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AGREEMENT BETWEEN

THE ANNA LOCAL TEACHERS ASSOCIATION

AND THE

ANNA LOCAL BOARD OF EDUCATION

July 1, 2026 – June 30, 2029

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ARTICLE I - RECOGNITION

A. Recognition of Association

The Anna Local Board of Education hereinafter referred to as the "Board," hereby recognizes the Anna Local Teachers Association, an affiliate of NEA, OEA, WOEA, hereinafter referred to as the "Association" as the sole and exclusive bargaining representative of a bargaining unit which shall include all full-time and part-time (9 hours or more per week) employees by law to be certificated and serving under contract in the position of teacher, counselor, special area employee, and substitutes serving (60) consecutive days in the same position.

Excluded from the bargaining unit are the Superintendent, Principals, Supervisors, and other Administrative Personnel as defined in Chapter 4117 of the Ohio Revised Code.

*Administrative Personnel are those individuals who are hired that:

1. Hold an administrative certificate and;
2. Hold a position of hiring/supervising and;
3. Hired on the administrative salary schedule

B. Association Rights

1. Mailboxes

   The Association shall have the right to place materials in the mailboxes of bargaining unit members. Placement will be made by the building representative or his/her designee. The Association may place on the members' school mailboxes the UTP logo or insignia for the purpose of facilitating placement of Association materials. The Association shall be permitted to use the Board's inter-school delivery/email system to distribute information.

2. Board of Education Meeting

   The association President shall receive prior to each Board of Education meeting the agenda and financial documents.

3. School Calendar

   See Article XI, Liaison Committee

4. Teacher Facilities

   The Association will have input on any new building or addition in the district.

5. Professional Dues

   Unified professional dues will be collected through payroll deduction or paid directly in full. The Association shall notify the Treasurer of those teachers who will

participate one week prior to the first pay in October, and shall indicate the total amount to be deducted from each teacher's check.

The Treasurer shall transmit to the ALTA Treasurer every pay period the total dollars withheld for the UTP dues.

All monies deducted for such purposes shall be transmitted to the Union not more than 5 days following the collection via check or electronic transfer to an account designated by the Association. Accompanying each check or deposit notification will be a complete listing of the names of the members for which a payroll deduction was made.

In the event employment is severed, the District Treasurer shall deduct all owed and remaining dues from the employee's next check, immediately following such notification.

6. Fair Share Fee

The parties acknowledge that current law does not allow for the deduction of a fair share fee. In the event the law would change and allow for the deduction of a fair share fee, the following language will be utilized.

Any employee, eligible for bargaining unit services and employed by the Board after July 1, 1994, or a member of the United Teaching Profession on June 30, 1994, will participate in "Fair Share" as described in the following paragraph.

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

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

Payroll deduction of such annual fair share fees shall commence on the first pay date which occurs on or after January 15 annually. In the case of a unit employee hired after the beginning of the school year, the payroll deduction shall commence on the first pay date after employment.

The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence the deduction of fair share fee amount with respect to the former member. The deduction of said amount shall commence on the first pay date occurring after termination of membership.

The Association represents to the Board that an internal rebate procedure has been established in accordance with section 4117.009(c) of the Revised Code and that a procedure for challenging the amount of the representation fee has been established

and will be given to each member of the bargaining unit who does not join the Association and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitution of the United States and the State of Ohio.

Non-members may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association. The Anna Local Board of Education shall be held harmless in the event of any and all legal challenges to this Section and shall be indemnified by the Association.

Employment status, contract term, and renewals will not be related in any way to the details of this Section.

7. Association Dues Deduction

    a. Teachers may at any time sign and deliver to the Board an authorization for requesting membership dues and assessments of the recognized Association and its affiliates. Such authorization shall continue in effect until such a time that said teacher gives written notice to the Treasurer of the Board to discontinue such deduction or employment with the Board terminates.

    b. Such deductions shall be made in equal amounts, beginning the month after the authorization form is submitted to the Treasurer of the Board. All money so deducted shall be remitted to the Treasurer of the Association monthly.

    c. A representative of the Anna Local Teachers Association shall have access to the record of authorizations and cancellations kept by the Treasurer.

C. Recognition of the Board/Superintendent

1. The Association recognizes the Board as the locally elected representative of the people of the Anna Local School District and as the employer of the certificated/licensed personnel of the Anna Local School District.
2. The Association and Board recognize the Superintendent as the chief executive officer and primary professional advisor to the Board as well as the educational leader of the school system.

D. Management Rights

The Board hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Ohio, and of the United States.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Master Contract and Ohio statutes; and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Ohio, expressly O.R.C. 4117, and the rules and regulations promulgated by the Ohio State Board of Education and the Constitution and laws of the United States.

ARTICLE II - NEGOTIATION PROCEDURES

A. Definitions

1. "Professional negotiations" means conferring, discussing, and negotiating in good faith by a board of education or its designated representatives, and the ALTA or its designated representatives, in an effort to reach agreement with respect to salaries, hours, terms and conditions of employment and working conditions and other matters of mutual concern by such board and organization.

2. "Good faith" involves coming to the negotiating table with the intention of negotiating, not dogmatically pursuing a preconceived stand. Good faith requires that the Association and the Board be willing to react to each other's proposals. If a proposal is unacceptable to one of the parties, that party is obligated to give its reasons and offer counter proposals. Good faith requires both parties to recognize negotiations as a shared process. The obligation of a Board or its representatives and the representatives of ALTA to meet for purposes of professional negotiations does not compel either party to agree to a proposal or require the making of a concession.

B. Directing Requests

A written request for negotiation meetings from the Association will be made directly to the Superintendent. Requests from the Board will be made in writing to the President of the Association. Requests for negotiations shall be submitted by either party, by no later than the first full week of January, prior to the expiration of the contract. An official SERB notice to negotiate will be submitted on or about the day of the first bargaining session.

C. Negotiation Meetings

1. Scope of Negotiations

   Negotiations shall be conducted as to salaries, fringe benefits, working conditions, terms and conditions of employment, and such other matters as are mutually agreed upon as a proper subject for negotiations.

2. Representative Authority

   While no final agreement shall be executed without ratification by the Association and adoption by the Board, the parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, counter proposals, or concessions in the course of negotiations.

3. Exchange of Information

   The Board, Superintendent and the Association agree to furnish upon request at a reasonable time the available information concerning financial resources of the district and other information to the extent that such information would be available to the general public or other information as mutually agreed upon. The Association agrees to furnish upon request the available information on its proposals.

4. Limitations

   Until negotiations are completed, each meeting shall begin with a tentative time for adjournment and end with an agreed time and place for the next meeting.

5. Caucus

   The chairman of either group may call for an independent caucus at any time during any negotiation meeting.

6. Item Agreement

   As items being negotiated receive tentative agreement, they shall be reduced to writing and initialed by each party. Such initialed items shall not, however, be considered final and binding until the negotiated agreement is both ratified by the Association and adopted by the Board.

7. Reprisal

   No action to coerce, censor, intimidate, or penalize any negotiating participant and Association Member/bargaining unit member shall be taken or implied by any school affiliated personnel as a result of participation in the negotiation process.

D. Agreement

When agreement is reached through negotiating, it shall be reduced to writing and submitted to the Association and Board for their consideration. If ratified by the Association, the Board may adopt a resolution setting forth the agreement. When the agreement is ratified and adopted, it shall then be signed by the parties and shall become part of the official minutes of the Board.

The resulting agreement shall be binding on both parties until renegotiated or terminated. No provisions of the resulting agreement shall discriminate against any staff member in regard to membership or non-membership in the Association.

E. Agreement Printing

The Board will pay costs of providing each bargaining unit members with a copy of this contract and any supplements thereto. Copies of the contract shall be distributed by the Association. The Association shall receive additional copies of the contract for its own use.

F. Re-Negotiation

If mutually agreed to by the Board of Education and the Association, any part or parts thereof may be re-negotiated prior to the termination of the minimum effective time of the agreement or of such part.

G. Memorandum of Understanding Agreement

This Agreement shall be subject to a memorandum or memorandums of understanding by mutual consent of the Superintendent, with concurrence of the Anna Local Board of Education, and the President of the Association, with concurrence by the Association Executive Committee. Any such amendment or amendments shall be reduced to writing, state the effective date of such amendment or amendments, and be executed by the parties in the same manner as this Agreement.

Copies of the adopted Memorandum will be sent to all members of the Association, BOE, and administration.

H. Severability

1. The Board of Education and the Association agree that all items in this contract which supersede applicable state law and which may permissibly do so under Ohio Revised Code Section 4117.10(A) shall not be affected by Article II, Section (H)(2).
2. Should any clause of contract be held to be in violation of the law by a court of competent jurisdiction, then that clause of the contract shall be rendered null and void, but the remainder of the contract shall remain in full force and effect.

3. The parties shall meet within (10) days after the final determination of unlawfulness to bargain over its impact and to bring the Contract into compliance. If the parties fail to reach an agreement over the affected provision, the statutory dispute settlement procedure contained in Article II shall be utilized to resolve the dispute.

4. To the extent that any provision of the Board Policy Manual, the Teacher's Handbook, or other regulation or procedure conflicts with a provision of this agreement, the provision of the agreement shall have precedence.

I. No Strike Clause

For the duration of this contract neither the Association, its agents, nor the employees represented by the Association shall engage in any strike, slowdown, or withholding of services designed to interfere with the normal operations of the school district.

A violation of this provision will be dealt with as provided in Ohio Revised Code 4117.23.

ARTICLE III

TEACHING CONDITIONS

A. School Calendar

1. The school calendar shall contain 183 days.

   (a) K-8 178, 9-12 179 days with pupils in attendance

   (b) 3 work days without pupils in attendance
      1. Whole District and/or Building in-service may occur during working hours of any of the 178/179 pupil days– via delays, early dismissal, or waiver days.
      2. One of the work days prior to the first student day shall be as follows: one half work day will be identified on the school calendar for Whole District and/or Building required in-service and will not exceed 3.5 hours.
      3. The end of the year workday will be a half day.

   (c) 2 parent/teacher conference days K-8, 1 parent/Teacher conference day 9-12
      1. One conference day will be held in the first semester from 8:00 am - 3:30 pm (no students in attendance for grades K-8 and High School will resume a normal day with students) and 4:30 pm to 7:30 pm.The following day will be a non-work day. One conference night will be held in the second semester from 4:30 pm-7:30 pm.
      2. If additional conference times are needed then preapproval by administration is needed and it is the responsibility of the teacher to submit for supplemental pay, which cannot exceed three hours per year.
      3. Conference time may be used for other professional items if time permits and with Administrative approval

   (d) Open House night will be from 5:00-7:30 pm with a staggered schedule.
      1. Kindergarten will schedule its own open house times with Administration approval.
      2. All bargaining unit members will be at school from 5:00-7:30 pm, but start times for open house are staggered:
         a) Elementary begins at 5:00-7:00 pm with Open House
         b) Middle/High School Open House will be from 5:30-7:30 pm
         c) Teachers will utilize the flex hour before or after Open House as work time to complete Open House requirements and paperwork.

2. The school calendar shall be adopted in conjunction with the Liaison Committee. The calendar will list up to five make-up days including at least two (2) between January 1 and Memorial Day. Student days will be made up after five calamity days.

B. Workday

1. Definition

   The classroom teacher work day shall consist of seven and one/half (7.5) consecutive hours, excluding parent/teacher conference days and open house.

2. Lunch

   The regular work day shall include a scheduled duty-free lunch period of not less than 30 consecutive minutes.

3. Travel Time

   Adequate travel time shall be scheduled for employees required to perform work at more than one site during the course of the work day.

4. Planning/Conference Time

   a) A minimum of 200 minutes per week planning/conference time will be provided for full-time teachers. Planning/conference time will be for a period of at least thirty (30) consecutive minutes uninterrupted, unless prior planning has taken place.
   b) Such planning/conference time will be within the confines of the scheduled student school day.
   c) When there is a delay schedule, the day will be planned so as to maintain the instruction of all regularly scheduled classes and each teacher will have planning time. If no planning time is allotted during the student day then thirty (30) minutes can be logged.

5. Non-contracted Days

   a.) Bargaining unit members may log up to 5 days starting July 1 that are outside of their contracted/supplemental/extended days. Days must be completed at school.
   b.) 7.5 hour increments will equal a day; no partial day increments will be accepted. Each day will be paid at $400 per day and hours must be approved by administration.
   c.) Timesheets to be submitted to the payroll department at any time, upon completion of 5 days, or by May 15 for completion of 1-5 days.

6. Building Staff Meetings

   a) Will be held (unless cancelled by the Administration) monthly starting in September, concluding in May, and scheduled and communicated prior to the start of the school year.
   b) Meetings will be held from 3:20 pm to 4:00 pm and morning-after staff meetings will be held from 7:20 am to 8:00 am.
   c) Additional meetings may be required due to construction and/or safety.

C. Non-Compensatory Duties

Before and after school, lunch, homeroom and hall duties not under supplemental contract, shall be assigned to the teaching staff, if necessary, in an equitable manner.

D. Calamity

When an early dismissal is warranted, teachers shall not be required to remain more than twenty (20) minutes following the dismissal of students.

E. Class Size

1. Grades K-5
   a. The maximum class size for an individual classroom teacher will be 21 students for grades K-3 and 23 in grades 4-5.
   b. Each individual teacher whose class size exceeds the maximum, $2,400 per year. Each shared teaching team, 3-5, will split the amount if only one section exceeds the maximum class size.
   c. The amount to be paid will be calculated on the average daily membership per classroom as evaluated per semester. No amount will be paid if the classroom teacher is absent for more than 50% of the grading period. For ADM amounts that are not whole numbers, the amount will be rounded up to the nearest whole number.
   d. The amount will be paid in equal installments.

2. Grades 6-12
   a) An individual teacher in any of the core subject areas of Social Studies, Math, Science, Language Arts, and Foreign Languages will serve a maximum of 150 students per day in grades 6-12.
   b) The maximum class size target in any of the core subjects will be 30 students per class session.
   c) Each individual teacher in grades 6-12 whose class size exceeds the maximum (150), will be paid an additional $2,400 per
   d) The amount to be paid will be calculated on the average daily membership per classroom as evaluated per semester. No amount will be paid if the classroom teacher is absent for more than 50% of the grading period. For ADM amounts that are not whole numbers, the amount will be rounded up to the nearest whole number.
   e) The amount will be paid in equal installments.
   f) Lab Compensation for High School Science Lab and Culinary Teachers is $1,200 per year.
   g) College Credit Plus and AP Classes
      1) Applies to teachers employed prior to 2026
         a) Teachers in Math, Language Arts, Science, Social Studies, and Foreign Language College Credit Plus/AP courses will be paid $500 per college semester hour.
         b) Teachers of non-core College Credit Plus courses will be $500 per individual per year.
         c) AP only courses will be paid $1,500 per course per year.
         d) All College Credit Plus/AP compensation will be paid on the first pay in June.

2) Applies to teachers employed after 2026
   a. Teachers in Math, Language Arts, Science, Social Studies, and Foreign Language College Credit Plus/AP courses will be paid $1,000 per college credit course.
   b. Teachers of non-core College Credit Plus courses will be $500 per individual per year.
   c. AP only courses will be paid $1,000 per course per year.
   d. All College Credit Plus/AP compensation will be paid on the first pay in June.

h) Resident Educator/Mentor Program
Mentors shall be assigned only one Resident Educator per year, unless the Mentor volunteers for additional Resident Educators. Professional leave may be granted to complete requirements. Mentor compensation shall be $500 per year per Resident Educator.

F. Parent Conferences and Observations

Although cooperation and communication between parents and teachers is an important facet of teaching and shall be encouraged at all levels, the normal discharge of a teacher's daily responsibilities must be given first consideration. Therefore, teachers shall be consulted as to a time and place for parent conferences or classroom observations by parents. The administration will assist the teacher in the enforcement of the above guidelines.

G. Open Enrollment

Bargaining Unit Members living outside of the Anna School District may place their children in the Anna Schools through open enrollment. All district open enrollment rules and regulations apply to these students.

H. Public Complaints

1. In the event a complaint or question concerning a teacher is received, the following procedure shall be used:
   a. The complaint will be addressed to the concerned employee, who shall meet with the complainant to discuss the complaint.
   b. If the matter is not resolved at this discussion, the complainant shall submit a written complaint to the Building Principal, who shall schedule a meeting with the parties at a mutually agreeable time to discuss the complaint.
   c. If the matter is not resolved at that level, a meeting may be sought with the Superintendent. The Superintendent shall schedule a meeting to discuss the complaint at a mutually agreeable time for the complainant, the affected employee and his/her representative.
   d. Should the issue fail to be resolved by level c, and a meeting is sought with the Board, the employee and his/her representative shall be notified of the meeting and have an opportunity of addressing the Board in executive session prior to their meeting with the complainant.

2. This procedure shall be applied equally to all complaints - either verbal or written.

3. Any complaint which is not brought to the attention of the employee within five (5) school days after the complaint is made, shall not be made the basis for disciplinary action against the employee, or to affect the employee's continued employment.

I. Discipline

The administration may take disciplinary action against an employee which may include either an oral or written reprimand. A reprimand, either verbal or written, shall be given to the employee in private.
Upon the initiative of the Superintendent and for just cause, a bargaining unit member may be suspended. A suspension without pay may not exceed a period of three (3) days.

The administrator and/or the bargaining unit members may request a representative to be present whenever disciplinary action is taken or at any follow-up meetings.

Disciplinary action without pay is subject to the grievance procedure as set forth in this Agreement. No bargaining unit members shall be reprimanded or disciplined without just cause. A suspension shall be held in abeyance until any grievance has been heard.

Nothing herein shall preclude the Board from instituting termination proceedings pursuant to Sections 3319.16 and 3319.161 of the Ohio Revised Code at any time when, in the sole and exclusive discretion of the Board, it is determined such action is warranted.

J. Just Cause

No employee shall be disciplined, reduced in rank or compensation, demoted, non-renewed, or otherwise deprived of any professional advantage without "just cause" and compliance with applicable provisions of this Agreement.

K. Personnel Files

1. A personnel file for each employee shall be maintained in the Board of Education office. Such file shall be the only official file respecting such employee.

2. The individual employee shall have access to his/her personnel file upon request. Requests for such access shall be made to the Superintendent. A representative may accompany the teacher.

3. When a principal or other administrator makes a notation in a bargaining unit member's file other than evaluations or appraisals, a copy of such notation shall be given to the employee. Any notation shall be signed and dated by the employee and the administration. Such signature will denote acknowledgement of, not agreement with, the addition to the personnel file.

4. Anonymous letters or materials shall not be placed in the file nor shall they be made a matter of record.

5. Bargaining unit members may request that letters of merit be added to their files.

6. Any material entered into a bargaining unit member's file may be questioned as to the accuracy, relevance, timelines, or completeness of such material. If any of the material is found to be lacking in the aforementioned, the Superintendent may remove the material from the bargaining unit member's file.

L. Non-Discrimination

The Board guarantees fair treatment of employees in all aspects of personnel administration regardless of race, color, sex, creed, marital status, national origin, age, or handicap.

ARTICLE IV - LEAVE OF ABSENCE

A. Paid Leaves

1. General Provisions
   a. Contact designated administrators as soon as you know you will be absent.
   b. School Employees Absence Software – To assist in our record keeping each employee is to submit an absence request by the day after being absent.

2. Sick Leave
   a. All sick leave credit shall be computed on the basis of the contractual year, and ending on the last day of service of said contract year.
   b. All contractual employees shall be entitled to sick leave benefits computed at the rate of 1 ¼ days of credit for each month of completed service.
   c. Sick leave credit shall be accumulated with no maximum for all employees.
   d. Sick leave shall be granted and charged against accumulated credits due to the following:
      1. The employee being personally ill, injured, hospitalized or physically incapacitated.
      2. Legal quarantine.
      3. Pregnancy.
      4. Death/Funeral (see h. below)
      5. Absence due to illness or injury in employee's immediate family.
   e. Sick leave absence of more than five (5) days in a row, or consistently on the same day of the week, shall be validated by a physician's affidavit if so requested by the Superintendent or his/her appointee.
   f. Sick leave credit from Public Schools will be honored in an amount not to exceed one hundred and fifty (150) days upon the presentation of an affidavit signed by the previous employer.
   g. Each employee shall be advanced five (5) days sick leave, if needed, each school year.
   h. "Immediate family" includes father, mother, step-mother, step-father, sister, brother, husband, wife, child, father/mother-in-law or anyone presently living in the immediate household for which the employee is either legally and/or financially responsible.

3. Funeral and Death in Family

   A teacher shall be allowed one (1) day of absence to attend a funeral. In the event of a death in the immediate family an additional two (2) days will be granted. Any additional days may be granted by the Superintendent and are to be charged to sick leave. For Funeral Leave only, Grandparents, and brother/sister-in-law are considered immediate family.

4. Personal Leave

   a. Each teacher will be allowed three (3) days absence during each school year without loss of salary for personal leave.

   b. The following limitations apply:
      1. Personal leave must be pre-approved by the superintendent at least five (5) working days prior to the personal leave absence using the district approved absence process.
      2. A maximum of three (3) teachers may be granted personal leave on any one (1) contract day per building. The superintendent shall grant personal leave on a "first come, first served" basis.
      3. Personal Leave is not to:
         a. be used to extend Christmas or Easter Holiday.
         b. be used on Parent Teacher Conferences.
         c. be used on the first or last three student days.
      4. At the end of each school year, teachers shall receive $200 for each unused personal day or may convert unused personal days to sick days at 100% conversion rate or roll over up to 2 personal days (Personal leave balance capped at 5 days per year).

   c. Superintendent has the discretion to supersede any or all of the limitations

5. Professional Leave

   a. Bargaining Unit Members may be permitted to attend professional development opportunities without loss of pay upon approval of the building principal and superintendent. The initial request shall be made to the principal.

   b. Up to two (2) professional days shall be granted in order to write/complete Individual Education Plans (IEP). The initial request shall be made to the principal. Additional days may be granted per administration approval.

6. Assault Leave

   Any service-connected case of physical assault on a member of the bargaining unit occurring on the school premises or during a school-sponsored function shall be reported immediately to the principal or other administrator in charge who shall initiate an investigation of the incident not later than twenty-four (24) hours after receipt of the report. When such an assault results in absence from duty for medical reasons, such absence shall be at no loss in pay and shall not be chargeable to sick leave.

Medical verification shall be furnished to the Superintendent for all such absences requiring more than five (5) days leave. The Board of Education shall have the right to require a medical examination by a physician of its choice after a member has been absent for five (5) school days per occurrence. In such an event, the Board shall pay the full cost of the examination.

Absences due to court appearances resulting from an assault shall be chargeable to assault leave.

The member assaulted agrees to cooperate fully with police and the administration in any investigation of an alleged assault upon a member unless otherwise advised by his/her legal counsel.

7. Jury Duty Leave

Bargaining unit members selected as a juror or ordered to appear for jury selection and who appear in court pursuant to such selection or order shall be paid the difference between the court payment and the regular earnings due such person. Any salary payment received by the teacher shall be endorsed and presented to the Treasurer.

Leave shall be extended for only such time as is necessary for the jury duty and unless otherwise excused by the principal, such teacher is required to be at work during his/her normal work hours when he/she is not needed by the court.

8. Military Leave

The Board reserves the right to specify certain conditions for the granting of leaves of absence or training.

Requests for training leave of absence shall be made to the Superintendent at least four (4) weeks in advance of absence. Requests may be made by those employees who are members of the Ohio National Guard, U.S. Army Reserve, U.S. Naval Reserve, U.S. Air Force Reserve, and U.S. Marine or on an order by the Governor of Ohio.

Employees shall make every effort to schedule their period of training during summer months and when school is not in session. If the period of training occurs during a school session, the employee shall provide the Superintendent with the name of his/her supervisor in the reserves or the militia so that arrangements may be discussed to alter such service date. Full time teachers scheduling military training during the school year shall be paid the difference between the military payment and regular earnings due such person.

B. Unpaid Leave

1. Deduct Days

In the event a bargaining unit member must be absent for reasons other than those stated in the master agreement, the teacher shall be allowed up to five (5)

days without pay. Days without pay beyond the five (5) school days in any school year will be at the discretion of the Superintendent.

The employee shall pay 100% of the prorated amount of the cost of insurance for absences without pay beyond ten (10) working days. Leave that encompasses multiple school years will be at the discretion of the Board. Employees without approved leave not returning for the start of the next school year are presumed to have resigned.

C. Family and Medical Leave Act

An employee must have one (1) year's service with Anna Local School District to be eligible for benefits under the Act.

1. Leave Provisions
   a. Each eligible employee is entitled to and shall be granted upon request up to 12 weeks of unpaid leave per year to care for a new child or a sick child, parent or spouse, or for the employee's own medical treatment. Such leave may be taken for the care of a newly adopted or newly placed foster child, as well as a newborn child.
   b. Any leave beyond the 12 weeks in a year for these combined purposes may be granted pursuant to the other leave provisions of this Agreement.
   c. Eligible employees may choose to substitute paid leave granted by other provisions of this Agreement for all or part of the unpaid leave granted under this article.
   d. Leave taken to care for a new child must be taken within one year of birth or placement of the child.
   e. Leave under the Act may be taken intermittently, when medically necessary. The employee will attempt to schedule medical procedures so as not to interrupt their work unnecessarily.

2. Protection of Employment and Insurance
   a. The Board shall return the employee taking a leave under this Article to the same position he/she occupied prior to the leave.
   b. The taking of a leave under this Article shall not result in the loss of any employment benefit accrued prior to the date the leave commenced.
   c. The employee is responsible for paying his or her health insurance after ten (10) days unpaid leave.

3. Medical Certification

   a. The Superintendent may require medical certification from a licensed physician as to the medical necessity for a leave under this Article. Such certification will include a statement by the physician that the employee is unable to perform all the duties of his/her position, or that their presence is required to care for a seriously ill family member. This section shall uniformly apply.

4. Return from Leave

   If a bargaining unit member takes a leave under this Article which is to terminate within the last three weeks before the end of a school term, and the leave is of more

than five weeks duration, the Superintendent may require the teacher to remain on leave for the remainder of the term, under the same conditions as are required by this Article, even if all twelve weeks required by law have been used.

ARTICLE V - CONTRACTS

A. Teacher Contracts

The Board will issue contracts as follows:

1. One Year Limited – Two (2) one year limited contracts may be issued to all new personnel in the system. Personnel on a temporary license in the area of assignment shall receive no more than a one year contract and will automatically be non-renewed.

2. Two Year Limited – Bargaining unit members who hold a provisional or higher certificate/license and have taught at least one (1) year are eligible for a two (2) year contract.

3. Five Year Limited – Bargaining unit members who have completed a two year contract and hold a provisional or higher certificate/license are eligible for a five (5) year contract.

4. Continuing Contract

    a. Eligibility for a continuing contract is based on possession of a professional license or professional, permanent, or life certificate valid in the subjects taught. To be eligible, those educators holding a professional educator license must have completed the applicable one of the following:

        1. If the bargaining unit member did not hold a masters degree at the time of initially receiving a teacher's certificate under former law or an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required;

        2. If the bargaining unit member held a masters degree at the time of initially receiving a teacher's certificate under former law or an educator license, six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.

    b. In addition, the bargaining unit member is required to have completed three years of experience in the school district or two years if a continuing contract was held in another Ohio public school prior to the current year.
    c. A bargaining unit member may request to be considered for tenure during the term of a limited contract. The administration reserves the right to deny such requests prior to the expiration of the limited contract.
    d. Eligible bargaining unit members must submit in writing a request to the Superintendent by October 1.

B. Part- Time Bargaining Unit Members

Any Bargaining Unit member covered under the scope of this agreement contracted to work less than 183 full days will:

1. be paid a prorated salary at the appropriate placement on the salary schedule.

2. contribute a prorated percentage of the monthly premium for medical insurance computed after the full-time employee contribution. If electing the HDHP, the bargaining unit member will contribute a prorated percentage of the monthly premium. The Board of Education will contribute to the HSA an amount determined by calculating the difference between the board costs of the prorated amount of the PPO premiums.

3. be provided all leave provisions as noted in Article IV with one day of leave equal to the employee's defined work day.

4. be afforded a prorated amount of planning time.

5. be required to work all scheduled workdays, inservice days, and parent teacher conferences in accordance with your FTE (Full Time Equivalent) status.

C. Non-Renewal

1. The Board will give written notice to any bargaining unit member who holds a limited contract, its intention not to re-employ before April 30. At least one week prior to Board action the Superintendent will meet with bargaining unit member to inform him/her of the Board's intent. If such notice is not received, the bargaining unit member may consider him/herself re-employed.

2. Non-renewal of limited contracts will take place outside of this contract in accordance with Ohio Revised Code 3319.111.

D. Reduction in Force

When the Board of Education determines it necessary to reduce the number of certified staff positions, the following procedures shall apply:

1. To the extent possible, the number of bargaining unit members affected by a reduction in force will be minimized by not employing replacements for employees who retire, resign, or whose limited contracts are not renewed for reasons other than reduction in force. Attrition alone may not be sufficient to accomplish necessary reductions.

2. The names of bargaining unit members whose contracts are suspended or non-renewed in a reduction in force will be placed on a recall list for up to 24 months from the date of the reduction. Bargaining unit members on the recall list will have the following rights:

   a.) No new teachers will be employed by the Board while there are bargaining unit members on the recall list who are certificated/licensed for the vacancy;

b.) Bargaining unit members on the recall list will be recalled based on their certification/licensure.

c.) If a vacancy occurs, the Board will send a certified letter by US mail to the last known address of all bargaining unit members on the recall list who are qualified according to these provisions. It is the teacher's responsibility to keep the Board informed of his/her current address. All bargaining unit members are required to respond in writing to the district office within ten (10) calendar days. The most senior of those responding will be given the vacant position. Any bargaining unit member who fails to respond within ten (10) calendar days, or who declines to accept the position, will forfeit all recall rights.

d.) A bargaining unit member on the recall list will, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority, accumulation of sick leave, and salary schedule placement as he enjoyed at the time of layoff. Where group insurance policies permit, a bargaining unit member on the recall list who is unemployed and does not otherwise have group coverage available may continue to participate in those benefits which are provided to teachers in active employment provided the teacher pays the group rates for such benefits.

E. Supplemental Contracts

All supplemental contracts will be for one year and will automatically expire at the end of the contract year and no non-renewal notification is required.

Years experience for assistant coaches (Jr. High, Freshman, JV, Varsity Assistants, Volunteers) and for Music/Performing Arts related positions will carry over for step increments even with a change of position as validated by Superintendent.

If an assistant coach has 10 years of experience in a specific sport and becomes the Varsity (Head) Coach in that sport, he/she will be placed at the 5 year experience step for Varsity (Head) Coach.

Steps are accumulated for years of service at Anna Local Schools, unless it is a Varsity Coach bringing Varsity experience from another school.

F. Extended Day Contracts

All extended day contracts will be for one year and will automatically expire at the end of the contract year and no non-renewal notification is required. The number of days ~~and pay~~ is to be determined annually by the administration after consultation with the affected bargaining unit member. For employees hired after 2025, the daily rate will be determined by the years of experience up to the masters degree.

ARTICLE VI - TRANSFERS, VACANCIES, AND ASSIGNMENTS

A. Any request by an employee covered hereunder for a transfer to a different class, building, supplemental, or position shall be made in writing to the Superintendent on or before April 1 of each calendar year. Transfer requests shall set forth the reasons for requesting such a transfer.

B Employees requesting transfers as provided for in this Article, shall, upon request, be afforded the opportunity for an interview with the Superintendent or his/her designee. Any teacher refused a request for a transfer shall be notified in writing with the reasons for the refusal.

C. Transfers may also be made upon the initiation of the administration for reasons which will serve the best interests of the District, however, such reasons shall not be arbitrary, capricious or discriminatory. When a transfer request is initiated by the Administration, the teacher shall be consulted prior to the transfer and be informed in writing of the reason for the proposed transfer.

D. All vacancies shall be posted through electronic mail prior to filling any position. Bargaining unit members may request that notice of vacancies be sent by US mail during summer months.

ARTICLE VII - EVALUATION PROCEDURES

A. Evaluation

1. Evaluations shall be completed in accordance with ORC 3317.11 and 3317.111 unless specifically superseded by conflicting provisions contained below.

2. All bargaining unit members will be provided copies of the evaluation instruments and will be informed as to how the instruments will be used before the official evaluation process begins. A uniform process will be utilized for grades K-12.

3. The district will use the Ohio Teacher Evaluation System with associated instruments and forms as developed by the Ohio Department of Education.

4. For the duration of this contract, student growth measures will not influence any bargaining unit members' overall rating for local decisions including retention, removal or reduction.

5. The evaluation committee will be composed of the Superintendent, Director of Student Achievement, ALTA president, and/or appointed designees. The evaluation committee will be charged with creating locally developed evaluation guidelines within the OTES framework.

ARTICLE VIII - GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a complaint of a bargaining unit member or the Association alleging a violation of regulations or the violation, misinterpretation or misapplication of a provision contained within this contract.

2. A grievant shall mean the Association, a person or a group alleging that a grievance has actually occurred. A "group" grievance shall have arisen out of substantially similar circumstances affecting each member of said group.

B. Procedure

Step I - Informal Procedure

The aggrieved party shall discuss the grievance or complaint with his/her principal. This meeting shall be accomplished within ten (10) school days after the grievant knows or should have known the act or conditions on which the grievance is based. In no event, however, may a grievance be filed more than thirty (30) calendar days following the date of the occurrence from which the grievance arose.

Step II - Formal Procedure

If a satisfactory solution is not affected, the aggrieved party shall present his/her written grievance (Attachment H) to the principal within five (5) days after the informal meeting. The principal shall, within five (5) days of receipt of the grievance, conduct a hearing concerning the grievance. The principal shall provide a written answer to the grievance and forward it to the concerned parties within five (5) days from the time of the hearing.

Step III - Superintendent

If a satisfactory solution is not affected, the Association shall invoke Step III in writing and present the same to the Superintendent within five (5) days after receiving the Step II answer. Any failure to invoke Step III as provided herein will be considered as the parties having reached a satisfactory resolution of the alleged grievance. The Superintendent or designee shall schedule a hearing with all involved parties within five (5) days of receipt of the grievance. The Superintendent or designee shall provide a written answer to the grievance and forward to the concerned parties within five (5) days from the time of the hearing.

Step IV - Arbitration

Step Four is available only with respect to grievances alleging a violation, misinterpretation or misapplication of the terms of this written agreement.

If the grievant is not satisfied with the disposition at Step Three, the Association may file a written demand for arbitration with the American Arbitration Association. A copy of said demand must be received in the Treasurer's office within ten (10) days of the grievant's receipt of the disposition at Step III. Upon receipt of a timely demand for arbitration, the AAA shall furnish the parties with a list of arbitrators experienced in arbitration in the public schools.

The parties shall select an arbitrator in accordance with the voluntary rules of the AAA, except that either party can request a second list of such names. If a second list is requested, the alternate strike method shall be used to select the arbitrator. All other procedures relative to the hearing shall be according to the rules and regulations of the AAA.

The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this agreement, nor add to, detract from, or modify the language therein in arriving at a determination of any issue presented. The arbitrator shall expressly confine himself to the precise issue(s) submitted for arbitration and shall

have no authority to determine any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching the determination. The decision of the arbitrator shall be in accordance with law and shall be binding on both the Board of Education and the Association.

Any cost or expense incurred in the hearing shall be paid by the party which incurs the cost or expense except in the cost of the arbitrator. The costs of the arbitrator will be shared equally by the Board of Education and the Association.

C. Miscellaneous Provisions

1. The grievant shall not be denied Association representation at any step.

2. A grievance may be withdrawn at any level without prejudice.

3. A grievance shall not be made part of the bargaining unit member's file.

4. If the bargaining unit member and/or Association do not abide by the time limits set forth, they forfeit their right to continue to the next step of the grievance procedure.

5. If the administrator does not abide by the time limits set forth, the bargaining unit member filing the grievance and/or the Association may proceed to the next step.

6. There will be no reprisals taken against any participant in the grievance procedure by reason of such participation.

7. Mutually agreed informal meetings between the parties may be held during the time between steps in an effort to affect a satisfactory resolution to the problem.

8. Any time limits or steps herein before set forth may be waived by the mutual written consent of the parties.

ARTICLE IX - ECONOMIC CONCERNS

A. Salary Schedule Regulations

1. Salaries are based on the school year of one hundred eighty-three (183) days.

2. Training and classification will be based on total credits, filed and certified on September 15 and January 15. For teachers with contracts beginning July 1, these dates are July 15 and December 15.

3. The salary shall be the amount listed according to training and experience.

4. Contracts will be based on 183 paid days.

5. All teachers new to the system will be granted their full experience from Public Schools but not more than a maximum of nineteen (19) years prior experience will be accepted. Teachers new to the school system with ½ year experience may be granted the next step based on STRS service.

6. No bargaining unit member shall receive less under this schedule in the same training and experience classification than due under previous schedules.

7. Granting of hours for pay purposes (MA15 and MA30) shall be restricted to educationally oriented course work.

8. For Bargaining Unit Members hired before July 1, 2026 that were placed at the time of employment at a step on the salary schedule lower than either their STRS years of experience or Step placement at previous public school because of the agreement in place at the time, 60% of the difference will be rounded to the nearest whole number for step placement in 2026-27.

9. For district employees hired before July 1, 2026 that are employed as Certified employees for the 2026-27 school year, 60% of the years of experience at the Anna Local Schools will be used for placement on the Salary schedule.

B. Payday Procedure/Payroll Deduction

1. All bargaining unit member salaries will be paid on the eleventh (11th) and twenty fifth (25th) of each month for twenty four (24) equal installments for twelve (12) months.

2. Bargaining unit member retirement deductions will be taken out in ten (10) months for teachers on contract for the regular school year. Contracts from July 1 to June 30 will be taken out in twelve (12) months.

3. Salaries for supplemental contracts on the extra-pay schedule shall be paid when work is certified as completed by the Superintendent or his/her designee. Supplemental service extending into more than one month may, at the employee's option, be prorated over the months of service. Employee requests for supplemental pay shall be made ten (10) days prior to pay dates.

4. Salaries of all employees will be directly deposited into a financial institution of his or her choice. Each employee will be emailed a direct deposit notice every pay period with the appropriate pay information.

5. Payroll deductions shall be coordinated without cost for any purpose providing a minimum of five (5) employees are interested. Annuities, United Way Fund, Savings Bonds, and memberships are listed as examples. The Board and the ALTA encourage payroll deduction contributions to benefit the Anna Education Foundation. No minimum number of employees required for annuities.

6. Deductions for professional dues shall begin with the first check in October and are equally divided over a total of ten (10) paychecks.

C. Tax Shelter of S.T.R.S. Contributions

The S.T.R.S. contribution which has been paid by the employee directly to S.T.R.S. will be paid on behalf of the employee by the Board of Education, therefore, producing a tax shelter of the employee's contribution. This will be for the full amount. The pickup will be of no cost to the Board of Education and is solely for the purpose of reducing the current tax rate of the unit member. This will remain in effect so long as revenue rating ruling #77-462 remains unchanged. The employees are responsible for reviewing the relationship between pickup and their other tax deferred arrangements.

D. Individual Budgets

Each bargaining unit member shall be reimbursed for up $300 for miscellaneous supplies. The reimbursement will be made in its entirety at one time for each bargaining unit member during the school year within two weeks of producing receipts and prior to May 10.

E. Worker's Compensation

In the event of a service-connected occupational illness or injury, as determined by the Bureau of Workers Compensation, professional staff members will not be required to exhaust sick leave before receiving compensation from the Bureau of Workers Compensation.

The first seven days off work may be considered sick days. Days off work beyond seven (7) days will be considered workers compensation days. All medical expenses relating to a service-connected occupational illness or injury will remain the responsibility of the Bureau of Workers Compensation.

Any professional staff member absent from work because of any service connected occupational illness or injury, as determined by the Bureau of Workers Compensation, shall be entitled to reinstatement at the appropriate rate of pay upon approval of the application to return to work. Such application shall include medical certification of ability to assume full-time teaching responsibilities. Such application must be made within one (1) school year following the date of the last receipt of compensation benefits from the State of Ohio to permit return in accordance

F. 125 Plan

The Board shall provide a Section 125 Plan to allow voluntary pre-tax deductions for health care premiums. All administrative costs shall be paid by the Board.

G. Reimbursements

1. Teaching Certificates/Licenses

   During the duration of this contract any certificated/licensed employee will be reimbursed for 100% of the cost of FBI/BCII checks and renewing/upgrading certificates/licenses currently in use at Anna Local Schools as required by the Ohio Department of Education.

2. Mileage

Bargaining Unit Members, who must travel from school to school, shall be reimbursed at the rate of 58.5¢ per mile. Reimbursement for mileage for conferences, workshops, contests, co-curricular, and extra-curricular duties shall be at the same rate.

H. Severance Pay

Any employee retiring from the Anna Local School District shall be eligible for severance pay, effective the last day of employment, providing eligibility requirements are met as follows:

1. Be employed by the Anna Local School District at the time of retirement.

2. Have five years or more service in the Anna Local Schools.

3. Have an application for retirement approved by the State Teachers' Retirement System.

4. Completed application for severance pay and have filed with the Treasurer of the Board of Education no later than 90 calendar days after the last date of employment;

5. A bargaining unit member not meeting the above criteria shall nevertheless be eligible for severance pay if the teacher, at the time he/she leaves the Anna Local School District, has twenty (20) years of service in the Anna Local School District.

Payment shall be made after requested, or when eligible. The retiring employee shall designate on application which month payment is desired.

The formula for payment shall be fifteen percent 15% of accumulated sick leave days. Such payment shall be calculated by multiplying the bargaining unit member's daily rate, excluding supplemental pay, at retirement by the total number of days, or fractional parts thereof, as determined by the formula. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at that time. If a Bargaining unit member notifies the Superintendent in writing by July 1, of the intended upcoming school year of retirement, an additional fifteen (15) days of the daily rate will be added to the severance pay upon this notification. Bargaining unit members may also meet with Administration to further discuss options at any point in time.

If an employee eligible for severance pay deceases, severance pay will be made to the employee's estate as though the employee had left employment in accordance with the above formula.

I. Insurance

1. Term Life Insurance

The Board shall pay the cost of thirty-five thousand dollars ($35,000) term life insurance for all teachers regularly employed on contract. Double-indemnity accidental death clause shall be included in the policy.

Upon retirement, a current member of the group covered by this policy may convert and individually purchase this life insurance policy. This policy may be issued without additional benefits at the standard rate at the current age of the insured. The policy shall be issued regardless of the age or health of the insured. Applications must be submitted within thirty-one (31) days of the insured's separation date of the group policy.

2. The Board of Education shall provide a hospital/major medical, dental, vision and life insurance plan for each member of the staff who desires and is eligible for coverage. Employee's share of health care premiums shall be treated as pretax deductions pursuant to IRS Section 125. Insurance benefits become effective the day of employment and terminate on the last day of the month of the effective date of resignation.

3. Options for Coverage

a. PPO - Those currently on this plan as of July 1, 2026 may remain on this plan. No new members may select this option.

All bargaining unit members electing PPO shall pay monthly premium shares. The premium shares for the duration of the contract are:

$310 for a single plan or $425 for a family plan
$400 for a single plan or $500 for a family plan, effective January 1, 2027

b. Health Savings Account
All bargaining unit members electing one of the Health Savings Account options shall pay monthly premium shares. The employee premium shares and the Board of Education HSA contributions are as follows:

Plans	H S A Plans - Deductible Amounts		
	$2,000/$4,000	$2,500/$5,000	$6,350/$12,700
Employee Share Premium			
Single	$250.00	$250.00	$100.00
Family	$250.00	$250.00	$150.00
Family - Effective 1-1-27	$290.00	$290.00	$150.00
Board Contribution to HSA			
Single	$110.00	$135.00	$60.00
Family	$160.00	$235.00	$310.00

In the first year of enrollment in an H.S.A. plan, the annual contribution will be made within the first 30 days of enrollment.

In the years that follow the contribution will be made monthly.

c. Dental

All bargaining unit members shall pay $25.00 per month for dental insurance.

d. Vision

The Board shall pay the total premium cost of the vision plan.

4. When an employee and spouse are both members of the bargaining unit, the Board's share of the monthly premium shall include but not exceed the full premium of a family medical insurance contract (either plan) so long as this premium does not exceed the agreed to Board contribution for a single or family contract combined. Once there are no dependents, the Board's premium share shall not exceed the total cost for two individual single premiums or one family, whichever is less. The employee shall notify the Treasurer immediately of the ineligibility of his/her last dependent.

5. Opting Out of Dental Insurance Coverage

In the last pay of June, any teacher opting out of the dental portion of the insurance coverage during the annual enrollment period will be paid $25 for each month that the district provided coverage is not taken.

6. Under the provisions of Cobra, employees laid off may continue to participate in the group programs.

7. Comprehensive Health Care benefits as described and outlined in the following summary shall be implemented as described in Appendix I below. For a complete legal description, refer to benefit booklets provided by Anthem or the successor company.

ARTICLE X - REHIRING RETIRED TEACHERS

A. Any bargaining unit member who has previously retired from any school district and is currently accepting retirement benefits from the State Teachers' Retirement System will:

1. Be granted credit for all academic training for the purpose of placement on the salary schedule.
2. Be placed at Step 19 of the salary schedule and salary will not be less than in the previous retire rehire year.
3. Be granted only a one year contract
4. Be evaluated yearly by the administration.
5. Be granted the full terms and conditions of the collective bargaining agreement except for the provisions placed in this section of the agreement.

ARTICLE XI - LIAISON COMMITTEE

The Liaison Committee is to be composed of the Superintendent, ALTA president, one member of ALTA negotiation team, board member, staff member from K-5, 6-8, and 9-12, a building principal, and other mutually agreed to members with a maximum of ten members. Meetings will begin at 2:30 P.M.

Building level concerns will first be addressed with the building principal before they are discussed at the liaison committee meeting.

The Liaison Committee will serve as the primary vehicle for communication and problem solving for the Association and the Administration. It shall meet at least every other month during the school year and will have an agenda that is mutually developed by the Association President and the Superintendent and will be co-chaired by these people.

The Liaison Committee will have input on:

a. Developing the recommended school calendar
b. Establishing parent/teacher dates and times
c. Providing input on any new technology implementations
d. Providing input on the Waiver Day schedules and content

ARTICLE XII

DURATION

This Agreement represents the entire and complete understanding of the parties on all items within the scope of collective bargaining/negotiations. The Board and the Association acknowledge that during negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the scope of collective bargaining/negotiations and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, for the life of this Agreement, the Board and the Association each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

This Article shall not operate to bar negotiations over any subject or matter which the Board and the Association mutually agree to negotiate.

This contract shall be effective at 12:01 a.m. on July 1, 2026 and shall remain in full force and effect through midnight June 30, 2029.

Andrew Bixler, Superintendent

Jennifer Snider, ALTA President

Cathy Doseck Treasurer

Tim Zimpfer, ALTA Vice President

Mike Ambos ALS Board President

Jamie Borchers, ALTA Secretary

Attachment A

Anna Local Schools
2026-2027

Years of Experience	BS	150	MA	MA+15	MA+30
0	$50,208	$51,984	$53,904	$56,208	$57,208
1	$51,408	$53,184	$55,104	$57,408	$58,408
2	$52,656	$54,432	$56,352	$58,656	$59,656
3	$53,904	$55,704	$57,624	$59,928	$60,928
4	$54,528	$56,352	$58,296	$60,624	$61,624
5	$55,152	$57,048	$59,016	$61,380	$62,380
6	$55,764	$57,750	$59,736	$62,124	$63,124
7	$56,394	$58,410	$60,426	$62,844	$63,844
8	$57,030	$59,076	$61,122	$63,582	$64,582
9	$57,678	$59,754	$61,836	$64,326	$65,326
10	$58,338	$60,444	$62,556	$65,082	$66,306
11	$59,064	$61,200	$63,342	$65,916	$67,158
12	$60,180	$62,322	$64,464	$67,032	$68,280
13	$63,294	$65,436	$67,578	$70,146	$71,394
14	$66,660	$68,796	$70,938	$73,512	$74,754
15	$66,780	$68,922	$71,064	$73,632	$74,880
16	$66,906	$69,048	$71,190	$73,758	$75,006
17	$68,460	$70,818	$73,170	$75,954	$77,202
18	$70,266	$72,834	$75,402	$78,402	$79,644
19	$72,066	$74,850	$77,634	$80,844	$82,092
20	$73,866	$76,866	$79,866	$83,292	$84,534
21	$75,672	$78,882	$82,092	$85,734	$86,982
22	$77,472	$80,898	$84,324	$88,182	$89,424
23	$79,278	$82,914	$86,556	$90,624	$91,872
24	$81,078	$84,930	$88,788	$93,072	$94,314
25	$82,884	$86,952	$91,020	$95,514	$96,762
26	$84,684	$88,968	$93,252	$97,962	$99,204
27	$86,490	$90,984	$95,478	$100,404	$101,652
28	$88,038	$92,754	$97,464	$102,600	$103,848
29	$88,164	$92,874	$97,584	$102,726	$103,968
30	$88,290	$93,000	$97,710	$102,852	$104,094
31	$89,970	$94,890	$99,816	$105,168	$106,416
32	$89,970	$94,890	$99,816	$105,168	$106,416
33	$89,970	$94,890	$99,816	$105,168	$106,416
34	$89,970	$94,890	$99,816	$105,168	$106,416
35+	$89,970	$94,890	$99,816	$105,168	$106,416

Attachment A

Anna Local Schools
2027-2028

Years of Experience	BS	150	MA	MA+15	MA+30
0	$52,608	$54,384	$56,304	$58,608	$59,608
1	$54,720	$56,496	$58,416	$60,720	$61,720
2	$55,920	$57,696	$59,616	$61,920	$62,920
3	$57,168	$58,944	$60,864	$63,168	$64,168
4	$58,416	$60,216	$62,136	$64,440	$65,440
5	$59,040	$60,864	$62,808	$65,136	$66,136
6	$59,664	$61,560	$63,528	$65,892	$66,892
7	$60,276	$62,262	$64,248	$66,636	$67,636
8	$60,906	$62,922	$64,938	$67,356	$68,356
9	$61,542	$63,588	$65,634	$68,094	$69,094
10	$62,190	$64,266	$66,348	$68,838	$69,838
11	$62,850	$64,956	$67,068	$69,594	$70,818
12	$63,576	$65,712	$67,854	$70,428	$71,670
13	$64,692	$66,834	$68,976	$71,544	$72,792
14	$67,806	$69,948	$72,090	$74,658	$75,906
15	$71,172	$73,308	$75,450	$78,024	$79,266
16	$71,292	$73,434	$75,576	$78,144	$79,392
17	$71,418	$73,560	$75,702	$78,270	$79,518
18	$72,972	$75,330	$77,682	$80,466	$81,714
19	$74,778	$77,346	$79,914	$82,914	$84,156
20	$76,578	$79,362	$82,146	$85,356	$86,604
21	$78,378	$81,378	$84,378	$87,804	$89,046
22	$80,184	$83,394	$86,604	$90,246	$91,494
23	$81,984	$85,410	$88,836	$92,694	$93,936
24	$83,790	$87,426	$91,068	$95,136	$96,384
25	$85,590	$89,442	$93,300	$97,584	$98,826
26	$87,396	$91,464	$95,532	$100,026	$101,274
27	$89,196	$93,480	$97,764	$102,474	$103,716
28	$91,002	$95,496	$99,990	$104,916	$106,164
29	$92,550	$97,266	$101,976	$107,112	$108,360
30	$92,676	$97,386	$102,096	$107,238	$108,480
31	$92,802	$97,512	$102,222	$107,364	$108,606
32	$94,482	$99,402	$104,328	$109,680	$110,928
33	$94,482	$99,402	$104,328	$109,680	$110,928
34	$94,482	$99,402	$104,328	$109,680	$110,928
35+	$94,482	$99,402	$104,328	$109,680	$110,928

Attachment A

Anna Local Schools
2028-2029

Years of Experience	BS	150	MA	MA+15	MA+30
0	$54,648	$56,424	$58,344	$60,648	$61,648
1	$56,616	$58,392	$60,312	$62,616	$63,616
2	$58,728	$60,504	$62,424	$64,728	$65,728
3	$59,928	$61,704	$63,624	$65,928	$66,928
4	$61,176	$62,952	$64,872	$67,176	$68,176
5	$62,424	$64,224	$66,144	$68,448	$69,448
6	$63,048	$64,872	$66,816	$69,144	$70,144
7	$63,672	$65,568	$67,536	$69,900	$70,900
8	$64,284	$66,270	$68,256	$70,644	$71,644
9	$64,914	$66,930	$68,946	$71,364	$72,364
10	$65,550	$67,596	$69,642	$72,102	$73,102
11	$66,198	$68,274	$70,356	$72,846	$73,846
12	$66,858	$68,964	$71,076	$73,602	$74,826
13	$67,584	$69,720	$71,862	$74,436	$75,678
14	$68,700	$70,842	$72,984	$75,552	$76,800
15	$71,814	$73,956	$76,098	$78,666	$79,914
16	$75,180	$77,316	$79,458	$82,032	$83,274
17	$75,300	$77,442	$79,584	$82,152	$83,400
18	$75,426	$77,568	$79,710	$82,278	$83,526
19	$76,980	$79,338	$81,690	$84,474	$85,722
20	$78,786	$81,354	$83,922	$86,922	$88,164
21	$80,586	$83,370	$86,154	$89,364	$90,612
22	$82,386	$85,386	$88,386	$91,812	$93,054
23	$84,192	$87,402	$90,612	$94,254	$95,502
24	$85,992	$89,418	$92,844	$96,702	$97,944
25	$87,798	$91,434	$95,076	$99,144	$100,392
26	$89,598	$93,450	$97,308	$101,592	$102,834
27	$91,404	$95,472	$99,540	$104,034	$105,282
28	$93,204	$97,488	$101,772	$106,482	$107,724
29	$95,010	$99,504	$103,998	$108,924	$110,172
30	$96,558	$101,274	$105,984	$111,120	$112,368
31	$96,684	$101,394	$106,104	$111,246	$112,488
32	$96,810	$101,520	$106,230	$111,372	$112,614
33	$98,490	$103,410	$108,336	$113,688	$114,936
34	$98,490	$103,410	$108,336	$113,688	$114,936
35+	$98,490	$103,410	$108,336	$113,688	$114,936

Attachment B

$50,208
Base

ANNA LOCAL SCHOOLS
Supplemental Salary Schedule school year 2026-2027

		0 to 4 years experience		5-9 years of experience		10+ years experience	
POSITION	No. in position	% of base	SALARY	% of base	SALARY	% of base	SALARY
Baseball - Varsity		13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Baseball - Junior Varsity		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Baseball - Varsity Assistant		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Basketball - Boys Varsity		16.00%	$8,033	20.00%	$10,042	22.000%	$11,046
Basketball - Girls Varsity		16.00%	$8,033	20.00%	$10,042	22.000%	$11,046
Basketball - Boys Junior Varsity		12.00%	$6,025	15.00%	$7,531	16.500%	$8,284
Basketball - Girls Junior Varsity		12.00%	$6,025	15.00%	$7,531	16.500%	$8,284
Basketball - Varsity Assistant	2	8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Basketball - Freshman		9.00%	$4,519	11.25%	$5,648	12.375%	$6,213
Basketball - 8th Grade	2	6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Basketball - 7th Grade	2	6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Basketball - 5th and 6th Grade	2	1.00%	$502	1.25%	$628	1.375%	$690
Cheerleader Advisor - Basketball		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Cheerleader Advisor - Football		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Cheerleader Advisor - Junior High		3.50%	$1,757	4.35%	$2,183	4.780%	$2,400
Cross Country - Boys and Girls Head Coach		13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Cross Country - Assistant		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Cross Country - Junior High		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Football - Varsity		16.00%	$8,033	20.00%	$10,042	22.000%	$11,046
Football - Vasity Assistant	5	12.00%	$6,025	15.00%	$7,531	16.500%	$8,284
Football - Junior High Head Coach		9.00%	$4,519	11.25%	$5,648	12.375%	$6,213
Football - Junior High Assistant	2	6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Golf - Varsity		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Golf - Junior Varsity		3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
Soccer - Girls Varsity		13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Soccer - Girls Junior Varsity		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Soccer - Girls Varsity Assistant		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Softball - Girls Varsity		13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Softball - Junior Varsity		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Softball - Girls Varsity Assistant		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Track - Varsity	2	13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Track - Varsity Assistant	2	8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Track - Jr High	2	6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Volleyball - Varsity		13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Volleyball - Varsity Assistant		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Volleyball - Junior Varsity		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Volleyball - Freshman		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Volleyball - 8th Grade		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Volleyball - 7th Grade		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Weight Room Supervisor		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Wrestling - Varsity		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Wrestling - Assistant Varsity		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142

Attachment B

$50,208
Base

ANNA LOCAL SCHOOLS
Supplemental Salary Schedule school year 2026-2027

		0 to 4 years experience		5-9 years of experience		10+ years experience	
POSITION	**No. in position**	**% of base**	**SALARY**	**% of base**	**SALARY**	**% of base**	**SALARY**
5th Grade Outdoor Education Coordinator		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Academia		4.00%	$2,008	5.00%	$2,510	5.500%	$2,761
Art Club		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
BLT - Elementary	7	2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Computer Club	3	1.00%	$502	1.25%	$628	1.375%	$690
Concert and Performance	2	5.00%	$2,510	6.25%	$3,138	6.875%	$3,452
DC Trip Coordinator		4.00%	$2,008	5.00%	$2,510	5.500%	$2,761
Drama - One Acts/Fall Play		4.00%	$2,008	5.00%	$2,510	5.500%	$2,761
Enrichment		3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
Environthon Coach		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
FCCLA STAR Competitive Events - High School	at least 3	2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
FCCLA STAR Competitive Events - Middle School	at least 3	2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
FTA		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
French Club		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Graduation Consultant		1.00%	$502	1.25%	$628	1.375%	$690
Intervention Team - Elementary	up to 8	3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
JustWrite	2	3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
LPDC - Elementary		1.00%	$502	1.25%	$628	1.375%	$690
LPDC - Middle School / High School		1.00%	$502	1.25%	$628	1.375%	$690
Marching Band - Director		13.00%	$6,527	16.25%	$8,159	17.875%	$8,975
Marching Band - Assistant Director		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Musical - Director		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Musical - Accompanist		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Musical - Assistant Director	2	6.00%	$3,012	7.50%	$3,766	8.250%	$4,142
Musical - Pit Orchestra		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
NHS		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Pep Band		5.00%	$2,510	6.25%	$3,138	6.875%	$3,452
Power of the Pen Advisor	2	3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
Prom Advisor	3	1.00%	$502	1.25%	$628	1.375%	$690
Run Club		3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
SADD Advisor		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Science Olympiad Advisor	2	4.00%	$2,008	5.00%	$2,510	5.500%	$2,761
Solo & Ensemble Coach	2	2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Spanish Club		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Stage Manager		8.00%	$4,017	10.00%	$5,021	11.000%	$5,523
Student Council - Elementary		3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
Student Council - Middle School		3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
Student Council - High School		3.00%	$1,506	3.75%	$1,883	4.125%	$2,071
Yearbook - Elementary		1.00%	$502	1.25%	$628	1.375%	$690
Yearbook - Middle School		2.00%	$1,004	2.50%	$1,255	2.750%	$1,381
Yearbook - High School		6.00%	$3,012	7.50%	$3,766	8.250%	$4,142

D.C Trip

Base divided by 183 days X .35 X # of nights = total $384

Hourly rate = base X .0007 $35.15

Class Coverage $25.00

Among others paid at the hourly rate are the following:

Saturday School Monitor

Detention Monitor

Summer School Instructors

Supplemental tutoring

Any other position that the Superintendent feels is necessary

Attachment B

$52,608
Base

ANNA LOCAL SCHOOLS
Supplemental Salary Schedule school year 2027-2028

POSITION	No. in position	0 to 4 years experience % of base	0 to 4 years experience SALARY	5-9 years of experience % of base	5-9 years of experience SALARY	10+ years experience % of base	10+ years experience SALARY
Baseball - Varsity		13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Baseball - Junior Varsity		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Baseball - Varsity Assistant		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Basketball - Boys Varsity		16.00%	$8,417	20.00%	$10,522	22.000%	$11,574
Basketball - Girls Varsity		16.00%	$8,417	20.00%	$10,522	22.000%	$11,574
Basketball - Boys Junior Varsity		12.00%	$6,313	15.00%	$7,891	16.500%	$8,680
Basketball - Girls Junior Varsity		12.00%	$6,313	15.00%	$7,891	16.500%	$8,680
Basketball - Varsity Assistant	2	8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Basketball - Freshman		9.00%	$4,735	11.25%	$5,918	12.375%	$6,510
Basketball - 8th Grade	2	6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Basketball - 7th Grade	2	6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Basketball - 5th and 6th Grade	2	1.00%	$526	1.25%	$658	1.375%	$723
Cheerleader Advisor - Basketball		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Cheerleader Advisor - Football		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Cheerleader Advisor - Junior High		3.50%	$1,841	4.35%	$2,287	4.780%	$2,515
Cross Country - Boys and Girls Head Coach		13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Cross Country - Assistant		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Cross Country - Junior High		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Football - Varsity		16.00%	$8,417	20.00%	$10,522	22.000%	$11,574
Football - Vasity Assistant	5	12.00%	$6,313	15.00%	$7,891	16.500%	$8,680
Football - Junior High Head Coach		9.00%	$4,735	11.25%	$5,918	12.375%	$6,510
Football - Junior High Assistant	2	6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Golf - Varsity		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Golf - Junior Varsity		3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
Soccer - Girls Varsity		13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Soccer - Girls Junior Varsity		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Soccer - Girls Varsity Assistant		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Softball - Girls Varsity		13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Softball - Junior Varsity		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Softball - Girls Varsity Assistant		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Track - Varsity	2	13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Track - Varsity Assistant	2	8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Track - Jr High	2	6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Volleyball - Varsity		13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Volleyball - Varsity Assistant		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Volleyball - Junior Varsity		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Volleyball - Freshman		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Volleyball - 8th Grade		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Volleyball - 7th Grade		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Weight Room Supervisor		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Wrestling - Varsity		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Wrestling - Assistant Varsity		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340

Attachment B

$52,608
Base

ANNA LOCAL SCHOOLS
Supplemental Salary Schedule school year 2027-2028

		0 to 4 years experience		5-9 years of experience		10+ years experience	
POSITION	**No. in position**	**% of base**	**SALARY**	**% of base**	**SALARY**	**% of base**	**SALARY**
5th Grade Outdoor Education Coordinator		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Academia		4.00%	$2,104	5.00%	$2,630	5.500%	$2,893
Art Club		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
BLT - Elementary	7	2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Computer Club	3	1.00%	$526	1.25%	$658	1.375%	$723
Concert and Performance	2	5.00%	$2,630	6.25%	$3,288	6.875%	$3,617
DC Trip Coordinator		4.00%	$2,104	5.00%	$2,630	5.500%	$2,893
Drama - One Acts/Fall Play		4.00%	$2,104	5.00%	$2,630	5.500%	$2,893
Enrichment		3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
Environthon Coach		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
FCCLA STAR Competitive Events - High School	at least 3	2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
FCCLA STAR Competitive Events - Middle School	at least 3	2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
FTA		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
French Club		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Graduation Consultant		1.00%	$526	1.25%	$658	1.375%	$723
Intervention Team - Elementary	up to 8	3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
JustWrite	2	3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
LPDC - Elementary		1.00%	$526	1.25%	$658	1.375%	$723
LPDC - Middle School / High School		1.00%	$526	1.25%	$658	1.375%	$723
Marching Band - Director		13.00%	$6,839	16.25%	$8,549	17.875%	$9,404
Marching Band - Assistant Director		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Musical - Director		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Musical - Accompanist		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Musical - Assistant Director	2	6.00%	$3,156	7.50%	$3,946	8.250%	$4,340
Musical - Pit Orchestra		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
NHS		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Pep Band		5.00%	$2,630	6.25%	$3,288	6.875%	$3,617
Power of the Pen Advisor	2	3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
Prom Advisor	3	1.00%	$526	1.25%	$658	1.375%	$723
Run Club		3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
SADD Advisor		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Science Olympiad Advisor	2	4.00%	$2,104	5.00%	$2,630	5.500%	$2,893
Solo & Ensemble Coach	2	2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Spanish Club		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Stage Manager		8.00%	$4,209	10.00%	$5,261	11.000%	$5,787
Student Council - Elementary		3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
Student Council - Middle School		3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
Student Council - Hgh School		3.00%	$1,578	3.75%	$1,973	4.125%	$2,170
Yearbook - Elementary		1.00%	$526	1.25%	$658	1.375%	$723
Yearbook - Middle School		2.00%	$1,052	2.50%	$1,315	2.750%	$1,447
Yearbook - High School		6.00%	$3,156	7.50%	$3,946	8.250%	$4,340

D.C Trip

Base divided by 183 days X .35 X # of nights = total $402

Hourly rate = base X .0007 $36.83

Class Coverage $25.00

Among others paid at the hourly rate are the following:

Saturday School Monitor

Detention Monitor

Summer School Instructors

Supplemental tutoring

Any other position that the Superintendent feels is necessary

Attachment B

$54,648
Base

ANNA LOCAL SCHOOLS
Supplemental Salary Schedule school year 2028-2029

		0 to 4 years experience		5-9 years of experience		10+ years experience	
POSITION	No. in position	% of base	SALARY	% of base	SALARY	% of base	SALARY
Baseball - Varsity		13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Baseball - Junior Varsity		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Baseball - Varsity Assistant		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Basketball - Boys Varsity		16.00%	$8,744	20.00%	$10,930	22.000%	$12,023
Basketball - Girls Varsity		16.00%	$8,744	20.00%	$10,930	22.000%	$12,023
Basketball - Boys Junior Varsity		12.00%	$6,558	15.00%	$8,197	16.500%	$9,017
Basketball - Girls Junior Varsity		12.00%	$6,558	15.00%	$8,197	16.500%	$9,017
Basketball - Varsity Assistant	2	8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Basketball - Freshman		9.00%	$4,918	11.25%	$6,148	12.375%	$6,763
Basketball - 8th Grade	2	6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Basketball - 7th Grade	2	6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Basketball - 5th and 6th Grade	2	1.00%	$546	1.25%	$683	1.375%	$751
Cheerleader Advisor - Basketball		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Cheerleader Advisor - Football		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Cheerleader Advisor - Junior High		3.50%	$1,913	4.35%	$2,376	4.780%	$2,612
Cross Country - Boys and Girls Head Coach		13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Cross Country - Assistant		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Cross Country - Junior High		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Football - Varsity		16.00%	$8,744	20.00%	$10,930	22.000%	$12,023
Football - Vasity Assistant	5	12.00%	$6,558	15.00%	$8,197	16.500%	$9,017
Football - Junior High Head Coach		9.00%	$4,918	11.25%	$6,148	12.375%	$6,763
Football - Junior High Assistant	2	6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Golf - Varsity		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Golf - Junior Varsity		3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
Soccer - Girls Varsity		13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Soccer - Girls Junior Varsity		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Soccer - Girls Varsity Assistant		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Softball - Girls Varsity		13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Softball - Junior Varsity		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Softball - Girls Varsity Assistant		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Track - Varsity	2	13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Track - Varsity Assistant	2	8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Track - Jr High	2	6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Volleyball - Varsity		13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Volleyball - Varsity Assistant		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Volleyball - Junior Varsity		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Volleyball - Freshman		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Volleyball - 8th Grade		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Volleyball - 7th Grade		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Weight Room Supervisor		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Wrestling - Varsity		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Wrestling - Assistant Varsity		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508

Attachment B

$54,648
Base

ANNA LOCAL SCHOOLS
Supplemental Salary Schedule school year 2028-2029

		0 to 4 years experience		5-9 years of experience		10+ years experience	
POSITION	**No. in position**	**% of base**	**SALARY**	**% of base**	**SALARY**	**% of base**	**SALARY**
5th Grade Outdoor Education Coordinator		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Academia		4.00%	$2,186	5.00%	$2,732	5.500%	$3,006
Art Club		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
BLT - Elementary	7	2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Computer Club	3	1.00%	$546	1.25%	$683	1.375%	$751
Concert and Performance	2	5.00%	$2,732	6.25%	$3,416	6.875%	$3,757
DC Trip Coordinator		4.00%	$2,186	5.00%	$2,732	5.500%	$3,006
Drama - One Acts/Fall Play		4.00%	$2,186	5.00%	$2,732	5.500%	$3,006
Enrichment		3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
Environthon Coach		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
FCCLA STAR Competitive Events - High School	at least 3	2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
FCCLA STAR Competitive Events - Middle School	at least 3	2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
FTA		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
French Club		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Graduation Consultant		1.00%	$546	1.25%	$683	1.375%	$751
Intervention Team - Elementary	up to 8	3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
JustWrite	2	3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
LPDC - Elementary		1.00%	$546	1.25%	$683	1.375%	$751
LPDC - Middle School / High School		1.00%	$546	1.25%	$683	1.375%	$751
Marching Band - Director		13.00%	$7,104	16.25%	$8,880	17.875%	$9,768
Marching Band - Assistant Director		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Musical - Director		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Musical - Accompanist		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Musical - Assistant Director	2	6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
Musical - Pit Orchestra		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
NHS		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Pep Band		5.00%	$2,732	6.25%	$3,416	6.875%	$3,757
Power of the Pen Advisor	2	3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
Prom Advisor	3	1.00%	$546	1.25%	$683	1.375%	$751
Run Club		3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
SADD Advisor		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Science Olympiad Advisor	2	4.00%	$2,186	5.00%	$2,732	5.500%	$3,006
Solo & Ensemble Coach	2	2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Spanish Club		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Stage Manager		8.00%	$4,372	10.00%	$5,465	11.000%	$6,011
Student Council - Elementary		3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
Student Council - Middle School		3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
Student Council - Hgh School		3.00%	$1,639	3.75%	$2,049	4.125%	$2,254
Yearbook - Elementary		1.00%	$546	1.25%	$683	1.375%	$751
Yearbook - Middle School		2.00%	$1,093	2.50%	$1,366	2.750%	$1,503
Yearbook - High School		6.00%	$3,279	7.50%	$4,099	8.250%	$4,508
D.C Trip							
Base divided by 183 days X .35 X # of nights = total		$418					
Hourly rate = base X .0007		$38.25					
Class Coverage		$25.00					

Among others paid at the hourly rate are the following:

Saturday School Monitor

Detention Monitor

Summer School Instructors

Supplemental tutoring

Any other position that the Superintendent feels is necessary

ATTACHMENT C

Anna Local Schools Non-Contracted Days Teacher Log

Name: _____ **5 Days/ 37.5 hours Max**

I certify that this log is a true reflection of hours spent in completing Non-Contracted Days beginning July 1. These days/hours are outside of the contracted/supplemental/extended days and have been completed at school. All hours must be approved and submitted prior to May 15.

Signature: x_____

Total Accumulated (max: 5 Days / 37.5 hours):_____

Administration Approval of Completed Log:_____

Date	Activity (please site specific examples)	Hours	Administration Signature

ATTACHMENT D - GRIEVANCE FORM

ANNA LOCAL SCHOOLS
GRIEVANCE REPORT FORM

Distribution:
1. Grievant
2. Principal/Immediate Supervisor
3. Superintendent
4. Treasurer
5. Association President

STEP 2 – SECTION A
TO BE COMPLETED BY GRIEVANT

Name of Grievant: _____

Building: _____ Assignment: _____

Date of cause of grievance: _____ Date of **Step 1** Informal Meeting: _____

State grievance stipulating Article, Section and Paragraph of the Agreement which was allegedly misinterpreted, misapplied or violated; and suggested remedy:

_____
_____
_____
_____
_____
_____

Signature of Grievant: _____ Date Filed: _____

STEP 2 – SECTION B
TO BE COMPLETED BY PRINCIPAL

Name of Principal _____

Disposition of Grievance at Step 1

_____
_____
_____
_____

Rationale for Disposition: _____
_____
_____

Signature of Principal: _____ Date of Hearing: _____
Title: _____ Date of Disposition: _____

TO BE COMPLETED BY THE SUPERINTENDENT

Name of Superintendent: _____ Form Received by Supt.: _____

Disposition of Grievance at **Step 3**: _____

_____

_____

Rationale for Disposition: _____

_____

_____

Signature of Superintendent: _____ Date of Hearing: _____

Date of Disposition: _____

STEP 4 – TO BE COMPLETED BY GRIEVANT

The Association is not satisfied with the disposition of the grievance at Step 3. We request a hearing before an arbitrator. We understand the decision of the arbitrator is binding and that the expenses of the arbitrator will be shared equally by the Association and the Anna Local Board of Education.

Signature of Grievant: _____ Date Filed: _____

Signature of Superintendent: _____ Request for arbitrator received: _____

Date arbitration request was sent to the American Arbitration Association: _____

Association Representative's Signature: _____

Arbitrator's Decision (A copy of the decision will be attached)

ATTACHMENT E - MEDICAL BENEFITS

Anna Local Schools
Medical Mutual Insurance

Coverage Effective Date: 01/01/2026

	PPO		HSA 2000/4000		HSA 2500/5000		HSA 6350/12700	
	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Deductible								
Single	$500	$1,000	$2,000	$2,000	$2,500	$5,000	$6,350	$16,000
Family	$1,000	$2,000	$4,000	$4,000	$5,000	$10,000	$12,700	$32,000
Co-insurance	80/20%	60/40%	100%	70/30%	100%	70/30%	100%	70/30%
Out-of-pocket Maximum								
Single	$2,000	$4,000	$2,000	$4,000	$3,500	$10,000	$6,350	$20,000
Family	$4,000	$8,000	$4,000	$8,000	$7,000	$20,000	$12,700	$40,000
Preventative	$25 copay	Ded. + 40%	100%	Ded. + 30%	100%	Ded. + 30%	100%	Ded. + 30%
Primary Office Visits	$25 copay	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Specialist Office Visits	$25 copay	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Inpatient Hospital	Ded. + 20%	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Outpatient Hospital	Ded. + 20%	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Outpatient other services - xray/lab	Ded. + 20%	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Emergency Room	$150 copay	$150 copay	100% after Ded.	100% after Ded.	100% after Ded.	100% after Ded.	100% after Ded.	100% after Ded.
Urgent Care	$50 copay	$50 copay	100% after Ded.	100% after Ded.	100% after Ded.	100% after Ded.	100% after Ded.	100% after Ded.
Mental Health/Sub. Abuse								
Inpatient	Ded. + 20%	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Outpatient	$25 copay	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Durable Medical Equipment	Ded. + 20%	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Spinal Manipulation	$25 copay	Ded. + 40%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%	100% after Ded.	Ded. + 30%
Prescription Drug								
	$10 Tier I $40 Tier 2 $80 Tier 3	50%, min. $80	100% after Ded.	Ded. + 30%	Ded. Then, $10 copyay Tier 1 Ded. Then, $30 copyay Tier 2 Ded. Then, $50 copyay Tier 3 Ded. then, 25% Tier 4	Ded. then 50%	100% after Ded.	Ded. + 50%
Mail-order Prescription	$20/$80/$170	Not Covered	100% after Ded.	Not Covered	Ded. then, 2-2.5 x copay	Not Covered	100% after Ded.	Not Covered

****These are not contracts; they are a partial listing of benefits and services. All covered services are subject to the conditions, exclusions, qualifications, limitations, terms and provisions of the Medial Certificate.****

ATTACHMENT E - DENTAL BENEFITS

Anna Local Schools
Superior Dental Insurance

Coverage Effective Date: 01/01/2026

BENEFITS	MEMBER'S RESPONSIBILITY
Annual Deductible - Single/Family	$25/$50
Annual Maximum	$1,500
PREVENTIVE	**Covered in full**
Diagnostic and Preventive Services (no deductible) * oral evaluations * x-rays (bitewing) * cleanings * space maintainers * palliative (emergency) treatment * other selected diagnostic and preventive services	
BASIC/ESSENTIAL (deductible applied)	**20%**
* x-ray (full mouth) * general anesthesia (surgical procedures) * I.V. sedation (surgical procedures) * fillings - amalgam and composite restorations * pin retention procedures * root canal therapy * apexification * therapeutic pulpotomy * other selected endodontic services * simple and surgical tooth extractions * other selected oral surgery services * gingivectomy * osseous surgery * other selected periodontal services	
COMPLEX (deductible applied)	**40%**
* crowns * partial and full dentures * other selected prosthodontic services	
ORTHODONTIC (deductible does not apply)	**40%**
Orthodontic Services Dependent child to age 25 * non-surgical dental services related to the supervision, guidance and correction of growing or mature teeth * examination * records * tooth guidance * repositioning (straightening) of the teeth * post orthodontic retention	
Separate Orthodontic Lifetime Maximum	$1,000

****This is not a contract; the they are a partial listing of benefits and services. All covered services are subject to the conditions, exclusions, qualifications, limitations, terms and provisions of the Dental Certificate.****

ATTACHMENT E - VISION BENEFITS

Anna Local Schools
VSP Insurance

Effective Date: 01/01/2023

VSP Provider Network: VSP Signature

Your Coverage with a VSP Provider

Benefit	Description	Copay	Frequency
WellVision Exam	* Focuses on your eyes and overall wellness	$10 for exam and glasses	Every 12 months
Essential Medical Eye Care	* Retinal screening for members with diabetes * Additional exams and services beyond routine care to treat immediate issues from pink eye to sudden changes in vision or to monitor ongoing conditions such as dry eye, diabetic eye disease, glaucoma, and more *Coordination with your medical coverage may apply. Ask your VSP doctor for details	$0 per screening $20 per exam	Available as needed
Prescription Glasses			
Frame	* $170 featured frame brands allowance * $150 frame allowance * 20% savings on the amount over your allowance * $150 Walmart®/Sam's Club® frame allowance * $80 Costco® frame allowance	Combined with exam	Every 24 months
Lenses	* Single vision, lined bifocal, and lined trifocal lenses * Impact-resistant lenses for dependent children	Combined with exam	Every 12 months
Lens Enhancements	* Standard progressive lenses * Premium progressive lenses * Custom progressive lenses * Average savings of 30% on other lens enhancements	$0 $95 - $105 $150 - $175	Every 12 months
Contacts (instead of glasses)	* $150 allowance for contacts; copay does not apply * Contact lens exam (fitting and evaluation)	Up to $60	Every 12 months
Lightcare	*$150 allowance for ready-made non-prescription sunglasses, or ready-made non-prescription blue light filtering glasses, instead of prescription glasses or contacts	Combined with exam	Every 24 months
Extra Savings	**Glasses and Sunglasses** * Extra $20 to spend on featured frame brands. Go to vsp.com/offers for details. * 20% savings on additional glasses and sunglasses, including lens enhancements from any VSP provider 12 months of your WellVision Exam		
	Routine Retinal Screening * No more than a $39 copay on routine retinal screening as an enhancement to a WellVision Exam		
	Laser Vision Correction * Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities		

Your Coverage with Out-of-Network Providers

Get the most out of your benefits and greater savings with a VSP network doctor. Your coverage with out-of-network providers will be less or you'll receive a lower level of benefits. Visit vsp.com for plan details.

Coverage with a participating retail chain may be different. Once your benefit is effective, visit vsp.com for details. Coverage information is subject to change. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail. Based on applicable laws, benefits may vary by location. In the state of Washington, VSP Vision Care, Inc., is the legal name of the corporation through which VSP does business.