0253 Rights to Representation

Both parties shall have the right to legal counsel at all levels of the procedure beginning at Step 2. The grievant shall have the right to an SLEA representative at all levels beginning at Step 1.

3.0254 Authority by SLEA to Skip Steps

The SLEA has the right to skip grievance steps without penalty in events that the supervisor is the Superintendent.

3.03 Time Limits

3.031 Definition of "Workday" During Summer

When a grievance is submitted on or after the last teacher workday, "workday" shall be defined as a week day so that the matter may be resolved before the close of the school term or as soon as possible thereafter. The time limits set forth in this procedure may be extended only by mutual agreement of the parties, and the parties agree that a reasonable effort will be made to expedite the grievance process.

3.032 Waiver

If the grievance is not initiated within fifteen (15) workdays after the grievant knew, or should have known, of the event or condition upon which the grievance is based, or advanced within the timelines once filed, the grievance is considered waived.

3.04 Costs of Arbitration

Each party shall bear the full cost for its representation in the arbitration proceedings. The cost and expenses of the arbitrator and the American Arbitration Association shall be divided equally between the Board and the SLEA.

3.05 Transcripts

Should either party desire a transcript of the proceedings, that party shall bear the full cost for that transcript. Should both parties request a transcript, then the costs for the transcript shall be divided equally between the parties.

3.06 Record Keeping

All documents, communications, and records dealing with the processing of a grievance should be filed separately from the personnel file of any employee involved.

ARTICLE IV – LEAVE POLICIES

4.01 Personal Leave

4.011 Definition

Personal leave is defined as leave which must be used to conduct business or personal affairs which cannot be conducted at any time other than during the regular school day without creating an undue hardship.

4.012 Notification for Use of Personal Leave

Notification for use of personal leave should be made in kiosk or equivalent at least three (3) days in advance, but exceptions may be made to this rule in emergency situations.

4.0121 Employee shall receive written notice of approval or denial within two (2) school days of submission for all leave defined under Article IV.

4.013 Entitlement to Personal Leave

4.0131 Except as set forth below, each bargaining unit member shall be granted three (3) unrestricted personal days per school year without loss of salary.

4.01311 In the event of any bargaining member requesting a personal day within the last ten (10) days of the student school year, the member may be granted a personal day at no cost to the district, provided the member obtains coverage, so that the member may attend a child or step child's school event.

4.0132 Personal leaves shall not be used for gainful employment.

4.0133 Personal leave will not be approved on the day preceding or following a scheduled school holiday period or during the last ten (10) days of a school year except upon approval by the Superintendent for an emergency or unforeseen event. Holiday period is to include Thanksgiving, Christmas/New Year's, Easter, and Memorial Day.

4.0134 If the number of employees requesting personal leave on the same day exceeds ten percent (10%) of the total number of employees in the bargaining unit, the leave will be granted on a priority basis to employee(s) in the order said employee(s) submitted a written request.

4.0135 Unused personal leave days shall accumulate as sick leave at the end of each school year or will be reimbursed no later than the first pay in August of each school year at the rate of $150 per day for one full unused day, $200 per day for two full unused days, and $250 per day for three full unused days.

4.0136 Personal days may be taken in one day or half-day increments.

4.02 Sick Leave

4.021 Entitlement to Sick Leave

4.0211 Employees may use sick leave upon the approval of the Superintendent for absences due to illness, pregnancy, injury, exposure to contagious disease, for illness or death in the employee's immediate family, and doctor's appointments. Sick leave may be used during the eight (8) weeks immediately following the birth of a child for illness or nonmedical reasons. After eight (8) weeks, sick leave will only be granted for illness described in 4.0211 as listed above.

4.0212 Immediate family shall be interpreted to include the employee's father, mother, brother, sister, husband, wife, child, grandchild, grandparents, all in-laws serving in the same capacity as above, power of attorney or any member of the household who has stood in the same family relationship with the employee as any of these.

4.0213 Sick leave may be taken in whole day or half day increments.

4.022 Accrual of Sick Leave

Full-time employees shall accrue to their credit fifteen (15) days sick leave per year at a rate of one and one-fourth (1 ¼) days per month for each year under contract. A running tally of days accumulated and days used shall be reported in the electronic tracking system.

4.023 Transfer of Accumulated Sick Leave

An employee who transfers from one public agency in Ohio to another public agency shall be permitted to transfer with him the amount of his accumulated sick leave.

4.024 Justification for Use of Sick Leave

The Superintendent may require an employee to use kiosk or equivalent which is furnished by the Board to justify the use of sick leave. Falsification of said statement shall be grounds for disciplinary action (reference ORC 3319.141). If an employee is on sick leave for more than ten (10) consecutive working days, an attending physician's release to return to work is required.

4.025 Sick Leave Advance

Each new full-time employee shall be advanced five (5) days of sick leave credit at the beginning of the school year. If illness requires the employee to use the full amount of credit before four (4) months of service have been completed, such employee may not be lawfully advanced additional sick leave credit. The five (5) day advance is to be deducted from the future accumulation of sick leave credit the employee earns on the basis of completed months of service (reference ORC 3319.141).

4.026 Sick Leave Accumulation

Accumulation of sick leave credit shall be limited to two hundred ninety-two (292) days.

4.027 Sick Leave Bank Guidelines

The purpose of the Sick Leave Bank (SLB) is to provide paid days for extended personal illness or family illness to SLEA members who have exhausted their accumulated sick and personal days and who are experiencing prolonged, catastrophic, or family illness. The SLB shall be governed by the following.

A. The bank will operate on a strictly voluntary basis.

B. Any bargaining unit member with a bank of unused sick days may elect to transfer any portion of accumulated days of sick leave to members of SLEA.

Procedure

Each bargaining unit member who wishes to participate may donate a maximum of five (5) accumulated sick days per year. No initial donation of days is required. The SLB is established to process requests and accommodate transfer of days.

If an SLEA member needs additional sick days and has exhausted all sick, and personal, the following steps must be taken:

a. A doctor's statement that includes a description of the illness or injury, the anticipated period of recuperation, and the anticipated date of the member's return to work must accompany all written requests for withdrawals.

b. Provide verification that he/she has been under the care of a licensed physician.

c. Make written request to the SLB Committee for sick leave donation in any increments.

d. Once the SLB Committee has received a request, all SLEA members will be asked if they wish to donate a day(s) to the requesting member who shall be identified. Requests will be conveyed through school email. Members who wish to donate day(s) have five (5) days to respond via school email. Following the five (5) days, the SLB Committee will notify the requesting member and treasurer's office of the results. If a volunteering member's sick days are being used, they will be notified. Donating member responses will be on a rotating basis. Once the requested number of days has been reached, all members will be notified.

e. The SLB is not to be used to supplement leave for childbirth (natural or caesarean section). However, complications arising out of pregnancy or childbirth may be considered by the SLB Committee.

f. A member may only use up to a maximum of thirty (30) donated days from the SLB per school year.

g. Voluntary donation days to SLB will not be refunded and shall be used as needed by multiple bargaining members; however all unused days will be rolled over to the next year.

h. SLEA will provide the treasurer with an updated copy of the procedures, rules, and regulations of the SLB, along with amendments, prior to their implementation.

i. All written requests for withdrawal shall be in writing, shall be verified by the committee, and may be submitted in behalf of an employee by another person when necessary because of the incapacity of the employee.

j. After review of the request form and the supporting documentation, the Committee may grant all of the days requested (within the limits set forth herein), a portion of the number of days requested, or none of the days requested. All applications will be reviewed on an individual basis.

k. An employee may apply to the Committee for a withdrawal in advance of the depletion of such employee's accumulated sick leave, to be granted, if needed, upon such depletion. All written requests will be reviewed on an individual basis.

l. Should extreme/extenuating circumstances, the Committee may consider requests beyond the thirty (30) day limit on a case by case basis, with no guarantee of request being granted.

Committee:

A SLB Committee shall be appointed by the SLEA. The Committee shall establish rules and regulations and make decisions required to administer the Bank, so long as those rules, regulations, and decisions do not modify the agreement contained herein.

4.028 Low Absenteeism Credit

Employees who during the entire school year:

1) use none of their sick leave days shall receive six hundred dollars ($600.00);

2) use one (1) day of sick leave shall receive five hundred dollars ($500.00);

3) use two (2) days of sick leave shall receive four hundred dollars ($400.00).

This attendance credit shall be given to the employee by the first pay in July of the school year in which it was earned.

4.03 Bereavement Leave

4.031 No more than three (3) days of bereavement leave per occurrence, or six (6) days per year, shall be granted to an individual SLEA member for the school year due to death in the immediate family, which shall be interpreted to include the employee's father, mother, brother, sister, husband, wife, child, grandchild, grandparents, aunts, uncles, all in-laws serving in the same capacity as above, power of attorney or any member of the household who has stood in the same family relationship with the employee as any of these.

The bereavement leave may be used for the actual funeral, for grieving, or for business related to the death as needed. Unless the day or days are needed to attend a memorial service, all bereavement leave must be taken within ten (10) workdays of the death. Additional bereavement days may be taken from sick leave, but may only be used for death in the immediate family as defined above. SLEA members will also be permitted to attend funerals or services to support colleagues and/or students or to grieve their loss.

4.032 An employee shall be granted bereavement leave to mourn the loss of his/her own child due to miscarriage.

4.04 Assault Leave

4.041 Entitlement to Assault Leave – School Related Issues

4.0411 Any employee who is absent from work due to a disability or serious physical injury resulting from an assault which occurred in the course of or as a result of Board employment, and a physician certifies that the employee is not capable of performing their duties, shall be maintained on full pay status during the period of his/her absence up to a maximum of thirty-two (32) school days per assault. After the first seven (7) days of the employee's absence, the pay of any employee on assault leave shall be reduced by the amount received by that employee, if any, for worker's compensation as a benefit to cover loss of pay sustained for the injury. However, the employee's pay shall not be reduced by benefits received from worker's compensation to cover occupational diseases, medical expenses, nursing expenses, hospital services, medicines, and/or rehabilitation services.

4.0412 Leave granted under this provision shall not be charged against sick leave earned or earnable under ORC 3319.141.

4.042 Justification for Use of Assault Leave

An employee desiring assault leave shall file in kiosk or equivalent and shall file a report with law enforcement. If medical attention is required, the employee shall provide a certificate from a licensed physician stating the nature of the disability and/or serious physical injury, as defined above, and its probable duration.

4.05 Professional Leave

4.051 Entitlement to Professional Leave

4.0511 An employee may be granted leave with pay for attendance at SLEA meetings and conferences, or at meetings, conferences and visitations of a professional nature that will add to or reflect growth in their current licensure and teaching position, or if the athletic director, upon prior approval of the Superintendent. In addition to the paid leave, the employee shall be reimbursed for actual cost of registration, transportation by common carrier, and housing at the cost of a double-room rate unless a single room is required, providing receipts are submitted. Reimbursement shall be at the IRS mileage rate and up to forty dollars ($40.00) per diem for

meals. Expense reimbursement as described above shall not be applicable to attendance at OEA Representative Assemblies and conferences relative to labor relations.

4.0512 Attendance at such meetings or conferences can be of a specific or general education program and need not be in the same specific category of the employee's normal assignment field

4.0513 The Superintendent shall approve up to three (3) days for observation of other educators in or out of district for professional growth.

4.052 Employment of Substitute for Employee on Professional Leave

When leave is granted under the provisions of this section, the Board shall provide a substitute or class coverage by certified personnel.

4.053 Requests for Professional Leave

Requests for said leave shall be made to kiosk or equivalent at least ten (10) days prior to the date of requested leave.

4.06 Court Leave

Leave for court appearances shall be defined as an absence that is precipitated by an employee being subpoenaed as a witness for a matter regarding the District or to testify regarding a student or selected as a juror. SERB is considered a court according to SLEA. Such leave shall be without loss of pay or other leave.

4.07 Sabbatical Leave

Sabbatical leave for study or research or for teaching in a foreign country may be granted by the Board upon request of employees who have completed seven (7) years of service in the District subject to the following conditions:

4.071 Submission of Plan for Sabbatical

The employee shall present a plan for professional growth to the Superintendent for his approval and authorization of sabbatical leave. At the conclusion of the leave, the employee shall provide evidence that the plan was followed.

4.072 Frequency of Sabbatical

No employee may be granted such leave more often than once for each seven (7) years of service nor shall an employee be granted such leave for a second time when other employees have filed a request for such leave.

4.073 Limitation on Sabbatical

Sabbatical leaves shall not be granted to more than five percent (5%) of the professional staff during a given period.

4.074 Employment Commitment While on Sabbatical

An employee who is granted sabbatical leave shall be required to return to the staff of the school system for at least one (1) year. If he/she does not return for one (1) year, he/she shall be required to refund the Board monies paid as compensation during such leave.

4.075 Duration and Pay While on Sabbatical

A sabbatical leave may be granted for one (1) semester, one (1) full school year, or for the last semester of one (1) school year and the first semester of the following year. An employee while on sabbatical leave shall receive the difference between the pay paid to his replacement and the new pay which the employee would have received if teaching at the District.

4.076 Application Timelines for Sabbatical

Application for sabbatical leave shall be made in writing and addressed to the employee's immediate supervisor not later than February 15 or October 15 preceding the school term within which the leave is desired. The Board must take action on any application submitted on or before the October 15 deadline not later than December 15. The Board must take action on any application submitted on or before the February 15 deadline not later than April 15.

4.077 Assignment after Sabbatical

If said leave did not exceed a period of one (1) semester, upon return from leave the employee shall be restored to his/her former position. If said leave exceeded one (1) semester, upon return from leave, the employee shall be restored to his/her former position or a comparable position at the discretion of the Superintendent.

4.078 Replacement While on Sabbatical

Such leave shall not be granted unless there is available a certified replacement for the employee requesting such leave.

4.079 Service Credit While on Sabbatical

Regular annual salary increments shall be given for the time of leave as if the employee had performed service to the school during the period of leave.

4.0710 Insurance on Sabbatical

Insurance coverages provided for under this Agreement shall be provided to any employee during the term of his/her sabbatical leave.

4.08 Parental Leave

4.081 Entitlement to Parental Leave

Parental leave of absence shall be granted, upon request, to an employee who becomes pregnant or who becomes a parent by childbirth or adoption. Said leave shall be an unpaid leave of absence and shall be granted for a full school year or part of the school year in which it is requested. Parental leave for pregnancy may begin at any point of the pregnancy and shall continue through the disability connected with the delivery. Upon request of the employee, parental leave may be extended for a period up to one (1) additional school year, provided the request is made in writing to the Superintendent on or before July 1 immediately preceding the school year for which the extension is requested.

4.082 Application for Parental Leave

Application for a parental leave shall be made in writing to the Superintendent not later than thirty (30) workdays prior to the effective date for such leave. The parental leave request shall state the anticipated duration of the leave. In the case of parental leave for pregnancy, the request shall be accompanied by a statement from the attending physician giving the expected date of delivery.

4.083 Reassignment to Duty

4.0831 An employee who desires to be reassigned to duty following the expiration of such leave shall adhere to the following procedure:

A. An employee whose leave of absence shall expire prior to the beginning of the Fall semester shall notify the Superintendent in writing by certified mail not later than March 1 if he/she intends to return to active duty at the beginning of the next school year.

B. An employee whose leave of absence shall expire prior to the beginning of the Spring semester shall notify the Superintendent in writing by certified mail not later than December 1 if he/she intends to return to active duty at the beginning of the Spring semester.

C. An employee whose leave of absence begins after March 1 and expires prior to the beginning of the Fall semester shall notify the Superintendent in writing by certified mail not later than July 1 if he/she intends to return to active duty at the beginning of the next school year.

4.0832 Reinstatement of the employee to duty following a leave of absence shall be made after the proper notification has been submitted and no later than the beginning of the next semester.

4.0833 An employee returning from leave of absence shall be reinstated to the same position held prior to the commencement of leave or to a comparable position.

4.09 Leave Without Pay

4.091 Entitlement to Leave Without Pay

Upon the written request of an employee, the Board may grant a leave of absence without pay for a period from one (1) day and not more than two (2) consecutive school years for educational, professional, or other purposes, and shall grant such leave where illness or other disability is the reason for the request.

4.092 Return to Duty

Upon return to duty at the expiration of such leave, the employee shall resume the contract status that he held prior to such leave.

A. An employee whose leave of absence shall expire prior to the beginning of the Fall semester shall notify the Superintendent

in writing by certified mail not later than March 1 if he/she intends to return to active duty at the beginning of the next school year.

B. An employee whose leave of absence shall expire prior to the beginning of the Spring semester shall notify the Superintendent in writing by certified mail not later than December 1 if he/she intends to return to active duty at the beginning of the Spring semester.

4.10 Family and Medical Leave

Notwithstanding other provisions of this Agreement, the Board agrees to abide by the provisions of the Family and Medical Leave Act of 1993. The parties agree that all benefits guaranteed by the Act will be provided to eligible employees covered by this Agreement.

ARTICLE V – RIGHTS AND RESPONSIBILITIES

5.01 Vacancies

5.011 Definition of Vacancy

A vacancy in an employee position shall exist when the following occurs, unless the Superintendent and the SLEA President agree not to fill the position:

A. An employee dies;

B. An employee resigns;

C. An employee retires;

D. An employee's employment is terminated or non-renewed;

E. An employee is transferred/reassigned;

F. An employee is promoted;

G. An employee's unpaid leave of absence is of a duration of more than one (1) year; or

H. A new position is created.

5.012 Posting of Vacancies

Within three (3) days after the occurrence of a vacancy as set forth in 5.011, the Superintendent shall post to the District website, email to staff, and on the bulletin board in the faculty lounges in each building written notice of such vacancy (see Appendix E). The SLEA President shall receive a copy of the notice on or before the date of posting. During summer recess said notices shall be emailed to the employees.

5.013 Notice of Vacancies

Each notice of vacancy shall include the building(s) of assignment, the subject(s) to be taught, the grade level(s), and the qualifications required of each applicant (see Appendix E). In the case of newly-created positions, said notice shall also stipulate the compensation for the position.

5.014 Filling of Vacancies

Employees shall have ten (10) days to bid on the vacancy.

5.0141 The Superintendent will recommend for hiring and also assign teachers to positions based on the best interests of the students enrolled in the District. In assigning, reassigning, or transferring a teacher, whether voluntary or involuntary on the part of the teacher, the Superintendent shall not use seniority or continuing contract status as the primary factor in determining the teacher's assignment. If a staff member is denied a vacancy, a written reason will be provided at the employee's request, but the denial will not be subject to the grievance procedure.

5.0142 If the event a vacancy occurs during the summer recess, said vacancy may be filled ten (10) days after the date of the email notification. If a vacancy occurs within ten (10) days of the first day of the school year, the Superintendent and the President of SLEA shall agree upon the procedure to be followed to fill the vacancy.

5.015 Restrictions

5.0151 The implementation of Section 5.014 shall be subject to the provisions of Sections 5.0533 and 5.0534 of this Agreement.

5.0152 The Superintendent shall determine whether or not a vacancy (excluding a new position) occurring during the school year

shall be filled by a substitute or posted in accordance with Section 5.012.

5.02 Notice of Reassignment

By May 15 of each year, the Superintendent shall notify each employee of any change in his/her tentative assignment for the ensuing school year. Said notice shall include the subject(s) to be taught and grade level(s), the number of assigned classes in each subject, and the building(s) of assignment. When a change in an employee's assignment is necessitated by changes in staffing requirements occurring after the end of the school year, such change may be made after notification to the employee.

5.03 Seniority List

5.031 Posting of Seniority List

The Board shall prepare and post on the bulletin boards in the faculty lounges, a seniority list indicating the first day worked, the date of hire, the area(s) of certification and the years of seniority for each employee. Such postings shall be made in September of each work year. The President of the SLEA shall be provided with a copy of the seniority list prior to posting.

5.0311 The names of employees on the seniority list shall appear in seniority rank order, with the name of the most senior employee appearing at the top of the listing and the name of the least senior employee appearing at the bottom of the listing.

5.0312 All areas of certification will be included on the list for each employee.

5.032 Correction of Inaccuracies

Each employee shall have a period of thirty (30) days after the posting of the seniority list in which to advise the Board in writing of any inaccuracies that affect his/her seniority. No protest shall be considered after thirty (30) days of the posting of the seniority list, and the list shall be considered as final until the next posting. The Board shall investigate all reported inaccuracies, make such adjustments as may be in order, and post the updated list immediately. If the employee is unable to resolve his dispute regarding placement on the seniority list, the employee may file a grievance.

5.04 Transfer & Reassignment

5.041 Definitions

5.0411 Definition of Transfer

A transfer shall be defined as a change in the building in which an employee teaches.

5.0412 Definition of Assignment

An assignment is the grade level or subject area taught within a building.

5.0413 Definition of Reassignment

A reassignment is a change in the grade level or subject area taught within a building.

5.0414 Definition of Voluntary Transfer/Reassignment

A voluntary transfer/reassignment is a transfer/ reassignment that is requested by the employee.

5.0415 Definition of Involuntary Transfer/Reassignment

An involuntary transfer/reassignment is initiated by the Superintendent.

5.042 Types of Transfer/Reassignment

5.0421 Voluntary Transfer/Reassignment

In assigning, reassigning, or transferring a teacher, whether voluntary or involuntary on the part of the teacher, the Superintendent shall not use seniority or continuing contract status as the primary factor in determining the teacher's assignment. If a staff member is denied a vacancy, a written request will be provided at the employee's request. Such denial shall not be subject to the grievance procedure.

5.0422 Involuntary Transfer/Reassignment

A. An involuntary transfer is the reassignment of an employee from one building to another, or a change in the employee's grade level or subject area taught,

initiated by the Superintendent, in consultation with the SLEA President.

B. Prior to the implementation of an involuntary transfer/reassignment, the employee's immediate supervisor shall confer with the employee explaining the reason(s) for the transfer/ reassignment and lending assistance to the employee in making a smooth transition to the new assignment.

C. The involuntary transfer/reassignment of an employee shall be implemented in a manner that is not arbitrary or unreasonable.

5.05 Reduction in Force

5.051 General Procedures

5.0511 The reasons for a reduction in force shall be as follows: return to duty of regular teachers after a leave of absence, suspension of schools, territorial changes affecting the District, financial reasons, or other reasons set forth in ORC 3319.17.

5.0512 The number of persons affected by a reduction in staff will be kept to a minimum by not employing replacements for employees who die, retire, resign, are reassigned or transferred, or are nonrenewed or terminated.

5.0513 Not later than May 15 preceding the school year in which a reduction in force is expected to occur, the Superintendent shall provide written notice to the SLEA President of the anticipated reduction in force. Said notice shall list the positions (subject area and grade level) and the employees the Superintendent expects will be affected by the anticipated reduction in force.

5.0514 Not later than May 24, the Superintendent shall provide written notice to each employee he expects will be initially reduced in force by the anticipated reduction in force. Said notice shall state that the Superintendent expects that the employee's position will be reduced.

5.0515 Thirty (30) days preceding the date the Board takes action to initiate the reduction in force, the Board shall provide written notice to the SLEA President of its intent to proceed with the

reduction in force through the suspension of contracts and shall present the documentation to justify the reduction in force.

5.0516 Prior to the Board action on reduction in force, the SLEA shall be given the opportunity to address the Board in an open meeting for the purpose of presenting both orally and in writing its views on the proposed reduction in force.

5.0517 If a dispute occurs with regard to the justification for the reduction in force, the matter shall be submitted to expedited arbitration in accordance with the procedures established by the American Arbitration Association.

5.052 Determination of Reduction in Force List

5.0521 Seniority shall be considered when making a decision between teachers who have comparable evaluations, the only exception being that employees with continuing contracts shall be granted greater seniority than employees with limited contracts in determining the order of contract suspension.

5.0522 A formal statement list shall be prepared indicating the specific positions to be abolished.

5.0523 A reduction in force list shall be prepared by applying the following steps until all necessary reductions have been accomplished.

The least senior certificated employee(s), based on comparable evaluations as defined in 5.0416, from the position(s) to be abolished in keeping with the seniority list.

5.0524 Prior to Board action to effect a reduction in force, an employee whose contract is to be suspended as a result of a Reduction in Force Program shall be given written notification by certified mail or signed hand delivery that his/her employment shall be suspended. The notice shall state the reason for such suspension.

5.053 Reinstatement of Employees from the Reduction in Force List

5.0531 All employees whose contracts are suspended as a result of a Reduction in Force Program shall be placed on a list stating years of continuous service to the District and subject(s) certified to teach.

5.0532 An employee on the reduction in force list shall be offered reinstatement to position(s) for which certificated, as set forth on said Reduction in Force List, as positions become available, with seniority being considered for teachers who have comparable evaluations. (See 5.0416.)

5.0533 When a vacancy(s) occur, the Board shall send a certified letter to all employees certified for the position. This letter will be sent to the employee's last known address. It is the employee's responsibility to keep the Board informed of his/her whereabouts. The employee shall, within fifteen (15) days from the postmark date of the letter, indicate availability and desire for such position. The Board shall reinstate that employee indicating availability and desire for such position who has the greatest seniority. If the employee fails to notify the Board within the specified period of time, or if the employee rejects the offered position, said employee shall be considered to have rejected the position and to have forfeited his/her right to recall to service in the District. The employee shall also forfeit his/her right to recall to service in the District if they accept a position in another school district. The position will then be made available to the next eligible employee on the Reduction in Force List.

5.0534 Transfers of employees employed but not affected by the Reduction in Force Program shall be limited to positions not affected by said Program. If a position(s) initially abolished is reinstated or if a new position(s) is established, this position(s) will be staffed first from the employee Reduction in Force List. Transfers may be made to a position affected by the Reduction in Force Program after the position(s) has been offered to all properly certificated employees on the Reduction in Force List.

5.0535 No employees new to the District shall be employed until all properly certified employees on the Reduction in Force List have been offered reinstatement to a position in accordance with the provisions of this policy.

5.0536 Upon recall, all rights related to contract status, salary and fringe benefits shall be fully restored; however, no credit on the salary index shall be given for time spent on suspended status.

5.054 Additional Provisions

5.0541 Employees on layoff status will be given preferential consideration as substitute employees. However, employment

as a substitute will not disqualify that employee from placement or continued placement on the Reduction in Force List.

5.0542 Employees on layoff status shall have the right to remain in all Board-provided insurance programs at their own expense for a period not to exceed two (2) years.

5.0543 Employees on layoff status shall be provided with notice of every vacancy for which they are or may become certified in accordance with the provisions of Section 5.0533. It shall be the obligation of the employee to notify the Board of any credentials acquired while the employee is on layoff status.

5.0544 An employee affected by a reduction in force shall be granted the rights herein stated for a period not to exceed two (2) years, beginning from the date of contract suspension, unless they forfeit their right to recall as set forth in 5.0533.

5.06 Just Cause

5.061 Definition of Just Cause

No employee shall be adversely evaluated, disciplined, non-renewed, or reduced in rank or compensation without just cause.

5.062 Just Cause Initiation

For employees hired after October 1, 1989, the just cause protections appearing in 5.061 above shall not apply during the first two (2) years of employment with respect to non-renewal.

5.07 Evaluation Procedure

5.071 Evaluation Committee

The committee shall be comprised of five (5) association members appointed by the association president and three (3) members appointed by the board or its designee.

Committee members shall be representative of elementary, middle school, secondary, and specialty areas (e.g., music, art, special education) and programs (e.g., career tech) within the district.

5.0711 Committee Authority

The committee shall be responsible for jointly developing, reviewing, and recommending the policy, procedures, and processes, including the evaluation instrument, for teacher evaluations.

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

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 shall be satisfactorily completed prior to implementation of the evaluation procedure or prior to any modification or amendment of the same. Any agreement that is achieved through said negotiations shall be subject to ratification by both parties.

If either party wishes to consider any change or revision to the evaluation procedure or process, including the evaluation instrument, during the term of this agreement, it shall discuss the matter with the committee. If the discussion results in a recommendation by the committee to change or revise the evaluation procedure or process, including evaluation instrument, during the term of the agreement, then said recommendation shall be subject to ratification by the board and the association.

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 this agreement. The implications of changes made to the Ohio Revised Code regarding evaluation may be bargained without opening the entire negotiated agreement.

The board shall amend its evaluation policy to conform to the terms of this agreement.

5.0712 Compensation

Any committee work performed outside of the contractual work day shall be paid at a rate of thirty dollars ($30) per hour.

5.0713 Introduction

It is understood that the OTES procedures set forth below are in effect or until such time as the ODE issues new requirements. At such time, the OTES Committee will meet to determine recommended changes to the OTES procedure.

5.0714 Definition of Comparable Evaluation

Comparable evaluations are defined as having the same summative ratings (Accomplished = accomplished, Skilled = skilled).

5.0715 Evaluation Timeline Chart

Components of the FULL evaluation cycle Continuing Contract, Accomplished. Full Evaluation every three (3) years Continuing Contract, Skilled. Full Evaluation every two (2) years	Components of the LESS frequent Evaluation Cycle (Accomplished/Skilled)
1. Professional Growth Plan (2 required) 2. Formal Holistic Observation followed by conference 3. Classroom walkthroughs (considered evaluation) 4. Formal focused observation-emphasis on focus area(s) 5. Final summative conference 6. The teacher will receive a rating of Accomplished with four (4) corresponding points or Skilled with three (3) corresponding points or Developing with two (2) corresponding points or Ineffective with one (1) corresponding points for the school year.	1. Professional Growth Plan (2 required) 2. Classroom Walkthroughs (considered evaluation) 3. One conference with discussion of progress on PGP 4. The teacher will receive four (4) or three (3) points corresponding to the rating of the past Full Evaluation for the non-evaluated school year.
Components of the FULL evaluation cycle Continuing Contract, Developing. Full Evaluation every year	Components of the FULL evaluation cycle Continuing Contract, Ineffective. Full Evaluation every year
1. Professional Growth (2 required)/Improvement Plan guided by an assigned credential evaluator 2. Formal Holistic Observation followed by conference 3. Classroom walkthroughs (considered evaluation)	1. Improvement Plan written by an assigned credential evaluator 2. Formal Holistic Observation followed by conference 3. Classroom Walkthroughs (considered evaluation)

4. Formal focused observation-emphasis on focus area(s) 5. Final summative conference 6. The teacher will receive a rating of Accomplished with four (4) corresponding points or Skilled with three (3) corresponding points or Developing with two (2) corresponding points or Ineffective with one (1) corresponding points for the school year.	4. Formal focused observation-emphasis on focus area(s) 5. Final summative conference with discussion of progress on Improvement Plan 6. The teacher will receive a rating of Accomplished with four (4) corresponding points or Skilled with three (3) corresponding points or Developing with two (2) corresponding points or Ineffective with one (1) corresponding points for the school year.
Components of the FULL evaluation cycle Limited or extended limited contract and who are under consideration for non-renewal. Full Evaluation every year.	
1. Professional Growth (2 required)/Improvement Plan 2. Two (2) Formal Holistic Observation followed by conference 3. Classroom walkthroughs (considered evaluation) 4. One (1) Formal focused observation-emphasis on focus area(s) followed by conference if requested by either party 5. Final summative conference with discussion of progress on PGP/Improvement Plan 6. The teacher will receive corresponding points to the rating for the school year (ORC 3319.111(E)(1)	

A. General procedures for evaluation:

1. The major goal of teacher evaluation is to promote student achievement through improving teacher performance.

2. All monitoring and observation of the performance of teachers in connection with evaluations will be conducted openly, with the full knowledge of the teacher. The teacher will receive a copy of all reports. These reports will be discussed with the teacher, and specific suggestions for improved ratings will be documented.

3. These observations will be combined with periodic classroom walkthroughs by the evaluator and supplemental evidence provided by the educator. One observation will be conducted in the first semester and there will be at least five (5) working weeks between all formal

observations. All teacher evaluations for a given year will be completed by the first of May and each teacher subject to this Agreement will be provided with a report of the evaluation results on or before the tenth (10th) day of May.

4. The forms to be used in determining teacher performance are aligned to the Ohio Standards for the Teaching Profession, and the Ohio Teacher Performance Rubric and all may be found online in OhioES / ODE.

5. Evaluators shall give bargaining unit members five (5) workdays notice prior to any formal evaluations.

6. Failure to comply with procedure as described herein is grievable.

B. The Evaluation Process will consist of these basic steps:

1. Self-Assessment is optional. (Teacher choice.)

2. Walkthrough (considered evaluation). Walkthrough duration will be no longer than 10 minutes with a frequency of no more than 5 in any given year. Feedback due by the end of the following work day. Walkthroughs (as listed on the full evaluation cycle) are announced or unannounced. The minimum is two and the maximum of five per school year. Feedback is required for walkthroughs.

3. A pre-observation conference conducted by the evaluator and teacher, for the purpose of delineating major areas of the Performance Rubric to be observed and the date/time of the observation, along with the timely provision of any information the evaluator and teacher may need to prepare for the observation. This form will be used across the district. Pre-Conferences are OPTIONAL. *Optional* for all formal observations (focused and holistic). Teachers will need to notify the evaluator if they want a pre-conference on the day they schedule their formal observation (focused and holistic). If not set up that day, teachers have opted to NOT have a pre-conference. *Optional* pre conference-form. Educators will complete questions that are best for him/her. If you complete a form, it must be turned in to the evaluator two school days BEFORE your pre-conference.

4. Formal Holistic Observation. A formal observation consists of an evaluator visiting during one class period or viewing a class lesson. The evaluator should observe an entire class period or lesson for 30 minutes unless more time is requested by the teacher. During the classroom observation, the evaluator documents specific information related to teaching and learning. The evaluator then will analyze each observation using the Teacher Performance Evaluation Rubric. The evaluator writes a

narrative summary to document each formal observation. Formal observations will not include videotaping or sound recordings except with the written permission of the teacher. Please see ODE for further information.

5. Post Observation for Holistic Evaluation. A post-observation conference will be held within ten (10) workdays of the observation, conducted by both parties, for the purpose of discussing what was observed, the conclusions of the evaluator, and the provision of guidance for any suggested changes recommended. The conference may be scheduled during a teacher's planning period. No form will be required. A discussion will take place and supplemental evidence will be taken into consideration.

6. Formal Focused Observation – with an emphasis on identified focus area(s). The second formal observation will be a focused one that may occur later in the school year. A Formal Focused Observation will be 30 minutes in length, unless more time is requested by the teacher, and emphasizes the focus area(s) identified after the earlier Formal Holistic Observation. Its purpose is to ensure the teacher receives the support necessary for growth in the focus area(s). While evaluators must collect sufficient evidence related to the identified focus area(s), they also must document sufficient evidence to support a Final Holistic Rating at the end of the evaluation cycle.

7. Final Summative Conference. The evaluator will provide the teacher with a report of the observation at least two (2) working days prior to the scheduled post conference. All reports are online. Should areas of concern be identified, recommendations for improvement will be included in the scripting report and in the post-conference discussion. This will allow for evidence to be gathered for a rebuttal during the post conference.

   These conferences provide an opportunity for discussion of the teacher's strengths and significant contributions, and for constructive suggestions as to how the teacher can grow professionally in any area where weakness is indicated. The teacher may sign the evaluation document at the end of the post conference. The teacher's signature on the evaluation does not signify agreement, but merely that he/she has examined the document.

8. The preparation of a final, summative evaluation of a teacher is based on walkthroughs, supplemental evidence provided by the educator, and formal holistic and focused observations.

9. The preparation of either a growth plan or improvement plan for the teacher is based on the final summative rating.

a. Teachers who have an overall rating of Accomplished, Skilled in his/her evaluation are to develop a professional growth plan. The professional growth plan in such cases will include the four components set forth in OhioES.

b. Teachers who have an overall rating of Developing in his/her evaluation are to develop a professional growth plan guided by an assigned credential evaluator. The professional growth plan in such cases will include the four components set forth in OhioES.

c. Teachers who have an overall rating of Ineffective must comply with an improvement plan written by an assigned credential evaluator assigned by the Superintendent/ designee. The improvement plan will include the four components set forth in OhioES.

d. Professional Development. The district will provide and assume the cost of all professional development pertaining to all employees on a professional growth plan or improvement plan.

10. The Administrators enter ratings into OhioES for their portion of the OTES evaluation. Teachers are responsible for entering their rating pin into OhioES for their portion of the OTES evaluation.

C. Effectiveness Ratings

1. There will be one (1) annual evaluation for each teacher, based on the evaluation chart. Each such evaluation will produce one (1) of four (4) Effectiveness Ratings and will receive the points as follows:

   a. Accomplished (4)
   b. Skilled (3)
   c. Developing (2)
   d. Ineffective (1)

2. Effectiveness ratings are based on the OTES rubric.

   Evaluator's walkthroughs, supplemental evidence provided by the educator, and formal observations of teacher performance

D. Teacher Absences

For any teacher who was on leave from the school district for fifty percent or more of the school year, as calculated by the Board, the teacher shall not be evaluated. The District may choose to use the evaluation from the previous school year.

E. Position Applicability

The following specific positions are not considered teachers for the purposes of this Article, but will have a different evaluation process and forms designed at a later date by consultation between SLEA and administration: Guidance Counselor, School Nurse, and persons operating under administrative certificates, and any person who is not a member of SLEA. Unless it is known by the sixtieth (60th) consecutive day worked that a substitute teacher will work one hundred twenty (120) continuous days in a year, this evaluation system does not apply to such sub.

F. Guidance Counselor Evaluations

All counselors will be assessed pursuant to the timelines and procedures which are applicable to teachers subject to OTES, and to the Ohio School Counselor Evaluation System ("OSCES"), as adopted by the state and as reflected in Board policy. Forms published on ODE's website are to be utilized.

5.08 Personnel Files

5.081 Maintenance

An official personnel file shall be maintained for all employees in accordance with ORC 1347.

5.082 Documentation of Filed Information

Each item in the file shall indicate its date of origin and the date it was entered into the file. Notification will be provided via email to the employee, within five (5) work days, of derogatory items or items not provided by the employee.

5.083 Examination of File

An employee may examine his/her personnel file upon request and shall be entitled to immediately view and a copy of any document contained therein free of charge no more than once per school year; additional hard copy requests will be provided at ten (10) cents per page.

5.084 Rebuttal to Filed Information

An employee shall be entitled to attach a rebuttal to any document contained in the file.

5.085 Prohibition Against Anonymous Information

No anonymous letter, report, or communication shall be included in the employee's personnel file.

5.086 Right to Review Information to be Filed

Employees shall have the right to review their personnel file at any time. Communications that are adversarial in nature or pertain to disciplinary matters shall not be placed in a personnel file unless they have first been reviewed (actual copy to be placed in the file) with the employee. The employee shall be afforded the opportunity to submit a written response, which shall be included in the personnel file.

5.09 Nondiscrimination

The Board and the SLEA agree that neither party shall discriminate against each other or against any employee on the basis of race, color, creed, sex, religion, national origin, handicap, or marital status as applied to the terms of this Agreement.

5.10 Work Day

The normal work day shall not exceed seven and one-fourth (7 ¼) consecutive hours.

5.101 Lunch Periods

The work day shall include a daily, minimum thirty (30) minute, duty-free, uninterrupted lunch period. Any current employee whose teaching load is reduced due to a Reduction-In-Force (RIF) shall have a thirty (30) minute, duty-free, uninterrupted lunch period. Any employee hired after the 1991-92 school year whose teaching load is less than full-time shall not be entitled to a lunch period.

5.102 Planning Period

All teachers (K-12) shall receive uninterrupted planning time each day equal to a class period, except during two-hour delay days, days when the teacher is on or part of a field trip, or when there is an assembly that changes the bell schedule. Morning meetings shall be limited to no more than three (3) times per week unless there is an emergency. Information that can be conveyed via e-mail will be e-mailed.

5.103 Open Lunch upon Notification

An employee may leave the building during the daily lunch period or planning period, notifying the office personnel by signing in and out.

5.104 Secondary Lunch Duties

Secondary teachers may be assigned duties either before or after their thirty (30) minute uninterrupted lunch. These duties shall be uniform with another adult, and when possible, on a rotating basis.

5.105 Meetings

Teachers shall receive a minimum of twenty-four (24) hours notice for all non-emergency meetings. Cancellation shall occur as soon as possible.

5.11 School Year

5.111 School Year Defined

The school year shall consist of one hundred eighty-three (183) days or equivalent number of hours (1,327 hours). One hundred seventy-nine (179) days shall be designated as instruction days, two (2) days shall be designated as employee record's days, and two (2) days shall be designated as professional in-service days.

5.112 Extended Time

An extended time (supplemental) contract shall be provided for professional services performed beyond the parameters of the defined school year.

5.113 Compensation for Extended Time

Additional days worked beyond the school year shall be reimbursed at a minimum rate proportional to the employee's per diem rate during the school year the days are worked.

5.114 Calamity Days

After five (5) days in which school is closed and three (3) additional closings using a Board-approved online learning plan, days shall be made up in the following order: President's Day, Monday of spring break, waiver days, and days added to the end of the school calendar. The Board and SLEA will consult on any changes to this schedule.

5.12 Substitutes

5.121 Substitute List

The Superintendent shall maintain a list of qualified substitute employees. A copy of this list shall be given to the SLEA President at the start of every school year.

5.122 Requirement for Employing Substitute

In the event of the absence of a guidance counselor, regardless of the duration of absence, or in the absence of the high school librarian, which does not exceed one (1) day, no substitute employee shall be required. In all other instances when an employee is absent, the Board shall make a reasonable effort to provide a certified substitute.

5.123 Failure to Employ Substitute

No employee shall be required to relinquish planning time when a substitute has not been made available for an absent employee. The Board shall make every reasonable effort to obtain a substitute for an absent employee.

5.124 Class Coverages

Employees that are required to substitute for an absent employee, and who are provided responsibility for at least five (5) students beyond their usual class roster, shall receive compensation for such service at a rate of thirty dollars ($30.00) per hour. This shall also apply to teachers whose study halls are used when no substitute is available.

The number of coverages per year shall accumulate and be paid by the first pay in June.

5.13 In-Service Programs

5.131 In-Service CEU

In-service programs will qualify for CEU credit by the LPDC. The LPDC will be given access to spreadsheet(s) of attendance per in-service per school year.

5.132 In-Service NEOEA Day:

On NEOEA Day, teachers have the option of attending meetings of their choice. Teachers as professionals are expected to utilize the day for

professional development. NEOEA Day will be a day without students and shall be counted as one of the professional in-service days.

5.14 Lesson Plans

5.141 Lesson Plan Submission

Lesson plans shall be submitted electronically by 8:00 a.m. on the first school day of each week school is in session and shall provide for that week's instructional activities.

5.142 Lesson Plan Format

Lesson plans shall be submitted in formats agreed upon by the LPDC committee no later than August 1 of each school year.

5.143 Lesson Plan Copies

Electronic copies will be kept by the teacher, principal and/or his/her secretary for use with substitutes.

5.15 Student Grades

No grade assigned to a student shall be changed before a discussion is held including the employee who assigned the grade, the administrator who is considering changing the grade, and, at the request of the employee, an SLEA representative. In the event that a grade assigned to a student by an employee is to be changed without the concurrence of the employee, the employee shall not be held responsible for the grade changed by the administrator.

5.16 Class Size

The Board shall make an effort to maintain student enrollment in each class to twenty-five (25) students. Twenty (20) if high amount of IEP/WEP/RIMP students in class.

5.161 Special Education Guarantee

1. If the number of IEP students is over the state limit for an intervention specialist's case load, IEP/WEP/RIMP/regular education students will be inadequately serviced. Therefore, the board will make every effort that is financially feasible to provide a certified intervention specialist teacher to meet the needs of the students in that grade level.

2. Special education teachers with nine (9) or more students on their caseload may be granted, upon review, one (1) professional records day per semester for the purposes of preparing IEPs and progress reports. All efforts shall be made to secure a substitute for those days.

5.17 Curriculum Development

The Board shall allow involvement by employees with whom the curriculum changes would impact in any recommendation to change the curriculum or to change textbooks and similar materials used in the curriculum. The SLEA President will be notified of impacted members and curriculum, provided that the Superintendent shall retain the right to make the final decision.

5.18 Materials and Supplies

The Board shall provide each employee with the materials and supplies necessary in the employee's daily assignments. Such materials and supplies shall be accessible.

5.19 Teaching Load

A full-time teaching load at the secondary level shall consist of at least five (5) teaching classes.

5.20 Subcontracting

No bargaining unit work may be subcontracted out, including, but not limited to detention, unless first offered to a bargaining unit member.

5.21 Local Professional Development Committee

The Local Professional Development Committee (LPDC) shall consist of four (4) members from the SLEA in accordance with the provisions of ORC 3319.22 (Educators licenses; Professional Development Committees) and up to three (3) administrators appointed by the Superintendent. A majority of the members of the LPDC shall be practicing, classroom employees appointed by the SLEA President. The LPDC shall be empowered according to law and determine its own structure, plans and criteria for approval of individual employee education plans, in-service plans for the District and any other requirements. The LPDC members shall attend any and all meetings required by the state or local governing body and those meetings deemed necessary by the Superintendent.

5.22 Resident Educator Program

5.221 The Ohio Resident Educator Program provides a program of support and mentoring for new teachers. The Ohio Department of Education and

Workforce (DEW) has created requirements in the Resident Educator Program.

5.222 To qualify for consideration as mentor candidates, individuals must:

A. Meet all of the following qualifications:

1. Five-year professional license OR two-year provisional license that has been renewed two or more times;
2. Five years of teaching experience; and
3. Recent classroom experience within the last five years

B. Successfully complete state sponsored training.

5.223 The Resident Educator Program will be conducted in conjunction with the ESC of Eastern Ohio and will be re-evaluated every year for the purpose of assessing the content of the program for subsequent years.

5.224 No member will be required to serve as a mentor.

5.225 The Resident Educator/Mentor relationship will be solely for the purpose of formative assistance. No information gathered shall serve as a basis for any summative evaluation of the Resident Educator. Any information gathered will not be used by the Board in any matter relating to the employment or re-employment of the Resident Educator or the mentor.

5.226 The district shall provide mentors in a manner according to state requirements and individual Resident Educators needs to be determined by the District's Lead Mentor/Program Coordinator.

5.227 The District will provide the Lead Mentor/Program Coordinator notice of name and teacher license number of all new employees within ten (10) days of hire date.

5.23 School Calendar

Bargaining unit members shall have the right to vote on the school calendar.

ARTICLE VI – SALARY AND FRINGE BENEFITS

6.01 Salary Schedule Guidelines

School year	BA-0	Percentage increase
2026-2027		3.0%
2027-2028		3.0%
2028-2029		3.0%

6.011 Service Credit

A. In consultation with the SLEA president, up to a maximum of twenty (20) years may be granted to an employee for previous teaching experience in another school district and military service. No more than five (5) years of military service shall be included in the service credit granted hereunder.

B. Part-time employees shall be advanced on the salary schedule upon completion of each school year of service with the Board.

6.012 First Pay Date

The first biweekly pay date of each contract year shall be the second Thursday in September.

6.013 Professional Development Stipend

1. The Board and the Association recognize the importance of continuing education in terms of the growth of the professional staff. For this reason, each bargaining unit member attaining a minimum of twenty (20) clock hours shall receive a payment of five hundred ($500.00) dollars once per school year from June 1 to May 31.

2. This continuing education, which shall be completed on the bargaining unit member's own time, may include any of the following so long as they are not subject to tuition reimbursement:

   a. College course either at the graduate or undergraduate level, relating to the bargaining unit members' teaching certificate/license.

   b. Workshops and professional meetings relating to the bargaining unit members' teaching certificate/license.

c. Locally planned and developed staff development programs.

d. Professional services enhance the teacher's education in accordance with the mission of the district. A teacher shall not receive more than five (5) professional development hours total each year for the services listed.

1. Committee Service
2. Mapping Courses, must be in collaboration with ESC-assigned instructional consultants
3. Teacher's Growth/Improvement Plan

e. Required meetings if approved by Superintendent or his/her designee.

3. Teachers attaining an additional twenty (20) clock hours shall receive a payment of five hundred dollars ($500.00) once per school year from June 1 to May 31. The twenty (20) additional clock hours must be completed face-to-face or virtual in one of the following ways:

a. Graduate college course work from an accredited university/college.

b. Courses offered by the Ohio Department of Education and Workforce (DEW)

c. National Council of Teaching, all subjects

d. Ohio Council of Teaching, all subjects

e. State Support Team 5 (SST5)

f. District programs or curriculum

g. Other requested programs, trainings, conferences, and/or workshops approved by the Superintendent.

4. All such professional development activities and professional services shall be approved by the administration in advance of the bargaining unit member's participation to qualify for the professional development stipend. The administration shall

provide a list of professional development opportunities provided by the county. The list may include professional development recommended by a committee of teachers. To be added to the list, any recommendations must be approved by the Superintendent.

5. Both parties also recognize the importance of staff input in curriculum decisions and planning necessary to the improvement of the quality of instruction in the district.

6. Continuing educational activities approved by the Local Professional Development Committee, which are completed to satisfy licensure or re-licensure requirements, will qualify toward the professional development reimbursement.

7. LPDC will develop the professional development application form.

6.014 Termination of Employment

In the event an employee's individual contract is terminated by either party during the school year, at the option of the employee, the total sum due the employee shall be paid at the next scheduled pay date after the Board's official action on the employee's contract.

6.015 Payroll Deductions

6.0151 Payroll deductions for membership dues shall be made in accordance with the provisions of Section 1.05(A) of this Agreement.

6.0152 Optional payroll deduction(s) of the cost of any insurance coverage(s) that is not provided by the Board and that has been authorized by the employee shall be made equally from the second pay of each month beginning in September and ending in August, notwithstanding the pay schedule option elected by the employee.

6.0153 Optional payroll deductions addressed in law or this Agreement and authorized by the employee may be made in thirteen (13) or twenty-six (26) equal pays at the option of the employee. Any change in the option desired by the employee must be submitted to the Treasurer's Office in writing at least thirty (30) days in advance of the effective date of the change.

The Board shall continue all payroll deductions provided in the last previous school year, which shall include, but shall not be limited to, the following:

Credit Union
SLEA Membership Dues
Cancer Insurance
Tax-Sheltered Annuities
U.S. Savings Bonds
Federal Tax
State Tax
City Tax
School Tax

6.0154 Payroll deductions required by law or authorized by this Agreement are the only deductions which the Treasurer is required to make.

6.0155 The Treasurer shall deposit all deductions into their respective accounts within seven (7) Treasurer workdays of the deduction.

6.02 Pay Schedule Option

6.021 Direct Deposit of Pay

Teachers shall be paid twenty-six (26) equal and consecutive pays using direct deposit to a bank of their choosing. Notices of direct deposit shall be distributed to the employee's email. New employees shall have thirty (30) days to make arrangements for conversion to direct deposit.

6.022 Hourly Rates

All hourly rate work shall be compensated at the rate of thirty dollars ($30) per hour.

6.0221 Out of School Tutors Rate

Employees who are assigned by the Board to tutor students who cannot attend classes shall be compensated at the rate of thirty dollars ($30) per hour.

6.0222 Summer School

An employee shall be compensated at a daily rate of one hundred twenty dollars ($120.00) at no more than a four (4) hour day.

6.0223 School Detention Pay

Approved school detention supervision shall be paid thirty dollars ($30) per hour. There will be no reduction of this rate during the life of this contract.

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6.03 Salary Schedules

SEBRING LOCAL SCHOOL DISTRICT
Teacher Salary Schedule – Effective 9/1/2026

3.00%
$38,610.80
FY27

	C BA		D BA+15		E MA		F MA+15		G MA+30	
0	1	$ 38,610.80	1.0829	$ 41,811.64	1.1459	$ 44,244.12	1.1773	$ 45,456.49	1.2402	$ 47,885.11
1	1.0829	$ 41,811.64	1.1459	$ 44,244.12	1.2088	$ 46,672.74	1.2402	$ 47,885.11	1.3032	$ 50,317.59
2	1.1459	$ 44,244.12	1.2088	$ 46,672.74	1.2717	$ 49,101.35	1.3032	$ 50,317.59	1.3661	$ 52,746.21
3	1.2088	$ 46,672.74	1.2717	$ 49,101.35	1.3347	$ 51,533.83	1.3661	$ 52,746.21	1.429	$ 55,174.83
4	1.2717	$ 49,101.35	1.3347	$ 51,533.83	1.3976	$ 53,962.45	1.429	$ 55,174.83	1.492	$ 57,607.31
5	1.3347	$ 51,533.83	1.3976	$ 53,962.45	1.4605	$ 56,391.07	1.492	$ 57,607.31	1.5549	$ 60,035.93
6	1.3976	$ 53,962.45	1.4605	$ 56,391.07	1.5235	$ 58,823.55	1.5549	$ 60,035.93	1.6178	$ 62,464.55
7	1.4605	$ 56,391.07	1.5235	$ 58,823.55	1.5864	$ 61,252.17	1.6178	$ 62,464.55	1.6808	$ 64,897.03
8	1.5235	$ 58,823.55	1.5864	$ 61,252.17	1.6493	$ 63,680.79	1.6808	$ 64,897.03	1.7437	$ 67,325.65
9	1.5864	$ 61,252.17	1.6493	$ 63,680.79	1.7123	$ 66,113.27	1.7437	$ 67,325.65	1.8066	$ 69,754.27
10	1.6493	$ 63,680.79	1.7123	$ 66,113.27	1.7752	$ 68,541.89	1.8066	$ 69,754.27	1.8695	$ 72,182.89
11	1.7123	$ 66,113.27	1.7752	$ 68,541.89	1.8381	$ 70,970.51	1.8695	$ 72,182.89	1.9325	$ 74,615.37
12	1.7752	$ 68,541.89	1.8381	$ 70,970.51	1.9011	$ 73,402.99	1.9325	$ 74,615.37	1.9954	$ 77,043.99
13	1.8381	$ 70,970.51	1.9011	$ 73,402.99	1.964	$ 75,831.61	1.9954	$ 77,043.99	2.0583	$ 79,472.61
14	1.8381	$ 70,970.51	1.9011	$ 73,402.99	1.964	$ 75,831.61	1.9954	$ 77,043.99	2.0583	$ 79,472.61
15	1.8381	$ 70,970.51	1.9011	$ 73,402.99	1.964	$ 75,831.61	1.9954	$ 77,043.99	2.0583	$ 79,472.61
16	1.8381	$ 70,970.51	1.9011	$ 73,402.99	1.964	$ 75,831.61	1.9954	$ 77,043.99	2.0583	$ 79,472.61
17	1.8601	$ 71,819.95	1.9231	$ 74,252.43	1.986	$ 76,681.05	2.0174	$ 77,893.43	2.0803	$ 80,322.05
18	1.8601	$ 71,819.95	1.9231	$ 74,252.43	1.986	$ 76,681.05	2.0174	$ 77,893.43	2.0803	$ 80,322.05
19	1.8601	$ 71,819.95	1.9231	$ 74,252.43	1.986	$ 76,681.05	2.0174	$ 77,893.43	2.0803	$ 80,322.05
20	1.8821	$ 72,669.39	1.9451	$ 75,101.87	2.008	$ 77,530.49	2.0394	$ 78,742.87	2.1023	$ 81,171.48
21	1.8821	$ 72,669.39	1.9451	$ 75,101.87	2.008	$ 77,530.49	2.0394	$ 78,742.87	2.1023	$ 81,171.48
22	1.8821	$ 72,669.39	1.9451	$ 75,101.87	2.008	$ 77,530.49	2.0394	$ 78,742.87	2.1023	$ 81,171.48
23	1.9041	$ 73,518.82	1.9671	$ 75,951.30	2.03	$ 78,379.92	2.0614	$ 79,592.30	2.1243	$ 82,020.92
24	1.9041	$ 73,518.82	1.9671	$ 75,951.30	2.03	$ 78,379.92	2.0614	$ 79,592.30	2.1243	$ 82,020.92
25	1.9041	$ 73,518.82	1.9671	$ 75,951.30	2.03	$ 78,379.92	2.0614	$ 79,592.30	2.1243	$ 82,020.92
26	1.9041	$ 73,518.82	1.9671	$ 75,951.30	2.03	$ 78,379.92	2.0614	$ 79,592.30	2.1243	$ 82,020.92
27	1.9261	$ 74,368.26	1.9891	$ 76,800.74	2.052	$ 79,229.36	2.0834	$ 80,441.74	2.1463	$ 82,870.36

SEBRING LOCAL SCHOOL DISTRICT
Teacher Salary Schedule -- Effective 09/1/2027

3.00%
$39,769.12
FY28

		C BA		D BA+15		E MA		F MA+15		G MA+30
0	1	$ 39,769.12	1.0829	$ 43,065.98	1.1459	$ 45,571.43	1.1773	$ 46,820.18	1.2402	$ 49,321.66
1	1.0829	$ 43,065.98	1.1459	$ 45,571.43	1.2088	$ 48,072.91	1.2402	$ 49,321.66	1.3032	$ 51,827.12
2	1.1459	$ 45,571.43	1.2088	$ 48,072.91	1.2717	$ 50,574.39	1.3032	$ 51,827.12	1.3661	$ 54,328.59
3	1.2088	$ 48,072.91	1.2717	$ 50,574.39	1.3347	$ 53,079.84	1.3661	$ 54,328.59	1.429	$ 56,830.07
4	1.2717	$ 50,574.39	1.3347	$ 53,079.84	1.3976	$ 55,581.32	1.429	$ 56,830.07	1.492	$ 59,335.53
5	1.3347	$ 53,079.84	1.3976	$ 55,581.32	1.4605	$ 58,082.80	1.492	$ 59,335.53	1.5549	$ 61,837.00
6	1.3976	$ 55,581.32	1.4605	$ 58,082.80	1.5235	$ 60,588.25	1.5549	$ 61,837.00	1.6178	$ 64,338.48
7	1.4605	$ 58,082.80	1.5235	$ 60,588.25	1.5864	$ 63,089.73	1.6178	$ 64,338.48	1.6808	$ 66,843.94
8	1.5235	$ 60,588.25	1.5864	$ 63,089.73	1.6493	$ 65,591.21	1.6808	$ 66,843.94	1.7437	$ 69,345.41
9	1.5864	$ 63,089.73	1.6493	$ 65,591.21	1.7123	$ 68,096.66	1.7437	$ 69,345.41	1.8066	$ 71,846.89
10	1.6493	$ 65,591.21	1.7123	$ 68,096.66	1.7752	$ 70,598.14	1.8066	$ 71,846.89	1.8695	$ 74,348.37
11	1.7123	$ 68,096.66	1.7752	$ 70,598.14	1.8381	$ 73,099.62	1.8695	$ 74,348.37	1.9325	$ 76,853.82
12	1.7752	$ 70,598.14	1.8381	$ 73,099.62	1.9011	$ 75,605.07	1.9325	$ 76,853.82	1.9954	$ 79,355.30
13	1.8381	$ 73,099.62	1.9011	$ 75,605.07	1.964	$ 78,106.55	1.9954	$ 79,355.30	2.0583	$ 81,856.78
14	1.8381	$ 73,099.62	1.9011	$ 75,605.07	1.964	$ 78,106.55	1.9954	$ 79,355.30	2.0583	$ 81,856.78
15	1.8381	$ 73,099.62	1.9011	$ 75,605.07	1.964	$ 78,106.55	1.9954	$ 79,355.30	2.0583	$ 81,856.78
16	1.8381	$ 73,099.62	1.9011	$ 75,605.07	1.964	$ 78,106.55	1.9954	$ 79,355.30	2.0583	$ 81,856.78
17	1.8601	$ 73,974.54	1.9231	$ 76,479.99	1.986	$ 78,981.47	2.0174	$ 80,230.22	2.0803	$ 82,731.70
18	1.8601	$ 73,974.54	1.9231	$ 76,479.99	1.986	$ 78,981.47	2.0174	$ 80,230.22	2.0803	$ 82,731.70
19	1.8601	$ 73,974.54	1.9231	$ 76,479.99	1.986	$ 78,981.47	2.0174	$ 80,230.22	2.0803	$ 82,731.70
20	1.8821	$ 74,849.46	1.9451	$ 77,354.92	2.008	$ 79,856.39	2.0394	$ 81,105.14	2.1023	$ 83,606.62
21	1.8821	$ 74,849.46	1.9451	$ 77,354.92	2.008	$ 79,856.39	2.0394	$ 81,105.14	2.1023	$ 83,606.62
22	1.8821	$ 74,849.46	1.9451	$ 77,354.92	2.008	$ 79,856.39	2.0394	$ 81,105.14	2.1023	$ 83,606.62
23	1.9041	$ 75,724.38	1.9671	$ 78,229.84	2.03	$ 80,731.31	2.0614	$ 81,980.06	2.1243	$ 84,481.54
24	1.9041	$ 75,724.38	1.9671	$ 78,229.84	2.03	$ 80,731.31	2.0614	$ 81,980.06	2.1243	$ 84,481.54
25	1.9041	$ 75,724.38	1.9671	$ 78,229.84	2.03	$ 80,731.31	2.0614	$ 81,980.06	2.1243	$ 84,481.54
26	1.9041	$ 75,724.38	1.9671	$ 78,229.84	2.03 $	80,731.31	2.0614	$ 81,980.06	2.1243	$ 84,481.54
27	1.9261	$ 76,599.30	1.9891	$ 79,104.76	2.052 $	81,606.23	2.0834	$ 82,854.98	2.1463	$ 85,356.46

SEBRING LOCAL SCHOOL DISTRICT
Teacher Salary Schedule – Effective 9/1/2028

3.00%
$40,962.19
FY29

		C BA		D BA+15		E MA		F MA+15		G MA+30
0	1	$ 40,962.19	1.0829	$ 44,357.96	1.1459	$ 46,938.57	1.1773	$ 48,224.79	1.2402	$ 50,801.31
1	1.0829	$ 44,357.96	1.1459	$ 46,938.57	1.2088	$ 49,515.10	1.2402	$ 50,801.31	1.3032	$ 53,381.93
2	1.1459	$ 46,938.57	1.2088	$ 49,515.10	1.2717	$ 52,091.62	1.3032	$ 53,381.93	1.3661	$ 55,958.45
3	1.2088	$ 49,515.10	1.2717	$ 52,091.62	1.3347	$ 54,672.23	1.3661	$ 55,958.45	1.429	$ 58,534.97
4	1.2717	$ 52,091.62	1.3347	$ 54,672.23	1.3976	$ 57,248.76	1.429	$ 58,534.97	1.492	$ 61,115.59
5	1.3347	$ 54,672.23	1.3976	$ 57,248.76	1.4605	$ 59,825.28	1.492	$ 61,115.59	1.5549	$ 63,692.11
6	1.3976	$ 57,248.76	1.4605	$ 59,825.28	1.5235	$ 62,405.90	1.5549	$ 63,692.11	1.6178	$ 66,268.63
7	1.4605	$ 59,825.28	1.5235	$ 62,405.90	1.5864	$ 64,982.42	1.6178	$ 66,268.63	1.6808	$ 68,849.25
8	1.5235	$ 62,405.90	1.5864	$ 64,982.42	1.6493	$ 67,558.94	1.6808	$ 68,849.25	1.7437	$ 71,425.77
9	1.5864	$ 64,982.42	1.6493	$ 67,558.94	1.7123	$ 70,139.56	1.7437	$ 71,425.77	1.8066	$ 74,002.29
10	1.6493	$ 67,558.94	1.7123	$ 70,139.56	1.7752	$ 72,716.08	1.8066	$ 74,002.29	1.8695	$ 76,578.81
11	1.7123	$ 70,139.56	1.7752	$ 72,716.08	1.8381	$ 75,292.60	1.8695	$ 76,578.81	1.9325	$ 79,159.43
12	1.7752	$ 72,716.08	1.8381	$ 75,292.60	1.9011	$ 77,873.22	1.9325	$ 79,159.43	1.9954	$ 81,735.95
13	1.8381	$ 75,292.60	1.9011	$ 77,873.22	1.964	$ 80,449.74	1.9954	$ 81,735.95	2.0583	$ 84,312.48
14	1.8381	$ 75,292.60	1.9011	$ 77,873.22	1.964	$ 80,449.74	1.9954	$ 81,735.95	2.0583	$ 84,312.48
15	1.8381	$ 75,292.60	1.9011	$ 77,873.22	1.964	$ 80,449.74	1.9954	$ 81,735.95	2.0583	$ 84,312.48
16	1.8381	$ 75,292.60	1.9011	$ 77,873.22	1.964	$ 80,449.74	1.9954	$ 81,735.95	2.0583	$ 84,312.48
17	1.8601	$ 76,193.77	1.9231	$ 78,774.39	1.986	$ 81,350.91	2.0174	$ 82,637.12	2.0803	$ 85,213.64
18	1.8601	$ 76,193.77	1.9231	$ 78,774.39	1.986	$ 81,350.91	2.0174	$ 82,637.12	2.0803	$ 85,213.64
19	1.8601	$ 76,193.77	1.9231	$ 78,774.39	1.986	$ 81,350.91	2.0174	$ 82,637.12	2.0803	$ 85,213.64
20	1.8821	$ 77,094.94	1.9451	$ 79,675.56	2.008	$ 82,252.08	2.0394	$ 83,538.29	2.1023	$ 86,114.81
21	1.8821	$ 77,094.94	1.9451	$ 79,675.56	2.008	$ 82,252.08	2.0394	$ 83,538.29	2.1023	$ 86,114.81
22	1.8821	$ 77,094.94	1.9451	$ 79,675.56	2.008	$ 82,252.08	2.0394	$ 83,538.29	2.1023	$ 86,114.81
23	1.9041	$ 77,996.11	1.9671	$ 80,576.72	2.03	$ 83,153.25	2.0614	$ 84,439.46	2.1243	$ 87,015.98
24	1.9041	$ 77,996.11	1.9671	$ 80,576.72	2.03	$ 83,153.25	2.0614	$ 84,439.46	2.1243	$ 87,015.98
25	1.9041	$ 77,996.11	1.9671	$ 80,576.72	2.03	$ 83,153.25	2.0614	$ 84,439.46	2.1243	$ 87,015.98
26	1.9041	$ 77,996.11	1.9671	$ 80,576.72	2.03	$ 83,153.25	2.0614	$ 84,439.46	2.1243	$ 87,015.98
27	1.9261	$ 78,897.27	1.9891	$ 81,477.89	2.052	$ 84,054.41	2.0834	$ 85,340.63	2.1463	$ 87,917.15

6.04 Supplemental Salary Schedule

6.041 Supplemental Positions

The following supplemental positions shall be compensated in accordance with the designated percentages that shall be applied to the Bachelor's minimum base salary to determine the appropriate salary for each supplemental position. All supplemental contracts shall be automatically non-renewed at the conclusion of the activity or by April 30 of each year, whichever is sooner. Supplemental postings will be emailed to all employees listing all available supplemental positions for the upcoming school year. If any SLEA member wishes to retain their current supplemental position, he/she will send written notice to the Superintendent by April 15th of each year. SLEA members will be given priority in filling all supplemental positions as long as qualifications are equal. However, all coaches/activity advisors must be van certified if they have teams/activities of seven (7) participants or less. The District shall pay for the coaches/activity advisors to become van certified.

a. A selection committee shall be used to choose an individual, when more than one person applies for the following supplemental positions:

Head Coach, Varsity Football
Head Coach, Varsity Volleyball
Head Coach, Boys Varsity Basketball
Head Coach, Girls Varsity Basketball
Head Coach, Varsity Baseball
Head Coach, Varsity Softball

b. The selection committee shall consist of the following:

1. Superintendent
2. High School Principal
3. Athletic Director
4. SLEA President or their Designee

In the event of a vacancy in a Head Coaching Position, said selection committee shall begin the selection process within thirty (30) days of the known vacancy.

When a supplemental position is held by a person outside the bargaining unit, at the end of the supplemental contract, the position will be deemed vacant. The position will be posted and all applicants will be considered, with a Superintendent/Selection Committee awarding the position to

the individual he/she or the committee chooses from the applicants. If a sports supplemental is approved by the Board, and it is later deemed unnecessary, prior to the beginning of the season as defined by the OHSAA practice date or a date determined by the Superintendent if not an OHSAA sport, the Board has the option of cancelling the supplemental contract. If cancelled, the employee shall receive pro-rated compensation for the supplemental duties.

c. Supplemental coaches are required to notify local media outlet(s) either prior to or after events/games with information and/or statistics. Failure to notify local media will result in a 10% reduction of the supplemental compensation for each occurrence.

6.042 Coaching Positions

6.0421 Athletic Supplements – Boys

Baseball Coach – Head	12%
Baseball Coach – First Assistant	7%
Baseball Coach – Junior Varsity (2)	5%
Basketball Coach – Head	20%
Basketball Coach – First Assistant	12%
Basketball Coach – Second Assistant	10%
Basketball Coach – Junior High (2)	8%
Basketball Coach – Elementary (2)	7%
Basketball Coach – Summer	6%
Football Coach – Head	20%
Football Coach – First Assistant	12%
Football Coach – Second Assistant (2)	10%
Football Coach – Junior High (2)	8%
Football Coach – Elementary (2)	7%
Football – Weight Training Advisor	6%

6.0422 Athletic Supplements – Girls

Basketball Coach – Head	20%
Basketball Coach – First Assistant	12%
Basketball Coach – Second Assistant	10%
Basketball Coach – Junior High (2)	8%
Basketball Coach – Elementary (2)	7%
Basketball Coach – Summer	6%
Cheerleader Advisor – High School	12%
Cheerleader Advisor – Assistant	5%
Cheerleader Advisor – Jr. High School	5%

Softball Coach – Head	12%
Softball Coach – First Assistant	7%
Softball Coach – Second Assistant (2)	5%
Volleyball Coach – Head	20%
Volleyball Coach – First Assistant	11%
Volleyball Coach – Second Assistant	8%
Volleyball Coach – Junior High (2)	8%
Volleyball Coach – Elementary (2)	5%

6.0423 Athletic Supplementals – Boys & Girls

Athletics Director	26%
Cross Country Coach	10%
Golf Coach	8%
Site Manager (2)	6%
Track Coach – Head	12%
Track Coach – Assistant	7%
Track Coach – Second Assistant	5%
Track Coach – Junior High	8%

6.043 Other Supplemental Positions

Academic Challenge Coach	4%
Band Advisor	18%
Choir Advisor	4%
Choreography Director	3%
Class Advisor – Senior (2)	4%
Class Advisor – Junior (2)	4%
Class Advisor – Sophomore	1.5%
Class Advisor – Freshman	1.5%
Drama Director (Per Production; Max.2)	7%
Drama Director – Assistant (Per Production; Max.2)	5%
Ecology Club Advisor	2%
Elementary Musical Coordinator	3%
Elementary Stage Coordinator	2%
English Festival H.S.	1.5%
English Festival M.S.	1.5%
Esports (each season)	3%
Flag Line Coordinator	2%
LPDC Committee Chair	2.5%
LPDC Committee Member	2%
LPDC Committee Alternate	1%
Language Club Advisor	2%
Mentor – Lead	8%
Mentor	5%
National Honor Society Advisor	3%

Newspaper Advisor	7%
PBIS Coordinator (each building)	3%
Pep Club Advisor	2%
Photography	3%
RIMP Coordinator	2%
SADD	2%
Special Display Coordinator	2%
Student Senate Advisor	3%
Student Senate Advisor – Junior High (1)	3%
Student Senate – Elementary (1)	3%
Yearbook Advisor – High School	9%
Yearbook – Elementary	1%

*Creation of new supplementals must be bargained with SLEA.

6.044 Supplemental Positions/Teachers

Building Leadership Team Member	$30/hr.
College Credit Plus (per course)	$250
District Leadership Team Member	$30/hr.
Evaluation Committee	$30/hr.
HQSD Committee	$30/hr.
Student Learning Objective Construction	$30/hr.
Teacher Based Team Leader	$30/hr.

*Participation on DLT and BLT is voluntary.
*Participation on TBT is voluntary unless mandated by the Ohio Department of Education and Workforce (DEW).
*Kindergarten teachers who work the kindergarten graduation will receive up to two (2) hours of pay at their current hourly rate or may elect to take up to two (2) compensatory hours on the last teacher workday of the school year.
*Sixth-grade teachers who work the sixth-grade graduation will receive up to two (2) hours of pay at their current hourly rate or may elect to take up to two (2) compensatory hours on the last teacher workday of the school year.
*Teachers who work on Open House will receive up to one (1) hour of pay at their current hourly rate or may elect to take up to one (1) compensatory hour on the last teacher workday of the school year.

6.045 Payment for Supplementals

The Board agrees that all supplemental compensations will be distributed in three (3) separate payrolls during the season or one (1) pay at the end of the season, or equally throughout the school year at the option of the employee. The employee will not receive the final pay until they have

submitted all of the required paperwork at the end of the season. The supplemental must be requested in the fiscal year the work was performed unless the supplemental crosses fiscal years. Adjustments for tax rate shall be made at the request of the employee.

6.046 The Board and the SLEA agree to:

The Director of Athletics supplemental contract is part of the Dean of Students' or Assistant Principal's administrative contract. If the Director of Athletics supplemental ceases to be part of the Dean of Students' or Assistant Principal's responsibility, it will revert back to the bargaining unit. The Director of Athletics shall receive one (1) additional planning period. A full-time teaching load at the secondary level shall consist of at least five (5) teaching classes according to Section 5.21. An SLEA member serving as Director of Athletics shall be eligible to apply for a coaching position. If the Director of Athletics is also a coach, he/she shall be evaluated on his/her coaching position by the high school principal. An SLEA member serving as Director of Athletics shall not evaluate coaches if the coach is an SLEA member. An SLEA member serving as Director of Athletics shall receive mileage reimbursement for travel at the IRS mileage rate. Compensation pursuant to the Supplemental Experience Index (Section 6.046) will be applied.

6.047 Supplemental Experience Index

A. Supplemental positions will be compensated at a percentage of the BA Base Rate 0 salary in accordance with the Supplemental Schedule of activities. Years of service (i.e., experience) in a coaching or advisory position will be recognized and compensated on the following basis:

Years of Service		% of Supplemental Stipend
0-4	Years	100%
5-8	Years	110%
9-11	Years	120%
12-14	Years	130%
15 & over	Years	140%

B. Assistants, if advanced to head coach, shall receive credit for fifty percent (50%) of their years of service as an Assistant for computation of service as a Head Coach. The Superintendent may grant partial or full credit for years of service if an Assistant or Advisor moves from one activity to another clearly related activity. The Superintendent will evaluate and may grant partial or full credit to a Coach or Advisor for years of

service in a similar position performed in another school district. However, not more than one year of service may be granted for a school year, even if the individual was a Coach or Advisor in more than two sports or activities in a given year.

6.05 Travel Reimbursement

When, during the course of the school day, employees are required by the Board to use their vehicles to properly fulfill their assigned duties, they shall be reimbursed at the maximum IRS rate per mile. This provision shall not apply to employees on supplemental contracts.

6.06 Severance

6.061 Eligibility

The employee's eligibility for severance pay shall be determined as of the final date of employment. The criteria are:

6.0611 The employee retires from service with the District. Retirement shall be construed to mean disability or service retirement under any State or Municipal retirement system in the State.

6.0612 The employee must be eligible for retirement as of the last date of employment.

6.0613 The employee must, within one hundred twenty (120) days of the last date of employment, prove acceptance into the retirement system.

6.0614 The employee must not have fewer than ten (10) years of service with the State or its political subdivisions or a combination thereof.

6.0615 The employee must sign for the severance check certifying that all eligibility criteria have been met. Said payment shall be made in a lump sum within forty-five (45) days from the date of proof of acceptance into the retirement system.

6.062 Benefit Calculation

The amount of the benefit due an employee shall be calculated by:

6.0621 Multiplying the employee's accrued but unused sick leave by one-fourth (1/4).

6.0622 Multiplying the above product times the per diem rate of pay appropriate for that individual's placement on the salary schedule.

6.0623 The amount of the benefit calculated in Steps "A" and "B" shall not exceed the value of seventy-three (73) days.

6.063 Elimination of Sick Leave Credit

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

6.07 Passes to School Events

The Board shall provide two (2) free admissions to each employee for all sponsored school activities within the regulations established by the Auditor of the State of Ohio. The employee shall use his/her school issued badge and must be in attendance. The employee will be granted one (1) guest pass to be limited to immediate family as defined in Section 4.02, Sick Leave.

6.071 The Board will provide a free pass to each retired SLEA member for admission to all sponsored school activities within the regulations established by the Auditor of the State of Ohio.

6.08 Employee Insurances

6.081 General Coverage

6.0811 Board-Provided Insurance

The Board shall provide all employees with the following insurance coverage and shall provide for no less coverage and services than provided during the last previous work year:

A. Medical Coverage

A comprehensive medical program that will include Comprehensive Hospitalization and Surgical; Major Medical, Outpatient, Diagnostic, Laboratory, and Emergency Care. Deductibles and co-insurance are described under specific coverage (see 6.0821). Full-time employees will be required to make the following contributions for medical coverage:

	Family	Single
2026-2027	$175	$75
2027-2028	$175	$75
2028-2029	$200	$80

This contribution shall be calculated as a per pay deduction and one-half (1/2) of the amount set forth above will be withheld from the employee twice per month. Part-time employees will pay a portion of the monthly medical coverage premium pro-rated on the number of hours or days worked per week. Any employee who is classified as full-time on or before September 1st 2007 and who is later reduced to part-time status will only be required to pay the same contribution as full-time employees.

B. Prescription Drug Family Plan

At no cost to the employee, a "Formulary Drug Plan" provided to each employee and their family members. Co-payments and specifications are described under specific coverage (see 6.0822). Full-time employees will be required to make the following contributions for prescription coverage:

	Family	Single
2026-2027	$50	$20
2027-2028	$50	$20
2028-2029	$58	$22

This contribution shall be calculated as a per pay deduction and one-half (1/2) of the amount set forth above will be withheld from the employee twice per month.

C. Family Dental Plan

Dental insurance coverage shall be provided to each employee and his/her family members that meets or exceeds the specifications set forth under specific coverage (see 6.0823). Deductibles and co-insurance apply for restorative coverage. (see 6.0823) but NOT for preventative and diagnostic

coverage. Full-time employees will be required to make the following contributions for dental coverage:

	Family	Single
2026-2027	$9.00	$4.00
2027-2028	$9.00	$4.00
2028-2029	$9.00	$4.00

This contribution shall be calculated as a per pay deduction and one-half (1/2) of the amount set forth above will be withheld from the employee twice per month.

D. Vision Plan

At no cost to the employee, vision insurance shall be provided to each employee and their family members. Co-payments and specifications are described under specific coverage. (See 6.0824.)

If employee wishes to purchase the VSP plan, the employee will pay the difference in premium amounts from the current plan.

E. A 125 plan shall be established so as to provide employees with a means to pay out of pocket medical expenses on a pretax basis. A Flexible Spending Account (FSA) will be available at the election of the employee to be used for this pretax process. The administration and the SLEA shall work jointly to establish the process and parameters for implementing the FSA.

F. Term Life with Accidental Death and Dismemberment

At no cost to the employee, term life insurance provided to each employee in the amount of fifty thousand dollars ($50,000.00) with an equivalent accidental death and dismemberment benefit.

G. Severance Payment due to Death

In the event of the death of an employee, the severance amount shall be paid to the employee's estate.

6.0812 Continuation of Benefits

The Board shall permit all employees who have been granted unpaid leaves of absence or who are on layoff status to remain in the employee insurance group for all coverages provided by the Board at the employees' expense for the duration of said unpaid leave or entitlement to reinstatement. Insurance coverage for employees who have been granted paid leaves of absence shall continue to be provided at the Board's expense.

6.0813 Copies of Insurance Contracts

The Board shall provide to the SLEA one (1) copy of each signed contract entered into between the Board and the insurance companies which shall provide the benefits specified in this contract. Copies of existing contracts shall be provided to the SLEA within twenty-four (24) hours of ratification of the Agreement by both parties. Copies of contracts subsequently entered into by the Board shall be provided within one (1) week after they are received.

6.0814 Change(s) in Carriers

If, at any date following the ratification of this Agreement, the Board elects to change the insurance carriers that provide any of the coverage and services specified herein, the SLEA President shall be notified in writing thirty (30) days, if possible, but in no event later than fifteen (15) days prior to the effective date of the change in carriers. At the time of said notification, the Board shall provide to the SLEA a complete copy of the bid specifications or the certificate of insurance for the new plan setting forth in detail the specifications of coverage and services to be provided by the new carrier.

6.0815 Medical Coverage Opt-out Payment

Those employees not selecting any of the insurance coverages will receive a payment of one thousand dollars ($1,000.00) annually. The payment shall be made in two (2) installments, the first to be paid by December 15th and the second payment

shall be made by July 15th. Teachers covered under Section 6.0816 are not eligible for the one thousand dollar ($1,000.00) payment.

An employee eligible for family coverage who elects single coverage shall receive five hundred dollars ($500.00) annually as an insurance offset. This payment shall be made by July 15th.

6.0816 Spousal Coverage by Another Employer

Employees who have spouses covered by another non-contributory medical program must take at least single coverage with that program and will be subject to coordination of benefits for every covered claim. If the medical program is contributory, the Board shall have the option to pay the premium liability for that employee's spouse rather than provide coverage under the Board plan. Employees must provide to the District any premium cost the spouse may incur. Spousal coverage reimbursement dates shall be 3/30, 6/30, 9/30, and 12/30. The employee must request spousal reimbursement in writing and include proof of premium paid by September 1st each year on forms provided by the building secretary in order for the treasurer's office to meet this schedule.

6.0817 Change(s) in Coverage Status

An employee may change the coverage status (single or family) effective the first (1st) day of any month.

6.082 Specific Coverage

6.0821 Comprehensive Hospitalization and Surgical/Major Medical

Co-Insurance

Coverage shall be as set forth in the Plan Benefit Booklet.

6.0822 Prescription Drug

Coverage shall be as set forth in the plan booklet.

6.0823 Dental

Coverage shall be as set forth in the plan booklet.

6.0824 Vision

Coverage shall be as set forth in the plan booklet.

Within thirty (30) days following the signing of the Agreement and thereafter as amendments in coverages are made, each employee shall receive a plan description for each insurance benefit provided by the Board.

6.0825 Benefit Changes Committee

When changes in the law regarding "Best Practices" become adopted, representatives from the Administration and the bargaining unit will meet to discuss how those changes will affect the specific benefits provided by the Board.

6.0826 Wellness - Vitality Health Review (VHR) Compliance

Should the school district meet the VHR decrement in any given year, as described by the Portage Area Schools Consortium, then the member of SLEA who carries medical insurance and completed the VHR will receive a $25.00 gift card.

6.0827 Wellness - Biometric Screening Compliance

Should the school district meet the Biometric Screening decrement in any given year, as described by the Portage Area Schools Consortium, then the member of SLEA who carries medical insurance and completed the Wellness – Biometric Screening will receive a $25.00 gift card.

6.083 Eligible Participants for Board Provided Insurance

The employee, their spouse, and dependent children to age twenty-three (23) (or twenty-six [26] if a full-time student) are eligible for all insurances described under 6.082.

6.084 Duration of Described Coverage

The before mentioned conditions and coverages shall remain in full force and effect for the duration of this contract unless stated otherwise.

6.09 Board Pick-up of Employee Contributions to the State Teachers Retirement System (Salary Reduction/Restatement)

In accordance with Internal Revenue Service Rulings 77-462, 81-35 and 81-36, the SLEA and the Board agree that, effective January 1, 1995, the Board shall contribute to the State Teachers Retirement System an amount equal to each employee's contribution to the State Teachers Retirement System. This amount contributed by the Board is in lieu of payment of said amount to each employee and shall be treated as a mandatory salary reduction from the contract salary or hourly rate otherwise payable to each employee. The amount contributed by the Board on behalf of the employee is in addition to the Board's required employer contribution.

6.091 Amount Picked-up for STRS

The dollar amount to be "picked-up" by the Board:

6.0911 Shall be credited to the State Teachers Retirement System as employee contributions under authority of Ohio Attorney General Opinion 82-097;

6.0912 Shall be included in computing an employee's final average salary for State Teachers Retirement System purposes and in reporting employee-authorized credit information to financial institutions;

6.0913 Shall not be reported by the Board as subject to current federal and state income taxes;

6.0914 Shall be reported by the Board as subject to city income taxes.

6.092 IRS Compliance

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

6.093 Deferred Salary and Cash Salary

For purposes of this provision, an employee's total annual salary and/or salary per pay period shall be the salary specified in Sections 6.03, 6.04, and 5.113 of this Agreement. The total annual salary and/or salary per pay period shall be payable by the Board in two components: (1) deferred salary and (2) cash salary.

6.0931 An employee's deferred salary shall be equal to that percentage of said employee's total annual salary and/or salary per pay period which is required by the State Teachers Retirement System to be paid as an employee contribution by said employee.

6.0932 An employee's cash salary shall be equal to the employee's total annual salary and/or salary per pay period less the amount of the deferred salary for said employee and shall be payable to said employee subject to applicable payroll deductions. The Board's total expenditures for employee's salaries as specified in Sections 6.03, 6.04, 6.05, and 5.113 of this Agreement and its employer contributions to the State Teachers Retirement System shall not be greater than the amounts the Board would have paid had this provision not been in effect.

6.094 Board's Remittance to STRS

The Board shall compute and remit its employer contributions to the State Teachers Retirement System based upon the employee's total annual salary and/or salary per pay period.

6.095 Hourly Employees Addendum

An addendum to each employee's contract or salary notice (for hourly employees) currently in effect shall be prepared and distributed that states:

6.0951 That the employee's contract salary or hourly rate is being restated as consisting of a cash salary and of a deferred salary that is equal to the amount of the employee contribution to the State Teachers Retirement System being "picked-up" by the Board on behalf of the employee;

6.0952 That the Board will contribute to the State Teachers Retirement System an amount equal to the employee's required contribution to the State Teacher Retirement System for the account of each employee; and

6.0953 That life insurance, sick leave pay, assault leave pay, severance pay, supplemental pay, extended service pay, worker's compensation benefits, unemployment compensation benefits, or any other compensation or benefit that is indexed to or otherwise determinable by reference to the employee's rate of pay shall be calculated upon the combined cash salary and the deferred salary of the employee.

6.096 Compliance of All Salary Notices

All subsequent contracts and salary notices for employees shall comply with the provisions of this section.

6.10 Retirement Incentive

The Board agrees to a cash payment of ten thousand dollars ($10,000.00). To be eligible for this provision, the employee must retire during the first year he/she becomes eligible for retirement by STRS standards and provide proof of retirement from STRS. The employee must be employed by the District for at least thirty (30) years to receive the payment.

An employee who retires and is not eligible for the above payment will receive a thirty dollar ($30.00) thank you bonus for every year of service accumulated at the date of retirement.

ARTICLE VII – EMPLOYEE DISCIPLINE

7.01 Steps for Employee Discipline

It is important to all parties that employees perform as expected and that an employee discipline plan be clear and consistent. The steps of employee discipline are:

Oral reprimand
Written reprimand
Suspension – without pay
Termination

Nothing herein shall preclude the Administration from issuing more than one oral or written reprimand, or from skipping any or all steps before termination depending on the severity of the offense.

7.02 Areas of Discipline

The general areas of discipline include but are not limited to:

A. Violation of reasonable regulations.
B. Improper conduct.

7.03 Due Process Procedure

1. Except in cases requiring immediate suspension, no employee shall be disciplined without first having been given due process in accordance with the following procedure.

a. Notice of Allegation and Conference: A written notice setting forth the allegations, which, if substantiated, could result in disciplinary action, shall be delivered in person and receipted or sent to the employee by e-mail. The notice shall include the time and place of a conference to discuss the allegations.

b. Conference: The conference to discuss the allegations shall be attended by the employee, the employee's Association representative(s), and the Board's representative(s). The conference shall be held no sooner than three (3) days nor later than ten (10) days following the employee's receipt of the notice of allegations or at the time and place mutually agreed upon by the parties.

c. Notification of Disposition: The employee and the Association President shall be notified immediately by certified mail of the disposition of the matter. If a determination has been made to take disciplinary action, the notice of disposition shall include the disciplinary action to be taken and the reason(s) for the action.

2. In cases of immediate suspension, the written notice of allegations shall be presented to the employee within twenty four (24) hours following the suspension, and the conference shall be held as expeditiously as possible

7.04 Purge of Files

Written reprimands shall be removed from the file if there has been no further recurrence of the offense in the subsequent three (3) years, if requested by the employee and if approved by the Superintendent.

7.05 Reprimand Procedure

A written notice of the scheduled meeting will be given to the employee.

7.051 Oral Reprimand Procedure

A. Review of the rule, conduct, order, procedure or regulation will be made which is the basis for the oral reprimand action.

B. The action or failure on employee's behalf to comply with (A) above will be stated.

C. It will be stated that an oral reprimand or warning is being issued.

D. Employee will be afforded the opportunity to provide witnesses and relevant data.

E. Help will be offered.

F. It will be understood that failure to comply will warrant further disciplinary action.

G. A written note or anecdotal record will be made of date, time, and action on appropriate form and signed by the employee and administrator. A copy will be given to the employee. No copies will be put into the employees file.

7.052 Written Reprimand Procedure

A. Specific facts such as date, time and place, witnesses to, and actions of the individual will be stated by the administrator and the employee.

B. The rule, conduct, order, procedure or regulation violated or breached will be given.

C. Previous oral reprimands or warnings will be outlined.

D. It will be stated that this is a written reprimand.

E. The employee will be given another opportunity to improve, with hopes and expectations of his/her doing so.

F. It will be stated that, if the employee does not improve, he/she will be subject to further disciplinary action.

G. A copy of the written reprimand will be given personally to the employee and a copy placed in his/her file.

7.06 Suspension

A certificated member of the bargaining unit may be suspended from his/her duties without pay by the Superintendent for a maximum of six (6) days per school year, on the conduct of the employee.

No suspension shall be imposed without due process.

7.07 Reservation of the Right to Terminate

Nothing herein shall preclude the Board of Education from action to institute contract termination proceedings pursuant to ORC 3319.16 and 3319.161 when in the sole and exclusive discretion of said Board it is determined that such action is warranted. Any challenge to termination must be in accordance with ORC 3319.16 and 3319.161 and is not subject to the grievance procedure.

ARTICLE VIII – EMPLOYMENT OF RETIREES AS TEACHERS

This Article governs the terms and conditions of employment of any superannuate or "other system retirant" (as those terms are statutorily defined for purposes of ORC 3307.35) whom the Board may regularly employ in a position that falls within the description of the bargaining unit appearing in Article 1.02 of this agreement. Any such employee will become a bargaining unit member upon employment and, except as otherwise specified below, be subject to the provisions of this agreement.

The provisions of Article VIII supersede and prevail over any inconsistent terms that may appear elsewhere in this agreement or in any part of the ORC.

8.01 Definition of Retiree – A Retiree is an individual who has attained service retirement status with the State Teachers Retirement System and is otherwise qualified by certification and background for public school teaching in Ohio.

8.02 Vacancy – Where a teaching vacancy exists, which the Board may fill by hiring a properly certified teacher who is not already employed by the Board, the Board may consider and employ Retirees for any such vacancy upon the recommendation of the Superintendent.

8.03 Salary – A Retiree may be paid at the BA-2 salary step level regardless of training and years of service in any Ohio public or private school and, so long as employment with the board continues, shall not advance on the salary schedule based either on years of service or additional training. This provision expressly supersedes Chapter 3317 of the ORC.

8.04 Contract Length – A Retiree shall receive a one year limited teaching contract that shall expire automatically at the end of the stated term. No notice of non-renewal or Board action is required. Continuation of employment of a Retiree through offering new one-year limited contracts that automatically expire shall be at the election of the Board and upon recommendation of the Superintendent. A Retiree is not eligible for a continuing teaching contract, regardless of years of employment with the Board. The parties specifically wave all rights for such employees pursuant to ORC 3319.11 and 3319.111.

8.05 Evaluation – Evaluations shall be conducted at the discretion of the building principal. The decision to conduct or not conduct an evaluation shall not affect the automatic expiration of the limited contract.

8.06 Sick Leave – A Retiree shall accumulate and may use sick leave in accordance with Article IV of the Negotiated Agreement, but shall not be entitled to severance pay under Article VI of the Negotiated Agreement or under law upon conclusion of employment as a Retiree.

8.07 Seniority – A Retiree shall not accumulate seniority in the bargaining unit and has no right of recall in the event of a reduction in force pursuant to Article V of the Negotiated Agreement. Additionally, a retiree who returns to employment starts re-employment with no seniority.

8.08 Sebring Retiree – An employee who retires from service with the Sebring Local Board of Education, at the written request of the employee, may be re-employed by the Sebring Board of Education. The following provisions shall apply to this re-employment:

8.081 The retiree shall remain in the teaching assignment held prior to retirement whenever possible.

8.082 The retiree shall be offered the option of a one or two-year limited contract.

8.083 The retiree shall be paid at the B-4 salary step level during both years of the two year contract.

8.085 All other provisions in the Agreement between the Sebring Board of Education and the Sebring Local Education Association shall remain in full force and effect.

8.086 Subject to these provisions, reemployed teachers who have retired are part of the bargaining unit.

ARTICLE IX – EFFECTS OF THE CONTRACT

9.01 No Reprisals

The Board and the Superintendent agree that there shall be no reprisals of any kind taken against the employees for action taken relative to negotiations, and/or membership representation, and/or holding office in the SLEA, and/or for the formal filing of a grievance.

9.02 Amendment

This Agreement represents the full understanding and commitment between the parties and replaces all previous agreements. This Agreement may be added to, deleted from, or otherwise changed only by an amendment in writing properly signed and adopted by each party.

9.03 Severability

9.031 Legal Compliance

If any provision of this Agreement or any application of this Agreement to any individual employee or group of employees shall be found to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

9.032 Renegotiation of Invalid Provision

Any provision of this Agreement which is deemed contrary to law by the court of highest jurisdiction shall be renegotiated by the parties within fifteen (15) days after said finding is rendered.

9.033 Disagreement

If agreement has not been reached upon expiration of the fifteen (15) day negotiation period, the disputed provision shall become subject to the negotiation impasse procedure outlined in Section 2.04 of this Agreement.

9.04 Legal Rights

Nothing in this Agreement, with the exception of Article VIII, shall deny any employee rights or privileges that are granted to said employees by the Ohio Revised Code or any other statute or law.

9.05 Individual Contracts

All individual contracts entered into between an employee and the Board shall be consistent with the terms and conditions of this Agreement, and compensation for bargaining unit positions shall not exceed those rates set forth in this Agreement.

9.06 Conflicts

It is understood that employees shall continue to serve under the direction of the Superintendent and in accordance with Board and Superintendent policies, rules, and

regulations, provided that the provisions of this Agreement shall supersede and prevail over any conflicting provisions.

9.07 Consolidation Rights

9.071 Transfer to New School District

9.0711 If bargaining unit members covered by this Contract are transferred to another or new school district during the term of this Contract, the employer agrees that prior to such transfer it will make a good faith effort to protect the security of its employees with the successor employer with the following exceptions and limitations:

A. If the successor employer already recognizes a union which is an affiliate of the Ohio Education Association, then the transferred employees will be considered to be added to the existing bargaining unit; however, such transferred employees will enjoy the rights, protections, benefits and salaries/wages of the Contract providing greater rights, protections, benefits and salaries/wages for them until such time a new Contract is reached between the union and the successor employer.

B. If the successor employer recognizes a union which is not an affiliate of the Ohio Education Association, the successor employer will refer the matter of representation to the State Employment Relations Board.

9.0712 Seniority

A. If one of the employers does not recognize a union, the seniority provision of the Contract shall govern the credited seniority of all employees employed by the successor employer as if they had been bargaining unit members; or

B. When both employers recognize unions affiliated with the Ohio Education Association and notwithstanding any other contractual seniority provision, seniority shall be defined as the length of continuous employment in a bargaining unit position beginning with the first day worked in such position.

9.072 Maintenance of Rights

9.0721 The new district consolidation, jurisdictional change or territorial transfer shall in no way diminish the individual contractual status, service credit for salary placement, or any other statutory entitlement that would have accrued to an employee had the district consolidation, jurisdictional change or territorial transfer not taken place.

9.0722 Any transferring employee shall have the previous district service combined with the newly created district service, and it shall be considered "continuous service" for retirement benefits and any other statutory or contractual benefit which requires continuous service.

9.08 Duplication and Distribution of the Agreement

9.081 Distribution

As soon as is reasonably possible after the parties have formally ratified this Agreement, but not later than thirty (30) days after the parties have proofread and executed the final draft, the Board shall have the Agreement emailed to each employee.

9.082 Printing of Amendment

Any amendment(s) to the Agreement that is adopted by the parties subsequent to the initial printing of the Agreement but prior to its expiration and that can be inserted into the Agreement without disturbing the unaffected provisions of the existing Agreement shall be printed on paper for insertion of the amendment(s) into the appropriate section(s) of the Agreement and will be emailed to each employee.

9.09 Duration of Contract Provisions

Unless otherwise specified herein, all provisions of this Agreement shall remain in full force and effect from September 1, 2026 until midnight, August 31, 2029.

IN WITNESS WHEREOF, the parties to this Agreement, signed this 23rd day of January, 2026.

FOR THE SLEA	FOR THE BOARD
Nicole Mathias	John Jones
PRESIDENT	PRESIDENT
Jeanelle Thorn	Lori Visconti
~~CHIEF~~ NEGOTIATOR	SUPERINTENDENT
Keely Kandel	Dawn Welsch
NEGOTIATOR	TREASURER
Lynn Chin	Melanie Addo
NEGOTIATOR	MEMBER
Betsy Walsh	Scott Latham
NEGOTIATOR	VICE PRESIDENT

Appendix A

SEBRING LOCAL SCHOOLS

NOTICE OF VACANCY

POSITION _____

BUILDING _____

DEPARTMENT _____ GRADE LEVEL(S) _____

SUBJECT _____

QUALIFICATIONS REQUIRED

1. _____

2. _____

3. _____

_____

COMPENSATION _____

DATE OF POSTING _____

DEADLINE FOR APPLICATION _____

Appendix B

SEBRING LOCAL SCHOOLS

REQUEST FOR TRANSFER

==========

NAME _____

STREET ADDRESS _____ PHONE _____

CITY _____ STATE _____ ZIP CODE _____

TYPE OF CONTRACT _____ EXPIRATION DATE _____

SUBJECTS AUTHORIZED ON TEACHER CERTIFICATE(S) _____

_____

ASSIGNMENT REQUEST (BE AS SPECIFIC AS POSSIBLE) _____

_____

_____

STATE BRIEFLY THE REASONS FOR THIS REQUEST _____

_____

LIST YOUR ACADEMIC QUALIFICATIONS FOR THIS REQUEST _____

_____

==========

DATE _____ SIGNATURE _____

==========

NOTE: The assignment of teachers will be the responsibility of the Superintendent of Schools (ORC 3319.01). This form is to be used to request a transfer as per the Master Agreement between the Board and the Association. This request will be invalid if not acted upon by August 15. During the school year, new requests will be required for all announced vacancies.

File this request with the Superintendent of Schools.

DATE RECEIVED _____ TIME _____

Appendix C

SEBRING LOCAL SCHOOLS

REQUEST FOR REASSIGNMENT

==========

NAME _____

STREET ADDRESS _____ PHONE _____

CITY _____ STATE _____ ZIP CODE _____

TYPE OF CONTRACT _____ EXPIRATION DATE _____

SUBJECTS AUTHORIZED ON TEACHER CERTIFICATE(S) _____

_____

ASSIGNMENT REQUEST (BE AS SPECIFIC AS POSSIBLE) _____

_____

_____

STATE BRIEFLY THE REASONS FOR THIS REQUEST _____

_____

LIST YOUR ACADEMIC QUALIFICATIONS FOR THIS REQUEST _____

_____

==========

DATE _____ SIGNATURE _____

==========

NOTE: The assignment of teachers will be the responsibility of the Superintendent of Schools (ORC 3319.01). This form is to be used to request a reassignment as per the Master Agreement between the Board and the Association. This request will be invalid if not acted upon by August 15. During the school year, new requests will be required for all announced vacancies.

DATE RECEIVED _____ TIME _____

Certificate of Funds
(ORC 5705.412)

IT IS HEREBY CERTIFIED that the Sebring Local School District has 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 calendar 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 contact, 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.

DATED: 1/23/26

BY: Dawn Welsch
Treasurer

BY: Tom Viscomi
Superintendent of Schools

BY: John Jones
President, Board of Education