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NEGOTIATED AGREEMENT

between the

NEW BREMEN TEACHERS ASSOCIATION

and the

NEW BREMEN LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

Effective July 1, 2026 to June 30, 2029

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ARTICLE 1 - RECOGNITION OF BARGAINING UNIT

A. The New Bremen Local School District Board of Education (hereinafter referred to as the "Board") recognizes the New Bremen Teachers Association (hereinafter referred to as the "Association") as an affiliate of OEA and NEA and as the bargaining representative for all regular teachers employed under a regular teaching contract in the District and long-term substitutes (more than sixty (60) workdays in the same position). Substitutes, aides, tutors, noncertificated employees, principals, and administrative, supervisory staff are specifically excluded from the bargaining unit. Supervisory staff are defined as those employees who have the right to hire, fire, discipline, discharge or recommend or participate in such actions.

B. It is agreed by both parties that all employees have the right to join or not to join any local or state organization. Membership in any such organization, or payment of any dues, fees, or assessments to any such organization(s) shall not be required as a condition of employment, nor shall any such membership or payment be involuntarily imposed upon any employee by any term of this Agreement.

ARTICLE 2 - NEGOTIATIONS PROCEDURE

The parties have agreed to the following negotiations and dispute resolution procedures which are intended to supersede those set forth in O.R.C. §4117.14 pursuant to O.R.C. §4117.14(C) and O.R.C. §4117.14(E).

A. Notification

If either of the parties desire to commence bargaining on salaries or other matters of mutual concern, it shall notify the other party in writing at least ninety (90) days but no more than one hundred twenty (120) calendar days prior to the expiration of the current Agreement. Notification in writing from the Association shall be served on the Superintendent, and from the Board shall be served to the President of the Association.

B. Negotiations Meetings

1. Within twenty (20) days of written notification of intent to bargain, an initial meeting shall be held between the parties. Negotiations shall commence by the parties exchanging complete written proposals on all items to be negotiated ten (10) days before the initial negotiations meeting. Both teams will keep the proposals confidential until the other side has an opportunity to present their rationale for each proposal. No new proposals shall be submitted by either party unless by mutual agreement.

2. Original proposals shall be written and in language suitable for inclusion in the final Agreement.

3. Meetings shall be scheduled with the least interruption of work schedules. All meetings shall be in executive session unless otherwise mutually agreed upon by both parties. Other rules for conducting negotiations procedures which are deemed necessary and not covered by this procedure shall be discussed and agreed upon at the first meeting.

C. Negotiations Time Limits

1. Bargaining sessions shall last no longer than approximately three (3) hours.

2. Items under negotiation must be resolved to the mutual satisfaction of both parties, within sixty-five (65) calendar days of the first scheduled meeting. However, if both parties agree, extension of time for negotiations may be granted. If no agreement is reached, the Disagreement Procedure outlined in this document shall be implemented.

3. Any time limits established under this Article may be modified by mutual agreement of both parties.

4. Days shall mean calendar days unless specified otherwise.

D. Representation

Each team shall limit its representation to no less than two (2) but no more than four (4) members unless otherwise agreed upon at the first meeting. Each team shall designate one chief spokesperson who shall make verbal responses for their team members and be responsible for signing any tentative agreements arrived at.

E. Information

The parties agree during negotiations to provide each other, upon written request and within a reasonable time, regularly and routinely prepared information for development and evaluation of proposals. Access to such information in such form as it exists constitutes compliance with this provision and neither party is obligated to develop data or information not in existence or to rework, redraft, summarize, compute or otherwise develop data or information in other than its existing form.

F. While Negotiations Are In Progress

1. During negotiations, there will be no public releases of information to the media unless agreed upon by both parties and in such instances releases are agreed upon, said releases shall be in writing and both parties shall approve of the release prior to its dissemination.

2. Both parties may issue progress reports to their members so as to keep their members informed with respect to the progress of negotiations.

3. It shall be the responsibility of both parties to inform their respective members that all progress reports are confidential and any information derived from such reports shall not be disclosed to the general public.

G. Agreement

When final agreement is reached through negotiations, the outcome shall be reduced to writing and submitted to the Association for ratification. Following ratification by the Association, the Agreement shall be submitted to the Board. Upon official adoption by the Board, the Agreement shall be signed by both parties.

H. Disagreement

1. If agreement is not reached within the specified time limits as contained within this Article, either party may request the services of the American Arbitration Association or other mutually agreed-upon neutral third-party mediator for the purposes of mediating an Agreement.

2. The Mediator shall have the authority to call meetings and to meet with the team representatives of the Association and the Board. However, the mediator shall not have the authority to extend the time limits of the current Agreement, or to bind the parties to any item or agreement. Any costs incurred in mediation shall be shared equally by the Association and the Board.

3. Except by mutual agreement, the mediation process shall not extend more than thirty (30) days from the date of the initial mediation session.

ARTICLE 3 - CONTRARY TO LAW PROVISION (SEVERABILITY)

If any provision of this Agreement, or the application of any provision shall be rendered or declared invalid, unlawful, or not enforceable by any court action or by reason of any existing or subsequently enacted legislation, then such provision shall not be applicable, performed, or enforced, but all remaining parts of this Agreement shall remain in full force and effect for the term of this Agreement.

ARTICLE 4 - GRIEVANCE PROCEDURE

A. Purpose

The primary purpose of the grievance procedure shall be to obtain at the lowest administrative level possible, solutions to grievances which may arise. The grievance procedure is the exclusive procedure to deal with all alleged violations and labor disputes arising under this Agreement. It is expressly understood and agreed that neither the

Association nor any teacher shall engage in actions which are not expressly provided for in the grievance procedure such as the initiation of litigation or charges with a state or federal agency in connection with any dispute which is or could have been a matter presented as a grievance within this grievance procedure. Grievances must not be used as a means to gain contract concessions unsuccessfully bargained for during negotiations.

B. Definitions and Terms

The following definitions and terms apply to this Article:

1. The word "day" or "days" means generally scheduled teacher work days during the regular school year. During the summer, it shall mean Monday through Friday excluding federally recognized holidays.

2. A "grievance" is a claim by a teacher or a group of teachers or the Association that the Board or an administrator has violated, misinterpreted or misapplied a specific and express term of this written Agreement.

3. "Administrator" is a person employed by the Board under O.R.C. §3319.02 who is excluded from the bargaining unit as identified in Article 1.

4. A "grievant" is an individual member or group of members of the bargaining unit, or the Association, alleging a violation, misinterpretation or misapplication of a written provision of this Negotiated Agreement. A group grievance shall have arisen out of identical circumstances affecting each member of said group. Each member of a group shall sign the grievance report form.

C. Time Limits

This grievance procedure is governed by the following time limits and rules:

1. If a grievant fails to file a written grievance or to appeal a grievance to the next step by the stated deadlines, then a grievance shall be considered waived.

2. If an administrator fails to hold a meeting or to respond to a grievance by the stated deadline, then the grievant is entitled to appeal to the next step.

3. A grievant may be accompanied at any stage of the grievance procedure by a representative of his or her choice. When a grievant has a representative present, management shall have the right to have a representative present.

4. A grievant may present his/her grievances and have them adjusted, as long as the adjustment is consistent with the terms of the Collective Bargaining Agreement then in effect, and as long as the Association representative has the opportunity to be present at the adjustment.

5. Hearings and conferences under this procedure will be held after regular school hours or during non-working time of the personnel involved. Any investigation or processing of a grievance by a grievant or representatives shall be conducted so as to result in minimum interference or disruption of the instructional program and related work activities of the teaching staff. There shall be no extra pay to an employee for his time spent in preparing and processing a grievance during non-duty hours. All hearings shall be held in closed session.

6. A decision on a group grievance applies to all employees in the group and each shall be given a copy of the decision. An employee may withdraw, in writing, from a group grievance or a grievance filed by the Association at any time before a decision is rendered; however, he then waives any right to initiate the same or substantially similar grievance. No more than one (1) employee shall attend a meeting or hearings conducted for the resolution of a group grievance.

7. Any individual grievance may be withdrawn, without prejudice or record, by the grievant at any time prior to the written decision in Step 2.

8. A grievance shall not be made a part of a grievant's personnel file and the filing of a grievance shall not be the cause for a reprisal or harassment against the grievant.

9. Grievances shall be instituted at whatever level an administrator has the authority to grant the relief sought.

D. Procedure

The following procedure will be used in processing a grievance:

1. Step One:

A person with a grievance shall first discuss it with his/her principal within five (5) days of the date of the incident giving rise to the grievance, with the objective of resolving the matter informally. In this meeting, the grievant must advise that he or she wishes to discuss a complaint upon which a formal grievance may be filed.

2. Step Two:

If the grievant is not satisfied with the informal attempt to resolve the grievance, he or she must submit the grievance in writing on an appropriate grievance form to the building principal. All grievances, in order to be effective for consideration by management, must contain in writing the name of the grievant, the specific condition or occurrence on which the grievance is based, the date or dates of the occurrence of the conduct or condition on which the grievance is based, the particular article and section of this Agreement which the grievant claims have been violated, the specific relief sought, and the signature of the grievant. Appropriate grievance forms shall be made available in each building principal's office. The

written grievance must be filed with the building principal within five (5) days from the informal conference in Step One. The grievance form shall be dated and initialed by the principal upon receipt. The principal shall respond to the grievance in writing within five (5) days of its submission to him/her.

3. Step Three:

If the grievant is not satisfied with the disposition of the grievance at Step Two, the grievant may appeal to the Superintendent by filing a written appeal of the grievance within five (5) days of the grievant's receipt of the principal's decision. The Superintendent shall hold a meeting with the teacher to discuss the grievance and its possible resolution within five (5) days of the submission of the appeal. The Superintendent shall make his written response to the appeal within five (5) days of the meeting.

4. Step Four:

a. If the grievant is not satisfied with the disposition of the grievance at Step Three, the grievant may appeal and within five (5) days of the Superintendent's decision, request the Superintendent to forward the grievance to the Board President. The Board President, upon receipt of the request, shall appoint a Committee. The Committee shall be composed of two (2) members of the Board of Education and at least one (1) member who will also be a member of the Board's Negotiations Committee.

b. The grievant has a right to a hearing in his/her request to appeal to Step Four. A request for a hearing must be made at the time that an appeal to Step Four is also made. The grievant may be accompanied by a representative from OEA or legal counsel.

c. The Board Committee will study the grievance along the prior dispositions and shall provide to the parties involved, their decision, in writing, within ten (10) days following receipt by the Board President.

5. Step Five:

a. If the grievant is not satisfied with the disposition of the grievance in Step Four, he or she may, within five (5) days after the decision is rendered, request in writing to the Association that the grievance be submitted to arbitration. The Association may within five (5) days after receipt of a request, submit the grievance to arbitration by so notifying the Board in writing.

b. The Board and the Association shall, within five (5) days after written notice is received by the Board, jointly select an arbitrator. The arbitrator shall be selected from a list of seven (7) names to be submitted by the American

Arbitration Association (AAA) or other mutually agreed-upon neutral third-party mediator. From this list each side will have the right to strike one name until one name remains. The party filing the grievance shall strike the first name. The Arbitrator whose name remains on the list shall be deemed selected by the parties. The arbitration procedures shall be in accordance with the Voluntary Labor Arbitration Rules of the AAA. The demand for arbitration shall specify the act or condition, the names and addresses of the parties, the contractual clause(s) alleged to have been misinterpreted or misapplied and the remedy sought.

c. Within seven (7) days of receipt of the Arbitrator's written award, either the Superintendent or the grievant may appeal the award of the Arbitrator to the Board of Education. If not appealed, such award shall be final and binding on all parties.

d. Limitation on Arbitrator's Authority

The Arbitrator shall have authority to consider only a single grievance or several grievances involving a common question or interpretation or application. The Arbitrator shall hold the necessary hearing promptly and issue the decision within thirty (30) days or such time as may be agreed upon.

e. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of the Master Agreement, or add to, detract from, or modify the language therein in arriving at a determination of any issue presented that is proper within the limitations expressed herein. The arbitrator shall be confined 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.

f. The Arbitrator shall in no way interfere with management prerogatives involving the Board's discretion, nor limit or interfere in any way with the powers, duties and responsibilities of the Board under its policies, applicable law, and rules and regulations having the force and effect of law.

g. The cost and expenses of the Arbitrator and the fees of the AAA shall be borne equally by the parties.

6. Step Six:

If either party appeals in the Arbitrator's award in accordance with Step Five, the following procedures apply:

a. If the grievant is not satisfied with the Arbitrator's disposition of the grievance in Step Five, the grievant may appeal within seven (7) days of the receipt of the Arbitrator's written award. The grievant may request the Superintendent to forward the appeal to the Board of Education. The grievant also has a right to a hearing in his/her request to appeal to Step Six. A request for a hearing must be made at the time that an appeal to Step Six is also made. The grievant may be accompanied by a representative from OEA or legal counsel.

b. The grievance appeal shall be placed on the agenda of the next regularly scheduled Board meeting, or, at the discretion of the Board, a special meeting may be called to hear the grievance appeal. The Board Treasurer shall notify the grievant in writing of the time and place of such hearing which shall be held in executive session.

c. If an administrator or member of the Board Committee is not satisfied with the Arbitrator's disposition of the grievance in Step Five, the same appeal procedures will apply.

d. Within thirty (30) days after the hearing, the Board shall state its decision in writing and forward a copy to the grievant, the principal, and the superintendent. The decision of the Board shall be final and binding on all parties.

ARTICLE 5 - ASSOCIATION RIGHTS

A. The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards, at least one of which shall be provided in each school building in Teacher Lounges or non-public areas. The Association may use the direct mail service and teacher mailboxes for communications to members of the bargaining unit.

B. Authorized representatives of the Association shall be permitted to transact official Association business on school property during the duty-free lunch period, conference period, and outside of the school day. Such activities shall not interfere with classroom instruction and assigned duties during the regular school day.

C. The directory of teacher names, non-confidential home addresses, non-confidential telephone numbers, and teaching assignments shall be provided without cost to the Association no later than October 1 of each school year.

D. Employees of the Board may receive, upon request, copies of the Board of Education meeting agendas prior to any meeting.

E. Employees of the Board may receive, upon request, any published data relative to the financial and educational operation of the District.

F. Employees of the Board may attend public Board of Education meetings and may speak during the "public session" at any meeting.

G. The Association may hold meetings or present reports and announcements for the Association following any faculty meeting, in-service meeting, or orientation meeting.

H. The Association President or his/her designee shall be provided three (3) days of released time as the Association deems necessary for the purpose of conducting Association business at no loss of salary or other benefits.

I. Dues and other payroll deductions - refer to Article 15, "Payroll and Deductions."

J. The rights granted herein to the Association shall not be granted or extended to any other competing organization - refer to Article 1, "Recognition."

K. All bargaining unit members shall receive a copy of the Master Agreement electronically after ratification by the parties.

L. Board Policy is available on the school district website.

ARTICLE 6 - EMPLOYER RIGHTS

A. Except as specifically modified by a specific and express term of this Agreement, the Board hereby retains and reserves to itself, the superintendent, and other administrators, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in them by the laws and the constitution of the State of Ohio and of the United States, including, by way of illustration, management's right to:

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

2. Hire, assign, direct, schedule, supervise, and evaluate teachers;

3. Maintain and improve the efficiency and effectiveness of school operations;

4. Determine the methods, processes, means, and personnel by which school operations are to be conducted;

5. Suspend, discipline, demote, or terminate teachers for just cause;

6. Lay off, transfer, promote, or retain teachers;

7. Determine the adequacy of the work force;

8. Determine the overall mission of the school district as an educational unit;

9. Effectively manage the work force;

10. Take actions to carry out the mission of the school district;

11. Determine the work hours and determine grading periods for pupils;

12. Direct, assign, and schedule pupils.

B. The Board is not required to bargain with the Association on subjects reserved to the management and direction of the district but the Board is obligated to bargain about any changes that affect the wages, hours, terms and conditions of employment, and the continuation, modification, or deletion of an existing provision of this Agreement.

ARTICLE 7 - REDUCTION IN FORCE

If the Board determines it necessary to reduce the number of bargaining unit positions for any of the reasons provided in O.R.C. §3319.17 or for financial reasons, the Board of Education shall proceed with such reductions in the following manner:

A. When possible, voluntary attrition of employees shall first be used to accomplish a reduction in force.

B. Prior to implementing a reduction in force through suspension of contracts, the Administration shall prepare a seniority list and shall meet with the Association President to discuss the planned reduction.

C. Reductions shall then be made by suspending contracts upon the Superintendent's recommendation as follows:

1. Limited contract teachers by using the following order:

   a. Area of licensure/certification within each teaching field affected.

   b. Rating as determined by the most recent evaluation.

   c. When evaluation ratings are comparable, by lowest seniority in the District.

2. Continuing contract teachers, only after all limited contract teachers in the teaching field of assignment, by using the following order:

   a. Area of licensure/certification within each teaching field affected.

b. Rating as determined by the most recent evaluation.

c. When evaluation ratings are comparable, by lowest seniority in the District.

3. Teaching Field – Teaching field shall mean the subject(s) and/or grade level(s) on the teaching certificate(s)/licenses held by the bargaining unit member. To qualify under this provision of the agreement, certificate(s)/licenses must be maintained in accordance with the Ohio Department of Education and Workforce's certification/licenses requirements.

4. For the purposes of a Reduction in Force, comparable performance evaluation ratings shall be defined as follows:

a. All teachers who receive a rating of "Accomplished" shall be deemed comparable to other "Accomplished" teachers.

b. All teachers who receive a rating of "Skilled" shall be deemed comparable to other "Skilled" teachers.

b. All teachers who receive a rating of "Developing" shall be deemed comparable to other "Developing" teachers.

c. All teachers who receive a rating of "Ineffective" shall be deemed comparable to other "Ineffective" teachers.

D. If two (2) or more teachers have the same length of continuous service, seniority will be determined by:

1. the date of the board meeting at which the teacher was hired, and then by;

2. the date the teacher signed his/her initial employment contract in the district, and then by;

3. any remaining ties will be broken by lot.

E. If a vacancy occurs, the Board will send a certified announcement to the last known address of all teachers 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 teachers are required to respond in writing to the district office within seven (7) calendar days. The most senior of those responding will be given the vacant position. Any teacher who fails to respond within seven (7) calendar days, or who declines to accept the position, will forfeit all recall rights.

F. A teacher on the recall list will, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority,

accumulation of sick leave, and salary schedule placement as he/she enjoyed at the time of layoff.

G. This Article shall not require the Board of Education to fill any vacancy, nor shall it interfere with any other lawful personnel procedures in the District.

ARTICLE 8 - RIGHT TO MAKE APPLICATION AND INTERVIEW

A. The Board recognizes the right of bargaining unit members to apply and be interviewed for any bargaining unit position vacancies occurring within the New Bremen Local School District for which they are properly certified.

B. Vacancies, as determined by the administration, may result from creation of new positions, resignations, Board approved leave of absences, retirement, death, nonrenewal, or termination.

C. Vacancies for bargaining unit positions will be e-mailed to all District staff. It is the responsibility of each bargaining unit member to have all current certificates on file in the Local Superintendent's office. The posting of any vacancy shall not be construed as requiring the Board to fill such a position but rather for the purpose of providing an opportunity for teachers to indicate an interest in transferring to such a position.

D. During the summer months, notification of vacancies will be by e-mail and/or personal phone calls.

E. No action to employ will be taken until such a vacancy has been posted or listed for five (5) school days, excluding weekends and holidays. If no current staff member holds proper certification and a vacancy exists, that position may be filled at the Board's discretion. This notification requirement shall not apply for vacancies which occur after August 1 through the start of school.

F. When vacancies occur after the beginning of the 2nd Semester, the Superintendent and the Board will fill the vacancy on a temporary or tentative basis until the end of the regular school year. The position will be then considered open for transfer requests for the following school year.

G. The Superintendent shall assign teachers to positions based on the best interests of the students enrolled in the District. The Superintendent may also consider secondary factors such as but not limited to teacher effectiveness, qualifications, and specific building/program needs. In assigning, reassigning, or transferring a teacher, whether voluntary or involuntary on the part of the teacher, the Superintendent shall not use seniority or continuing contract status as the primary factor in determining the teacher's assignment. Seniority in the district shall mean uninterrupted service from the effective date of the employee's most recent date of hire except that the Board approved leave of absence shall not constitute an interruption.

H. It is agreed that the Superintendent and the Board will make final determination as to the job description of any position and the hiring of any employee.

ARTICLE 9 - CONTRACT DAYS - SCHOOL CALENDAR - MEETINGS

A. Contract Days

1. Length of Teacher Work Day (Refer to Faculty Handbook)

2. The number of regular duty days required for all bargaining unit members shall be one hundred eighty-four (184) days. The school day, exclusive of faculty meetings, in-service meetings, and other school scheduled events where specified by the administration, shall be defined as the time during which members of the bargaining unit are to be in attendance.

3. Within the one hundred eighty-four (184) day calendar, up to six (6) days may be used as "Professional Days" including prior to and following the opening and closing of school for students. The "New Teacher Orientation Meetings" are not included within the one hundred eighty-four (184) day calendar, however, "New" teachers are expected to attend this meeting.

4. Within the one hundred eighty-four (184) day calendar, up to two (2) days may be used for "Parent-Teacher Conferences."

5. The annual "Open House," "Parents Back to School Night" and those activities involving specific student grade or class presentations (such as elementary music programs) which require teacher supervision are excluded in the contract days defined above. Teacher attendance at Open House is required unless an urgent and necessary family commitment warrants the teacher being absent from the event. Teacher attendance at high school graduation is recommended. If a staff member is working under another supplemental contract for the New Bremen School District, this supersedes the required Open House attendance.

6. All teachers are entitled to thirty (30) minute consecutive, uninterrupted, duty-free lunch period during which they are free to leave the building following notification to their respective Principal's office.

7. Teachers will be expected to observe adjusted working hours on days when school is delayed. Teachers will report to duty from 10:00 am to 3:00 pm on days where school is closed due to inclement weather after 5 calamity days have been used. Lesson will be posted or given to students ahead of time to complete virtually. If the teacher is unable to report safely to work, then he/she shall call his/her appropriate supervisor and discuss options to reach a solution. Possible solutions may be (but are not limited to): use of personal day, make up the time according to

an agreement reached and approved by the appropriate supervisor, or make arrangements to report to work later and extend the day beyond 3:00 pm. The number of days scheduled shall not limit the Districts ability to require additional days worked to ensure compliance with the state minimum number of hours of instruction per year.

B. School Calendar

It is hereby agreed that the members of the District Leadership Team may provide input to the Superintendent relating to the development of a school calendar. Such input will be advisory only and the final determination and adoption of the annual school calendar rests with the Board.

C. Meetings

1. Teachers are required to attend all meetings specified and held by the administration. The meetings will include, but are not limited to, the following:

   a. General Faculty Meetings with the Superintendent
   b. Building Meetings with the Principal
   c. In-Service Meetings
   d. Research & Evaluation Meetings
   e. Committee Meetings

2. Meetings, unless for an emergency, will be announced in advance. Teachers who have a prior commitment when an emergency meeting is called will be excused at 3:15 p.m.

3. On the calendar days of scheduled and announced meetings, the length of the day will be extended beyond regular duty hours.

D. School Closure Due to a Pandemic or Any Other National/State Emergency

In the event there is a long-term school closure due to a pandemic or other national/state emergency, ordered by the President of the United States, the Governor of Ohio, or the County Health Department, the parties agree to meet and discuss working conditions during the closure.

ARTICLE 10 - SICK LEAVE

A. A maximum of five (5) days of sick leave which has not yet actually been earned shall be advanced to all new regular employees.

B. Employees will earn sick leave at the rate of one and one-fourth (1¼) days per month which is fifteen (15) days annual accumulative up to two hundred forty (240) days. No

employee shall receive credit for more than fifteen (15) days in any one (1) year including transfers.

C. Sick leave credit accumulated in another Ohio school district must be properly certified by the Treasurer or administrative officer of that school district in order to receive credit in New Bremen Schools. Sick leave outside Ohio is not transferable.

D. Sick leave shall apply when the employee is ill or injured. The sick leave shall extend for only the duration of the accumulated sick leave credit. The Board may request a written statement from a physician certifying the existence of an illness or an injury.

E. Sick leave shall apply upon exposure to a virulent, contagious disease which could be spread to others in the school. A physician's certification is required to verify the exposure.

F. An employee who has been absent because of personal illness or injury for more than three (3) consecutive contracted days may be asked to present a physician's certificate indicating the name of the doctor and the date on which he/she was consulted.

G. Sick leave shall apply for a period of three (3) days in case of serious illness of a parent or serious illness in the employee's family (i.e., spouse and dependent children) who reside with the employee. The illness certified by a medical doctor may be requested. If extension of time is deemed necessary, such may be granted by the Local Superintendent. The Superintendent shall have the authority to waive these restrictions in emergency situations at the discretion of the Superintendent upon written request from the teacher.

H. Extended sick leave for reasons of pregnancy or extended sick leave following the pregnancy shall be granted upon written certification of necessity by the physician. Extended Sick Leave shall be defined as longer than two (2) weeks prior to the expected birth and longer than eight (8) weeks following the pregnancy, and shall run concurrent with FMLA leave.

I. An employee may use up to three (3) weeks sick leave for paternity leave after the birth of a child, and shall run concurrent with FMLA leave.

J. An employee may use sick leave following the adoption of a child. Up to three (3) weeks may be used for this reason, and shall run concurrent with FMLA leave.

K. Sick leave may not be used as an alternate for personal days.

L. A teacher will utilize the online absence management system for securing substitutes. If the absence is after the submittal deadline on the day of, the teacher will notify his/her principal or designee of the absence as soon as possible so appropriate arrangements can be made to secure a substitute.

M. During all absences, adequate and appropriate lesson plans from the regular teacher must be available to the substitute.

N. Evidence indicating the abuse of sick leave privileges or the intent to falsify a sick leave statement shall be considered just cause for suspension or termination from service. Any unauthorized absence shall be charged to the absentee at the contracted per diem salary rate.

O. Article 28 may be applicable after an employee has exhausted all sick leave.

ARTICLE 11 - EXTENDED LEAVES OF ABSENCE

An extended leave of absence from duty by an employee may be granted by the Board after written request has been made. An extended leave of absence may be granted for the following:

A. Illness, either mental or physical: The duration of the leave is not to extend over two years. The person, on his/her return, shall submit to a physical exam by a medical doctor, and be certified as to his/her fitness to assume his/her duties. If no vacancy occurs upon his/her return, the person will be granted an extension of leave until a vacancy exists. If the Board, on its initiative, grants a leave for illness, the basis for giving the leave must be established by a medical doctor.

B. Service in the Armed Forces: Any person who vacates a position to serve in the Armed Forces shall be on leave for duration of the service. If he/she is honorably discharged, he/she shall be reinstated to his/her original contract status at the beginning of the school year following his/her return. Leaves of absence to serve in the Armed Forces shall be considered as experience on the salary schedule.

C. Maternity: Certified personnel may request an unpaid leave of absence for medical disability related to pregnancy or childbirth. An individual may only request this leave after exhausting her accumulated sick leave. The employee may be required to present a physician's statement documenting her medical disability. The regular duties in the school must be resumed when medically released to do so.

D. Paternity Leave and Adoption: Certified personnel may request an unpaid leave of absence after they have exceeded the use of three (3) weeks sick leave for the birth of a child or for the adoption of a child. Additional leave may be taken in accordance with FMLA.

E. Education: Leaves for pursuing further education in the person's teaching field shall be for one school year or one semester if a qualified substitute can be obtained. A teacher must return to full duty after the termination of the year or semester or his/her contract status will be lost. The one year leave granted to further a teacher's education shall be considered as experience on the salary schedule.

ARTICLE 12 - OTHER LEAVES

A. Personal Leave

1. Each bargaining unit member shall be authorized four (4) days of personal leave without a loss of salary.

2. Such leave shall be considered upon filing the approved personal leave request form to the Superintendent seventy-two (72) hours in advance unless an emergency should arise which requires shorter notice. Approved personal leave days shall not be deducted from sick leave or any other leave.

3. Personal leave days are not applicable on the first five (5) and last five (5) student school days of the year or on inservice and professional development days. Granting of personal leave will be contingent upon the availability of substitutes and not more than ten percent (10%) of District staff on personal leave on any given day. The Superintendent shall have the authority to waive these restrictions in unavoidable or emergency situations at the discretion of the Superintendent upon written request from the teacher.

4. A bargaining unit member may carry over one (1) unused personal days not to exceed five (5) personal days in any one school year.

B. Professional Leave

Bargaining unit members may attend professional meetings, conferences, or visitations which provide the opportunity to advance professionally.

1. Bargaining unit members who attend such meetings or conferences shall be considered assigned to duty with full payment of salary and benefits. Such approved leave will not be deducted from accrued or earned sick leave or personal leave.

2. Two (2) types of Professional Leave are available:

   a. Leave with non-reimbursement for expenses.
   b. Leave with partial reimbursement for expenses.

3. Leave with non-reimbursement for expenses. The request shall be submitted to the teacher's Principal in writing on the appropriate form at least ten (10) days prior to the requested leave. After consideration, the Principal will determine if the request is to be granted. If approved, no reimbursement for expenses will be considered. Adequate and appropriate lesson plans shall be available to the substitute when professional leave is used.

4. Leave with partial reimbursement for expenses. The request shall be submitted to the Superintendent in writing on the appropriate form at least one (1) week prior to the requested leave. The written request accompanied by any supplemental description of the meeting, conference, or visitation, will be included on the form for the Superintendent's consideration. If approved by the Superintendent and/or Board, the following maximum reimbursements will be made:

   a. Mileage shall be paid at the current IRS rate.

   b. Registration Fees - Full amount with full attendance (prorated for partial attendance).

   c. Lodging - Up to Two ($200.00) per day.

   d. Meals – Fifty Dollars ($50.00) per diem.

5. Partial reimbursement requests. These must be submitted (along with receipts) to the Board Treasurer with a written detailed report of the meeting, conference, or visitation within ten (10) days following the professional leave date(s). Requests for expense reimbursement shall not be granted for professional meetings, conferences, or visitations on school calendar dates set for all personnel. Adequate and appropriate lesson plans shall be made available to the substitute when professional leave is used.

C. Assault Leave

1. Any professional staff member who sustains injuries as a result of an unprovoked and unjustified physical assault by any parent, student or other person while in the course of Board employment and while performing professional assigned duties on school grounds or at an official school function may request a temporary special leave of absence to recuperate from the injuries sustained in the assault. If granted, this paid leave shall not be charged against sick leave or personal leave. Assault leave will be granted if the following provisions are fulfilled:

   a. The staff member must provide a written physician's statement recommending the leave and the approximate duration of the disability.

   b. The staff member, if requested, shall consent to examination at Board expense by a Board-designated physician at a reasonable time and place; and said physician concurs with the staff member's physician that the staff member is disabled from returning to service.

   c. The staff member shall agree to cooperate fully in pursuing any legal or police action by the Board on behalf of the staff member and/or the Board.

d. The staff member shall apply for Workers' Compensation. If Workers' Compensation benefits are paid, the Board shall pay such employee the difference between the benefits received and the employee's regular salary.

2. For the duration of the leave, the Board shall continue to pay all fringe benefits as per the Negotiated Agreement.

3. In keeping with the above limitations, an assault leave shall be for no longer than twenty (20) contractual days per occurrence. An extension of leave may be granted upon receipt of an additional letter of recommendation from the physician and approval of the Superintendent and Board.

D. Court Leave

Members of the bargaining unit upon notification to the Superintendent shall be eligible for leave for jury duty and for appearance in court under the following circumstances:

1. The Board shall pay a certificated employee the difference between the certificated employee's regular salary and any remuneration received by the certificated employee for jury duty service. Alternatively, the certificated employee may endorse his or her check for jury duty service over to the Treasurer of the Board and simply receive the normal salary amount under his or her contract(s).

2. Certificated employees shall be released from duty, without loss of pay or benefits, for absence due to the certificated employee's compliance with a subpoena to appear in a court of law, provided that: (a) the court appearance is somehow connected with the certificated employee's employment or school activities (for example, where the certificated employee is required to appear as a witness in a lawsuit by a student for personal injuries which occurred in a school activity or where the certificated employee is subpoenaed to be a witness in child custody litigation); and (b) neither the certificated employee nor the Association is a party in the litigation adverse to the Board of Education or adverse to any individual Board member or administrator.

3. Such leave shall not be deducted from the certificated employee's sick leave or personal leave, except that a teacher may use his or her personal leave for an absence required by court subpoena that does not come within the terms of paragraph 2. Personal leave in such circumstances may be used before or after a holiday or vacation period.

E. Family Medical Leave

FMLA shall be granted in accordance with Federal law.

F. Attendance Recognition Pay

The Board and Association agree that the quality of instruction is enhanced by the uninterrupted service of the regular teacher. Therefore, the Board wishes to recognize and reward teachers who have excellent attendance in accordance with the following schedule:

1. A teacher who has used zero (0) sick days shall receive additional compensation of Three Hundred Dollars ($300.00).

2. A teacher who has used only one (1) day or a partial day of sick leave in a school year shall receive additional compensation of Two Hundred Dollars ($200.00).

3. A teacher who has used more than one (1) but not more than two (2) days of sick leave in a school year shall receive additional compensation of One Hundred Twenty-Five Dollars ($125.00).

4. A teacher who has leftover personal days at the end of the school year will automatically have one (1) day rolled over and will be paid at the current year sub rate per day for up to four (4) unused personal days.

5. This incentive compensation shall be paid no later than the second paycheck in August for the prior school year.

6. Fractions of days shall be added accumulatively. When the sum of partial days exceeds a day, the fractional part shall be rounded to the nearest full day for attendance recognition pay purposes.

7. To be eligible for attendance compensation, a teacher must have been employed for the entire school year.

G. Bereavement Leave

1. Funeral leave without loss of pay or deduction from sick leave to attend and to plan funerals that occur on days school is in session shall be granted to a teacher upon request to the Superintendent as follows:

2. Immediate family – up to five (5) days. The immediate family will include the following: a parent or child of the employee or the employee's spouse, the spouse, sister or brother, grandparent, grandchild, father-in-law, sister-in-law, mother-in-law, brother-in-law, or spouse of a child.

3. Aunt, uncle, niece, and nephew will be up to three (3) days of leave but sick days may be used to make it a total of five (5) days. This benefit will also apply to the grandparents, aunts, and uncles of the employee's spouse.

4. Other Relatives/Close Family Friends will be one (1) day of leave.

H. Unpaid Days Off (Dock Days)

Unpaid days off (dock days) may be granted in rare circumstances during the school year only upon written request to the Superintendent. Such days will only be approved in dire situations or under extreme circumstances at the sole discretion of the Superintendent after all other leave options have been exhausted. Dock days may not be used for the purpose of extending a vacation.

ARTICLE 13 - INSURANCE BENEFITS

A. Health and Prescription Drug Insurance - Full-time teachers will be provided health insurance in accordance with the available plans prescribed by the Mercer Auglaize Benefit Trust (MABT). During the length of this contract, if any plan becomes obsolete, members will be required to choose an alternate plan offered by the MABT.

The Board will contribute an amount toward the premium cost equal to eighty-nine percent (89%) of the single or family High Deductible Health Plan (HDHP), and the employee will pay eleven percent (11%). During the length of this contract, the Board will contribute to a health savings account of up to One Thousand Dollars ($1,000) per year for a single plan and up to Two Thousand Dollars ($2,000) per year for a family plan.

B. Life Insurance - The Board will provide each full-time teacher with a group term life insurance policy in the amount of Forty Thousand Dollars ($40,000) effective February 1, 2004.

C. Dental Insurance - The dental insurance benefit plan shall not have lower benefits than have been in effect in the past. In addition, the Board shall provide single plan coverage or family plan coverage at no cost to the full-time teacher.

D. Purchase of Insurance - A teacher on any extended leave approved by the Board may purchase at no cost to the Board the same insurance programs provided to other teachers. Payment for such insurance programs shall be made monthly in advance.

E. Cash Incentive to Opt-Out of Insurance Plans

1. Any full-time employee who is otherwise eligible to subscribe to the school's medical insurance plan but elects not to subscribe shall receive an annual payment equal to ten percent (10%) of the annual family premium of the HDHP (health and prescription drug premium) for opting-out of the insurance plan with payment to be calculated based upon premiums in effect on August 1st and paid by the following June 30.

2. In order for the employee to be eligible for the cash incentive for opting-out of the insurance plan, he/she must complete the necessary forms as requested by the school and must indicate that he/she is covered by a medical insurance plan elsewhere. Employees who drop coverage for part of a year shall be paid a pro-rata benefit.

3. Any employee eligible for family coverage that chooses single coverage will receive an opt-out incentive equal to ten percent (10%) of the difference in the total single and total family premium paid annually based on the HDHP (health and prescription drug premium). (Total Family Premium - Total Single Premium) X .10 = Incentive Payment.)

F. Insurance Plan Enrollment

In order to be reinstated to the school's medical, dental and prescription drug insurance plan, the employee would normally be eligible only during the Open Enrollment period during the beginning of the school year. In extreme cases such as, but not limited to, death, loss of employment, or divorce when the spouse loses medical coverage, the school employee would be allowed to re-enroll into the school's medical, dental and prescription drug insurance plan as permitted by the school's insurance carrier at times other than the Open Enrollment Period. In such cases of re-enrollment during the school year, employees will have their opt-out benefit pro-rated to the amount of time remaining in the contract.

G. Vision Plan

The Board of Education shall provide Vision Care per employee/family for the duration of the Agreement. Vision care includes exam, lenses and frames, at One Hundred Fifty Dollars ($150.00) per year reimbursed by the Treasurer.

ARTICLE 14 - TEACHER SALARY SCHEDULE

A. Salaries shall be based upon an index salary schedule with a BA-0 base salary as listed below.

2026-2027	$44,693
2027-2028	$46,302
2028-2029	$47,969

B. Teacher Supplemental Salary Schedule

See attached Appendix B.

C. Masters +15 & +30 Graduate Hours

1. To advance horizontally on the salary schedule to the "Masters +15 & +30 Graduate Hours" column, a teacher must have a master's degree and, upon earning their master's degree, earn an additional 15 or 30 credit hours in graduate-level courses at an accredited university located in the State of Ohio or the United States of America.

   a. For a course to be eligible, a teacher must submit the Application in Appendix D to their building principal at least (10) days before the teacher begins the course(s). The principal will approve or disapprove the Application within five (5) days. The principal may disapprove an Application if the courses do not meet the requirements of this Article.

   b. Each course must use a graduated letter grading system (i.e., A, B, C, D, F), and the teacher must receive a grade of "B" or higher in that course for the credit hours to be accepted. A teacher may not earn credits in a course that uses a "pass/fail" grading system or that does not assign grades.

   c. The course(s) must be relevant to the teacher's teaching field and contain sufficient rigor. A "credit hour" is defined as containing approximately fifteen "clock" hours or hours that a teacher spends in a class or receiving instruction.

   d. The teacher will submit a certified transcript upon completing any course.

   e. The Board reserves the right to disapprove completed courses that are determined not to meet the criteria stated herein.

2. This Section does not apply to any teachers who have already been placed in the "Masters +15 Graduate Hours" column as of May 1, 2024. This Section also does not apply to any credits earned or courses started before May 1, 2024. These "grandfathered" credits may be combined under this in conjunction with credits earned under this Section.

ARTICLE 15 -- PAYROLL AND DEDUCTIONS

A. All bargaining unit members are to be paid on a twenty-four (24) pay period each year, paid on the tenth and twenty-fifth day of each month, or if such day falls on a weekend or holiday, the weekday closest to such day. The effective date for placement on the updated salary schedule coincides with the effective date of the teacher contract.

B. Members of the bargaining unit may also participate in payroll deductions for optional insurance and political contributions. Federal, State, and Village income taxes will be withheld from payroll checks. A current W-4 Form must be on file in the Treasurer's Office.

C. All bargaining unit members will have their personal STRS payments deducted in accordance with Board Resolution determining "STRS Board Pickup." This will result in lower State and Federal taxes to be paid by teachers and will be of no additional cost to the Board.

D. Upon request, tax-sheltered annuity programs will be deducted from the payroll. There must be a minimum of five (5) persons participating in any specified company-sponsored program. All tax-sheltered programs including the "STRS Board Pickup" (described above) will be handled in the same manner for all members of the bargaining unit.

E. If for any reason the Board fails to make a deduction for any employee as above provided, it shall make that deduction from the employee's next pay in which such deduction is normally deducted after the error has been called to its attention (in writing) by the employee.

F. The Board Treasurer is authorized to make deductions and salary adjustments in accordance with the prescribed duties of the office and upon receipt of the proper authorization forms.

ARTICLE 16 - STRS RETIREMENT PAY (SEVERANCE) AND EARLY RETIREMENT INCENTIVE

A. Any member of the bargaining unit who has no less than ten (10) years service in the New Bremen Local School District and who actually retires and is eligible for retirement benefits under the STRS shall be granted severance pay under the following guidelines:

1. Calculation for the severance benefit shall be twenty-five percent (25%) of the unused accumulated sick leave not to exceed sixty (60) days.

2. Severance pay shall be made on a per diem rate at the time of actual retirement (contractual salary excluding supplemental contracts divided by the total number of days in the school calendar).

3. Payment of severance pay shall be in a lump sum within thirty (30) days after the Board receives notice and written substantiation from the employees that he/she has actually retired and is receiving benefits from STRS.

4. Such payment shall be made only once to any employee and shall extinguish all accumulated sick leave to the credit of such employee.

5. For individuals age 55 or older in the year of retirement, the Board shall adopt an accumulated leave plan intended to make severance payments and early retirement incentive cash payments pursuant to Article 16(B) tax deferred which shall be in full compliance with state and federal law.

B. In addition to the provisions in Article 16(A), the Board agrees to pay a lump sum cash payment in the amount of Fifteen Thousand Dollars ($15,000) for full-time equivalent employees who elect to retire within thirty (30) days after the end of the school year in which he/she initially became eligible for retirement under STRS eligibility criteria.

ARTICLE 17 - TEACHER EVALUATION

Teacher evaluation/Counselor evaluation shall be in accordance with Ohio law. Teacher/Counselor observation and evaluation forms shall be forms required by the Ohio Teacher Evaluation System/Ohio Counselor Evaluation System and shall be incorporated by reference into this Agreement.

ARTICLE 18 - COMPLAINTS AGAINST TEACHERS

A. The Board and Association agree that complaints against teachers will be resolved at the lowest possible level. The complaining person shall first be expected to contact the teacher and attempt to resolve the problem. (This does not apply if the matter involves suspected child abuse, substance abuse, or any other serious allegation which may require investigation or inquiry by school officials prior to approaching the professional staff member.) If the complaining person is unable to resolve the problem with the teacher, he/she should proceed according to the chain of command in the organization by contacting the Principal, the Superintendent, and the Board, if necessary, to resolve the problem. Anonymous complaints concerning problems for which there is no independent verification shall be considered without merit by the Board and Administration.

B. Prior to a written complaint being entered into an employee's personnel file, the teacher shall be informed of the nature and source of the complaint and shall be given the opportunity to file a written reply to the complaint which shall be filed together in the employee's personnel file.

ARTICLE 19 – DISCIPLINE AND TERMINATION

A. Progressive Discipline

Based upon the severity of the situation, disciplinary action will normally follow the following procedure:

1. Step One: Verbal warning(s) with note to personnel file signed by the employee. (Step one verbal warnings shall be considered in the progression sequence up to three years from the incident.)
2. Step Two: Written reprimand(s).
3. Step Three: One to ten day suspension by the Superintendent with or without pay.
4. Step Four: Termination.

Based upon the severity of the offense, disciplinary steps may be repeated or skipped.

B. The termination of a contract during the term of such contract shall be only for those grounds as set forth in R.C. 3319.16. The procedures for termination of said contract shall be as prescribed by R.C. 3319.16.

ARTICLE 20 - PERSONNEL FILES

A. The provisions of this section of the contract shall not be construed to limit the rights accorded to a staff member pursuant to O.R.C. Chapter 1347.

B. A professional staff member shall be notified of the intent of the administration to place in his/her personnel file any material which may be considered critical or complimentary of the conduct, performance, character or personality of the professional staff member and shall be provided the opportunity to read any such material at the time it is placed in such personnel file. The professional staff member shall acknowledge that he/she has read the material by affixing his/her signature to the copy to be filed. If the professional staff member refuses to sign, such refusal shall be noted on the material and it may be filed. Signature of the professional staff member shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by the professional staff member.

C. A teacher shall have the right, upon request and with reasonable notice, to review the contents of his/her personnel file and to receive the contents of his/her personnel file and to receive one (1) copy of any item contained therein, exclusive of confidential letter of reference and recommendations.

D. If an unfavorable statement or notation is in the file, the teacher shall be given an opportunity to place a statement of rebuttal or explanation in his/her file.

ARTICLE 21 - CLASS SIZE

An attempt will be made to maintain reasonable class sizes within the financial constraints of the District.

ARTICLE 22 -- ENTRY YEAR PROGRAM

An entry year program will be implemented in accordance with Ohio law.

ARTICLE 23 -- LPDC COMPENSATION

Bargaining unit members on the LPDC shall be paid Forty Dollars ($40.00) per meeting with no limit on the number of meetings.

ARTICLE 24 -- TUITION REIMBURSEMENT

A. The Board agrees to pay up to Four Hundred Dollars ($400.00) per credit hour to teaching employees who successfully complete preapproved graduate-level courses taken at an accredited University located in the State of Ohio or United States of America. A "credit hour" is defined as containing approximately fifteen "clock" hours in which a Teacher spends in a class or receiving instruction.

B. Each course must use a graduated letter grading system (i.e., A, B, C, D, F), and the employee must receive a grade of "B" or higher in that course for the credit hours to be accepted. An employee may not earn credits in a course that uses a "pass/fail" grading system.

C. An employee may receive reimbursement for a maximum of twelve (12) semester hours per school year under this provision. A certified transcript and a receipt for tuition payments must be submitted to the Board Treasurer by September 15th to be eligible for tuition reimbursement.

D. An employee must teach in the District the year following the earning of the coursework credit to be eligible to receive tuition reimbursement.

E. The Board will appropriate for tuition reimbursement purposes a maximum of Sixteen Thousand Dollars ($16,000.00). If the amount of valid tuition reimbursement requests exceeds this amount, eligible employees will be reimbursed on a prorated basis computed by dividing the appropriated amount by the total number of credit hours District wide for which reimbursement is requested. Payment will be made during September of the following school year.

F. The amount of tuition reimbursement shall not exceed the actual cost of the tuition paid by employee for coursework. Additionally, employees who are reimbursed by another agency shall be eligible only for the difference, if any, between reimbursement to which they would be entitled and the amount received from the agency.

ARTICLE 25 - EMPLOYMENT OF RETIREES AS TEACHERS

A. Any retired teacher employed by the New Bremen Board of Education will be paid at the five-year experience step for their current educational degree level and may be paid at a higher step at the discretion of the Board.

B. A retired teacher employed on a part-time basis will be paid a pro-rated salary based on a full workday being seven hours, fifteen minutes.

C. The retired teacher's contract will be a one-year limited contract automatically expiring at the end of the school year, with no notice of non-renewal required. Said contract shall be exempt from O.R.C. 3319.11 and 3319.111. A retired teacher is not entitled to a continuing contract.

D. Retirement constitutes a break in service to the New Bremen Local Schools for the purpose of severance, service credit, seniority, reduction in force, sick leave, Medicare, etc. However, the retired teacher may again accrue sick leave (starting from 0 days) at the same rate as other teachers. The Board of Education will make STRS employer contributions for the retired teacher in accordance with STRS rules and state law.

E. A teacher shall be deemed retired under this agreement when he or she has been approved for service retirement by the State Teachers Retirement System. Because a teacher may only retire once, a retired teacher who resigns his/her position under this Agreement will not be considered to have retired again, and is therefore not eligible for further severance pay.

F. An active teacher who is not yet retired will not be expected to give up any of his/her severance pay, including any Retirement at Initial Eligibility supplemental severance for which he/she would otherwise be eligible, in order to be eligible for reemployment as a retired teacher under this Article.

G. A retired teacher shall accumulate and may use sick leave in accordance with Article 10 of the Negotiated Agreement, but shall not be entitled to severance pay under Article 16 of the Negotiated Agreement or under law upon conclusion of employment as a retiree.

H. A retired teacher shall be entitled to single medical coverage at the same rate as dictated in Article 13.

I. A retired teacher shall not accumulate seniority in the bargaining unit, and has no right of recall in the event of a reduction in force under Article 7 of the Negotiated Agreement. A reduction in force of a retired teacher shall result in the automatic termination of the retiree's contract. This section supersedes Chapter 3319 of the Ohio Revised Code.

J. The Board and the Association expressly intend that this Article supersede any differing or inconsistent terms of the Negotiated Agreement or provisions of the Ohio Revised Code which pertain to teacher employment, including but not limited to terms, provisions and

statutes pertaining to teacher salary and salary schedule advancement, contract status, duration of contract, procedural requirements or contract nonrenewal, evaluation requirements related to teacher contract nonrenewal, reduction in force, seniority and severance pay.

ARTICLE 26 - NONRENEWAL

A. Nonrenewal of Limited Teaching Contracts for Probationary Employees who have been Employed for Five (5) Years or Less

1. Limited contract teachers who have been employed for five (5) or fewer years, and who were employed by the Board on or after July 1, 2011, shall be notified in writing by the Superintendent by May 10 that they will not be recommended to the Board for rehiring for the next school year. Prior to Board action on their contract, such teachers shall have the right to meet with the Board in executive session, with representation. Teachers whose contracts are nonrenewed shall receive written notice from the Board not later than June 1.

2. This nonrenewal procedure for teachers who have been employed for five (5) or fewer years supersedes all provisions of O.R.C. 3319.11 and O.R.C. 3319.111, and such teacher shall have no right to challenge said nonrenewal pursuant to O.R.C. 3319.11 or 3319.111.

B. Nonrenewal of Other Teachers

Nonrenewal of all other teachers not covered by Section A above shall be in accordance with O.R.C. §3319.11.

ARTICLE 27 - EARLY RESIGNATION

Any member of the bargaining unit who submits their unconditional resignation on or before February 1 for a resignation effective after the end of the school year, but before the start of the next school year, shall receive a Five Hundred Dollar ($500.00) lump sum payment to be paid within thirty (30) days after the Board has voted to accept the resignation.

ARTICLE 28 – SICK LEAVE BANK

When an employee will exhaust all of his/her accumulated sick leave due to a catastrophic illness or injury of the employee and/or his/her immediate family (spouse, parent, child) and additional days are still needed, the employee may request through the Association that additional sick leave days be transferred from an established Sick Leave Bank. The Association shall establish a committee to administer any transfers from the Sick Leave Bank. The committee shall be five (5) contributing members of the certified and classified staff.

Catastrophic illness or injury shall be defined as disease, injury, or illness which is life threatening or requires a significant period of absence. Examples of qualifying conditions would include, but not be limited to, heart conditions, cancer, or stroke. Examples of non-qualifying conditions are normal pregnancies and elective surgeries.

The following additional limitations will apply to the Sick Leave Bank:

1. Employees may donate one of their accumulated sick leave days to the Sick Leave Bank each school year, but such election will not reflect upon the donor's attendance record.

2. Election to make a donation will be made once per year on the opening teacher workday.

3. The donation of the accumulated sick leave day is non-refundable and will be deposited into the Sick Leave Bank.

4. An employee must donate a day to be eligible for use of the Sick Leave Bank.

5. The Sick Leave Bank may not be used if the employee has applied for and been granted disability retirement.

6. Only days needed to complete the regular contract year will apply. Employees may request up to thirty (30) days from the Sick Leave Bank per contract year. Additional days may be granted by request once the 30 days have been used. An employee must submit a written request in order to use the Sick Leave Bank.

7. An employee can only apply for Sick Leave Bank days once he/she has exhausted his/her own sick leave and personal leave.

8. Requested days will be in increments of at least one (1) day.

9. The Committee will notify the Treasurer in writing approving an employee for receiving days from the Sick Leave Bank, with a physician's statement and the number of days requested.

10. Any balance of days in the Sick Leave Bank will be carried forward year to year.

11. Only new employees need to give a day in order to be eligible for the sick leave bank. All other employees will only need to donate if the bank goes below 350 days.

ARTICLE 29 – ACADEMIC DISTRESS COMMISSION

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

B. The Association and its members reserve the right to challenge any action or failure to act the Board, any academic distress commission, any Chief Executive Officer, or any other person or entity, with respect to the provision of ORC 3302.10.

ARTICLE 30 – EMERGENCY PERIOD SUBSTITUTES

A. In the event regular substitutes are not available, secondary professional staff members may volunteer to serve as period substitutes during their regularly scheduled preparation periods.

B. Requests for period substitutions shall be made as far ahead as possible.

C. Substitution shall be made within the professional staff member's department when possible.

D. Period substitutes shall be as equally distributed among professional staff members desiring substitution when possible.

E. In the event no voluntary period substitutes are available, the principal may require a professional staff member to serve as a period substitute so as to provide coverage of all classes for said compensation.

F. Period substitutes will be solicited prior to the assignment of such classes to study halls or library.

G. If an elementary special subject teacher (art, music, physical education) is not available and no substitute is available, the regular teacher(s) who assume(s) responsibility for a class in lieu of planning time is/are eligible for period compensation. Planning time shall be defined as the time when professional staff members do not have assigned responsibility for teaching exclusive of the thirty (30) minute duty-free lunch.

H. In the event that a regular substitute is not available, teachers who serve as period substitutes during their regularly scheduled preparation period shall be paid Twenty Dollars ($20.00) per hour.

ARTICLE 31 – PROFESSIONAL DEVELOPMENT DAYS

During the four (4) scheduled professional development days (excluding the first and last teacher workdays), teachers will be allotted time in their classrooms to collaborate with other teachers and implement new ideas with those teachers in the same department. This allotted time will be without students. This will be ten (10) of the twenty-seven (27) hours that are scheduled for professional development days throughout the school year.

ARTICLE 32 -- DURATION AND INTENT OF AGREEMENT

A. This Agreement between the Board and the Association shall be in effect from July 1, 2026, through June 30, 2029, at which time it shall expire.

B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals on any subject within the scope of bargaining. The understandings and agreements arrived at by the parties after the exercise of the rights and opportunity are set forth herein, and the parties agree that this Agreement supersedes and cancels all previous agreements, verbal or written, or based upon alleged past procedures between the Board and the Association and constitutes the entire contract between them and settles all demands and issues on all matters within the scope of negotiations.

C. In witness thereof, we, the undersigned representatives of the New Bremen Local School District Board of Education and the New Bremen Teachers Association, its officers and members, have hereunto set our hands.

New Bremen Local School District Board of Education

Board President

Board Committee Member

Board Committee Member

Superintendent

Treasurer

5-20-26
Date approved by Board of Education

New Bremen Teachers Association

NBTA President

NBTA Committee Member

NBTA Committee Member

NBTA Committee Member

5-11-2026
Date approved by N.B.T.A.

NEW BREMEN LOCAL SCHOOL DISTRICT
New Bremen, Ohio

$44,693 Salary Schedule 2026-2027

4.2% base raise + Adding MA+30 Scale

Level	No Degree		Bachelors		150 Hours		Masters		Masters +15 Graduate Hours		Masters +30 Graduate		Level
Step	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary		Salary	Step
1	0.834	37,274	1.000	44,693	1.038	46,391	1.092	48,805	1.120	50,056	0	50,056	1
2	0.868	38,794	1.040	46,481	1.083	48,403	1.142	51,039	1.170	52,291	0	52,291	2
3	0.902	40,313	1.080	48,268	1.128	50,414	1.192	53,274	1.220	54,525	0	54,525	3
4	0.936	41,833	1.120	50,056	1.173	52,425	1.242	55,509	1.270	56,760	0	56,760	4
5	0.970	43,352	1.160	51,844	1.218	54,436	1.292	57,743	1.320	58,995	0	58,995	5
6	1.004	44,872	1.200	53,632	1.263	56,447	1.342	59,978	1.370	61,229	500	61,729	6
7	1.004	44,872	1.240	55,419	1.308	58,458	1.392	62,213	1.420	63,464	500	63,964	7
8	1.004	44,872	1.280	57,207	1.353	60,470	1.442	64,447	1.470	65,699	500	66,199	8
9	1.004	44,872	1.320	58,995	1.398	62,481	1.492	66,682	1.520	67,933	500	68,433	9
10	1.004	44,872	1.360	60,782	1.443	64,492	1.542	68,917	1.570	70,168	500	70,668	10
11	1.004	44,872	1.400	62,570	1.488	66,503	1.592	71,151	1.620	72,403	650	73,053	11
12	1.004	44,872	1.440	64,358	1.533	68,514	1.642	73,386	1.670	74,637	650	75,287	12
13	1.004	44,872	1.480	66,146	1.578	70,526	1.692	75,621	1.720	76,872	650	77,522	13
14	1.004	44,872	1.520	67,933	1.623	72,537	1.742	77,855	1.770	79,107	650	79,757	14
15	1.004	44,872	1.520	67,933	1.623	72,537	1.742	77,855	1.770	79,107	650	79,757	15
16	1.004	44,872	1.560	69,721	1.668	74,548	1.792	80,090	1.820	81,341	800	82,141	16
17	1.004	44,872	1.560	69,721	1.668	74,548	1.792	80,090	1.820	81,341	800	82,141	17
18	1.004	44,872	1.600	71,509	1.713	76,559	1.842	82,325	1.870	83,576	800	84,376	18
19	1.004	44,872	1.600	71,509	1.713	76,559	1.842	82,325	1.870	83,576	800	84,376	19
20	1.004	44,872	1.640	73,297	1.758	78,570	1.892	84,559	1.920	85,811	800	86,611	20
21	1.004	44,872	1.640	73,297	1.758	78,570	1.892	84,559	1.920	85,811	950	86,761	21
22	1.004	44,872	1.680	75,084	1.803	80,581	1.942	86,794	1.970	88,045	950	88,995	22
23	1.004	44,872	1.680	75,084	1.803	80,581	1.942	86,794	1.970	88,045	950	88,995	23
24	1.004	44,872	1.680	75,084	1.803	80,581	1.942	86,794	1.970	88,045	950	88,995	24
25	1.004	44,872	1.680	75,084	1.803	80,581	1.942	86,794	1.970	88,045	1,100	89,145	25
26	1.004	44,872	1.680	75,084	1.803	80,581	1.992	89,028	2.020	90,280	1,100	91,380	26
27	1.004	44,872	1.680	75,084	1.803	80,581	1.992	89,028	2.020	90,280	1,100	91,380	27
28	1.004	44,872	1.680	75,084	1.803	80,581	1.992	89,028	2.020	90,280	1,100	91,380	28

29	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	29
30	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	30
31	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	31
32	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	32
33	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	33
34	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	34
35	1.004	44,872	1.680	75,084	1.803	80,581	2.042	91,263	2.070	92,515	1,100	93,615	35

NEW BREMEN LOCAL SCHOOL DISTRICT
New Bremen, Ohio

$46,302 Salary Schedule 2027-2028

3.6% base raise + Adding MA+30 Scale

Level	No Degree		Bachelors		150 Hours		Masters		Masters +15 Graduate Hours		Masters +30 Graduate		Level
Step	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary		Salary	Step
1	0.834	38,616	1.000	46,302	1.038	48,061	1.092	50,562	1.120	51,858	0	51,858	1
2	0.868	40,190	1.040	48,154	1.083	50,145	1.142	52,877	1.170	54,173	0	54,173	2
3	0.902	41,764	1.080	50,006	1.128	52,229	1.192	55,192	1.220	56,488	0	56,488	3
4	0.936	43,339	1.120	51,858	1.173	54,312	1.242	57,507	1.270	58,804	0	58,804	4
5	0.970	44,913	1.160	53,710	1.218	56,396	1.292	59,822	1.320	61,119	0	61,119	5
6	1.004	46,487	1.200	55,562	1.263	58,479	1.342	62,137	1.370	63,434	500	63,934	6
7	1.004	46,487	1.240	57,414	1.308	60,563	1.392	64,452	1.420	65,749	500	66,249	7
8	1.004	46,487	1.280	59,267	1.353	62,647	1.442	66,767	1.470	68,064	500	68,564	8
9	1.004	46,487	1.320	61,119	1.398	64,730	1.492	69,083	1.520	70,379	500	70,879	9
10	1.004	46,487	1.360	62,971	1.443	66,814	1.542	71,398	1.570	72,694	500	73,194	10
11	1.004	46,487	1.400	64,823	1.488	68,897	1.592	73,713	1.620	75,009	650	75,659	11
12	1.004	46,487	1.440	66,675	1.533	70,981	1.642	76,028	1.670	77,324	650	77,974	12
13	1.004	46,487	1.480	68,527	1.578	73,065	1.692	78,343	1.720	79,639	650	80,289	13
14	1.004	46,487	1.520	70,379	1.623	75,148	1.742	80,658	1.770	81,955	650	82,605	14
15	1.004	46,487	1.520	70,379	1.623	75,148	1.742	80,658	1.770	81,955	650	82,605	15
16	1.004	46,487	1.560	72,231	1.668	77,232	1.792	82,973	1.820	84,270	800	85,070	16
17	1.004	46,487	1.560	72,231	1.668	77,232	1.792	82,973	1.820	84,270	800	85,070	17
18	1.004	46,487	1.600	74,083	1.713	79,315	1.842	85,288	1.870	86,585	800	87,385	18
19	1.004	46,487	1.600	74,083	1.713	79,315	1.842	85,288	1.870	86,585	800	87,385	19
20	1.004	46,487	1.640	75,935	1.758	81,399	1.892	87,603	1.920	88,900	800	89,700	20
21	1.004	46,487	1.640	75,935	1.758	81,399	1.892	87,603	1.920	88,900	950	89,850	21
22	1.004	46,487	1.680	77,787	1.803	83,483	1.942	89,918	1.970	91,215	950	92,165	22
23	1.004	46,487	1.680	77,787	1.803	83,483	1.942	89,918	1.970	91,215	950	92,165	23
24	1.004	46,487	1.680	77,787	1.803	83,483	1.942	89,918	1.970	91,215	950	92,165	24
25	1.004	46,487	1.680	77,787	1.803	83,483	1.942	89,918	1.970	91,215	1,100	92,315	25
26	1.004	46,487	1.680	77,787	1.803	83,483	1.992	92,234	2.020	93,530	1,100	94,630	26
27	1.004	46,487	1.680	77,787	1.803	83,483	1.992	92,234	2.020	93,530	1,100	94,630	27
28	1.004	46,487	1.680	77,787	1.803	83,483	1.992	92,234	2.020	93,530	1,100	94,630	28
29	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	29

30	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	30
31	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	31
32	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	32
33	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	33
34	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	34
35	1.004	46,487	1.680	77,787	1.803	83,483	2.042	94,549	2.070	95,845	1,100	96,945	35

NEW BREMEN LOCAL SCHOOL DISTRICT
New Bremen, Ohio

$47,969 Salary Schedule 2028-2029

3.6% base raise + Adding MA+30 Scale

Level	No Degree		Bachelors		150 Hours		Masters		Masters +15 Graduate Hours		Masters +30 Graduate		Level
Step	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary		Salary	Step
1	0.834	40,006	1.000	47,969	1.038	49,792	1.092	52,382	1.120	53,725	0	53,725	1
2	0.868	41,637	1.040	49,888	1.083	51,950	1.142	54,781	1.170	56,124	0	56,124	2
3	0.902	43,268	1.080	51,807	1.128	54,109	1.192	57,179	1.220	58,522	0	58,522	3
4	0.936	44,899	1.120	53,725	1.173	56,268	1.242	59,577	1.270	60,921	0	60,921	4
5	0.970	46,530	1.160	55,644	1.218	58,426	1.292	61,976	1.320	63,319	0	63,319	5
6	1.004	48,161	1.200	57,563	1.263	60,585	1.342	64,374	1.370	65,718	500	66,218	6
7	1.004	48,161	1.240	59,482	1.308	62,743	1.392	66,773	1.420	68,116	500	68,616	7
8	1.004	48,161	1.280	61,400	1.353	64,902	1.442	69,171	1.470	70,514	500	71,014	8
9	1.004	48,161	1.320	63,319	1.398	67,061	1.492	71,570	1.520	72,913	500	73,413	9
10	1.004	48,161	1.360	65,238	1.443	69,219	1.542	73,968	1.570	75,311	500	75,811	10
11	1.004	48,161	1.400	67,157	1.488	71,378	1.592	76,367	1.620	77,710	650	78,360	11
12	1.004	48,161	1.440	69,075	1.533	73,536	1.642	78,765	1.670	80,108	650	80,758	12
13	1.004	48,161	1.480	70,994	1.578	75,695	1.692	81,164	1.720	82,507	650	83,157	13
14	1.004	48,161	1.520	72,913	1.623	77,854	1.742	83,562	1.770	84,905	650	85,555	14
15	1.004	48,161	1.520	72,913	1.623	77,854	1.742	83,562	1.770	84,905	650	85,555	15
16	1.004	48,161	1.560	74,832	1.668	80,012	1.792	85,960	1.820	87,304	800	88,104	16
17	1.004	48,161	1.560	74,832	1.668	80,012	1.792	85,960	1.820	87,304	800	88,104	17
18	1.004	48,161	1.600	76,750	1.713	82,171	1.842	88,359	1.870	89,702	800	90,502	18
19	1.004	48,161	1.600	76,750	1.713	82,171	1.842	88,359	1.870	89,702	800	90,502	19
20	1.004	48,161	1.640	78,669	1.758	84,330	1.892	90,757	1.920	92,100	800	92,900	20
21	1.004	48,161	1.640	78,669	1.758	84,330	1.892	90,757	1.920	92,100	950	93,050	21
22	1.004	48,161	1.680	80,588	1.803	86,488	1.942	93,156	1.970	94,499	950	95,449	22
23	1.004	48,161	1.680	80,588	1.803	86,488	1.942	93,156	1.970	94,499	950	95,449	23
24	1.004	48,161	1.680	80,588	1.803	86,488	1.942	93,156	1.970	94,499	950	95,449	24
25	1.004	48,161	1.680	80,588	1.803	86,488	1.942	93,156	1.970	94,499	1,100	95,599	25
26	1.004	48,161	1.680	80,588	1.803	86,488	1.992	95,554	2.020	96,897	1,100	97,997	26
27	1.004	48,161	1.680	80,588	1.803	86,488	1.992	95,554	2.020	96,897	1,100	97,997	27
28	1.004	48,161	1.680	80,588	1.803	86,488	1.992	95,554	2.020	96,897	1,100	97,997	28
29	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	29

30	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	30
31	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	31
32	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	32
33	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	33
34	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	34
35	1.004	48,161	1.680	80,588	1.803	86,488	2.042	97,953	2.070	99,296	1,100	100,396	35

NEW BREMEN LOCAL SCHOOL DISTRICT
COACHING AND NONCOACHING SUPPLEMENTAL SALARY SCHEDULE

Level	Position	Step 1	Step 2	Step 3
I	Head Football Head Basketball Head Volleyball	15.0%	16.0%	17.0%
II	Assistant Football (4) Reserve Basketball Head Track Head Baseball Head Softball	10.0%	11.0%	12.0%
III	Reserve Volleyball Reserve Baseball Reserve Softball Head J.H. Football Head Golf Girls Head Golf Boys Head Bowling Head Cross Country Weight Room Supervisor Head Swim	7.0%	8.0%	9.0%
IV	Grade 8 Volleyball Grade 7 Volleyball Assistant J.H. Football (3) Varsity Assistant Basketball Varsity Assistant Volleyball Varsity Assistant Baseball Varsity Assistant Softball Varsity Assistant Bowling Grade 9 Football Grade 9 Volleyball Grade 9 Basketball Grade 9 Baseball Grade 9 Softball Grade 8 Basketball Grade 7 Basketball Assistant Swim Assistant H.S. Track J.H. Track	5.0%	6.0%	7.0%

Level	Position	Step 1	Step 2	Step 3
	Ticket Manager Assistant Athletic Director Yearbook Production Assistant Cross Country JH Weight Room Supervisor			
V	H.S. Cheerleading Advisor (Winter) Assistant J.H. Track HS Scholastic Team Advisor	4.0%	5.0%	6.0%
VI	H.S. Cheerleading Advisor (Fall) Esports Advisor Drama Play Advisor (Each) Newspaper Advisor Summer School Instructor (PE) Color Guard Advisor IAT Chairperson Auditorium Manager Marching Band Assistant	3.0%	3.5%	4.0%
VII	J.H. Cheerleading Advisor (Winter) J.H. Cheerleading Advisor (Fall) Yearbook – Business IAT Team Members Class Advisor – Grade 12 Class Advisor – Grade 11 (2) Power of Pen Advisor District Leadership Team MS Newspaper High School Student Council Advisor	2.0%	2.0%	2.0%
VIII	JH Student Leaders National Honor Society Advisor Drama Play Production Gifted Coach Project Ease Coordinator Solo & Ensemble Coach Assistant Golf Assistant JH Basketball and Volleyball (24 or more athletes) Drama Club Assistant (24 or more participants)	1.5%	1.5%	1.5%
IX	Class Advisor – Grade 10 Class Advisor – Grade 9 Spanish Club Advisor Science Club Advisor Solo and Ensemble Accompanist JH Scholastic Team Advisor Math Counts Advisor	1.0%	1.0%	1.0%

Level	Position	Step 1	Step 2	Step 3
	Elementary Music Program Student District Leadership Team Business Club Advisor Music Department Accompanist HS Robotics Elementary Robotics (Lego League)			
X	Power of the Pen Assessor STEM Fair Coordinator	0.5%	0.5%	0.5%
XI	Title I Coach/Mentor Teacher	$3,480.00	$3,480.00	$3,480.00
XII	HS Volleyball Facility Coordinator	$550.00	$550.00	$550.00
XIII	HS Girls Basketball Facility Coordinator HS Boys Basketball Facility Coordinator	$500.00	$500.00	$500.00
XIV	HS Football Facility Coordinator	$400.00	$400.00	$400.00
XV	HS Softball & Baseball Facility Coordinator JH Volleyball Facility Coordinator JH Girls Basketball Facility Coordinator JH Boys Basketball Facility Coordinator	$300.00	$300.00	$300.00
XVI	JH Football Facility Coordinator	$250.00	$250.00	$250.00
XVII	HS Track Facility Coordinator JH Track Facility Coordinator	$100.00	$100.00	$100.00
XVIII	STEM Camp Mentor per New Teacher Veteran's Day Assembly Coordinator (2)	$350.00	$350.00	$350.00
XIX	Yearbook Graphic Design Consultant	$3,600.00	$3,600.00	$3,600.00
XX	Washington DC Trip Coordinator	$1,000.00	$1,000.00	$1,000.00

All percentages are applied to the BA-0 base salary.

SUPPLEMENTAL LONGEVITY INCENTIVE

1. After each three (3) years of local service in a particular sport as a coach or weight room supervisor, an individual will receive an additional 10% of earned salary applied to his/her regular salary figure. Maximum incentive of 30% of earned salary.

TOURNAMENT SUPPLEMENTAL SALARY INCENTIVE

1. Head Coaches in the following sports shall receive an additional $200 for each level of tournament play participated in, beginning at the District level, following by the Regional and State appearance. Those sports include: Volleyball, Baseball, Softball, and Basketball.

    a. Each paid assistant coach that participates in all games and practices in the above mentioned sports will receive $100 per tournament level.

2. The Head Football Coach shall receive $200 for each week the team qualified to play in a playoff game.

    a. Each High School Paid assistant coach shall receive $100 for each week the team qualifies for a playoff game.

3. The Head coaches and paid assistant coaches of the following sports: Golf, Track, Swimming, Bowling, and Cross Country shall receive $100 for each tournament level reached beyond the first tournament level.

    a. If less then five (5) athletes participate in a tournament in the above-mentioned sports than the amounts listed above will be cut by one-half.

4. The Marching Band Director and paid assistant shall receive $100 for every week the band participates at a playoff football game.

5. The Marching Band Director, paid Assistant Band Director and Concert Band Director shall receive $150 if the bands qualify for and participate in state competition.

6. The Concert Choir Director shall receive $150 if the choir qualifies for and participates in state competition.

7. The Cheerleading Advisor shall receive $100 for each playoff football game the cheerleaders participate in and $100 for each level of varsity basketball tournament play beyond the sectional level.

COLLEGE CREDIT PLUS (CCP) /ADVANCED PLACEMENT (AP)

1. A teacher who teaches a college CCP/AP on campus of New Bremen Schools will receive a $500 per semester per college course stipend (not section). (Ex. English II CCP 1 course taught yearlong over 2 semesters = $1,000; Sociology CCP 1 course taught for 1 semester = $500.

Appendix C

NEW BREMEN LOCAL SCHOOL DISTRICT
GRIEVANCE FORM - LEVEL ___

Name_____ Building_____

Specific item alleged violated, misinterpreted, and/or misapplied:

_____

_____

Statement of Grievance: _____

_____

_____

_____

_____

Remedy Requested: _____

_____

_____

_____ _____
Signature of Aggrieved Date Filed at this Level

Disposition Rendered: _____

_____

_____

_____

_____ _____
Signature of Person Rendering Disposition Date

(Attach additional pages as necessary to complete any section)

APPENDIX D

Masters +15 & +30 Graduate Hours – Application

Teacher Name_____ **Date Submitted:**_____

University where courses are being taken: _____

Course Title	Credit Hours	Please verify the following:			Teacher's explanation as to why the course is in their teaching field and contains sufficient rigor:
		A-F Grading Scale?	Graduate Level?	Course Outline attached?	
		Yes ☐	Yes ☐	Yes ☐	
		Yes ☐	Yes ☐	Yes ☐	
		Yes ☐	Yes ☐	Yes ☐	
		Yes ☐	Yes ☐	Yes ☐	

I certify the following:

- **I am submitting this application at least 10 days before I begin the above courses.**
- **I must receive a grade of "B" or higher for any credit hours to be accepted.**
- **I will not earn any credits for a course that uses a "pass/fail" grading system or that does not award grades.**
- **I understand that a credit hour is approximately fifteen "clock" hours, which means that I will spend at least approximately 15 hours in a class or receiving instruction per credit hour.**
- **The Board reserves the right to disapprove completed courses that do not meet the criteria stated in the Negotiated Agreement.**

_____ _____

EMPLOYEE SIGNATURE **DATE**

Courses Approved: ☐ **All courses approved**

☐ **All courses approved, except:** _____

_____ _____

PRINCIPAL **DATE**