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# Master Agreement

between the

**NORTHMOR LOCAL SCHOOL DISTRICT BOARD OF EDUCATION**

and the

**NORTHMOR TEACHERS' ASSOCIATION**

**September 1, 2026 – June 30, 2029**

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## ARTICLE I – RECOGNITION

A. The Northmor Board of Education hereby recognizes the Northmor Teachers' Association, AFT, Local #4132, (N.T.A.) as the sole and exclusive representative of the certified personnel employed by the Board, including all full-time classroom and special teachers, counselors, librarians, tutors, and all other personnel engaged in school business, but excluding substitute teachers, principals and assistant principals, or central office-based personnel for the purposes of negotiating in good faith, wages, benefits, and all other terms and conditions of employment. The term or recognition is continuous as long as the Association maintains a majority of the bargaining unit as members.

B. Membership

1. It is agreed by both parties that all employees have the right to join or not to join an organization seeking recognition from the Board of Education. Membership in any such organization shall not be involuntarily imposed upon any employee by any term of this agreement.

2. The President of the N.T.A. shall submit to the Treasurer, in writing, the names and addresses of the officers and total membership of the N.T.A. annually by October 1st.

## ARTICLE II – ASSOCIATION PRIVILEGES

A. The Northmor Teachers' Association shall have the sole and exclusive organizational rights as enumerated in Sections C. and E. of this Article.

B. The N.T.A. shall have the privilege to use the faculty bulletin boards, mailboxes, inter-school mail delivery, and school facilities for the purpose of meetings.

C. The Board agrees to authorize deductions for the N.T.A. dues plus other deductions mutually agreed upon by the N.T.A. and the Board. The N.T.A. dues deductions will be made beginning the second pay in October for ten (10) consecutive pays. One (1) check per pay period will be issued by the Treasurer/CFO to the N.T.A. Treasurer.

D. Copies of any and/or all information, statistics, records, or printed matter relating to negotiations which is public information shall be made available to the N.T.A. upon request.

E. The Superintendent will authorize N.T.A. a total of two (2) days with pay per year to members, but not to exceed three (3) members, elected to represent the N.T.A. or chosen to serve on programs or in any capacity at N.T.A. meetings, conferences, or conventions. For any time over the above mentioned two (2) days but not to exceed five (5) days, the designated teachers shall be permitted to attend without loss of pay and with the N.T.A. compensating the Board for the pay of the substitutes.

## ARTICLE III – NEGOTIATIONS PROCEDURE

A. Statement of Principles

1. The Board of Education of the Northmor Local Schools, hereinafter referred to as the "Board", and the Northmor Teachers' Association, hereinafter referred to as the "N.T.A.", state that the purpose of the procedures established in this document is to provide a means for harmonious and cooperative relationships between the Board and the certified employees through collective negotiations. The principles stated in succeeding sections of this document shall govern the negotiation process between the Board and the N.T.A.

2. "Good Faith" requires that the Board and the N.T.A. be willing to react to each other's proposals. If a proposal is unacceptable, the other side is obligated to give reasons why. Nothing in this agreement shall compel either party to agree to a proposal or to make a concession.

3. In the event that the parties cannot come to an agreement, arbitration or binding arbitration, is an option that may be considered to bring closure to the disagreement. Arbitration can take place when both parties agree to the process.

B. Subjects of Negotiation

Representatives of the Board and the N.T.A. will negotiate in good faith a salary schedule, fringe benefits, and other terms and conditions of employment.

C. Request for Negotiation

1. If either of the parties desires to negotiate changes in salaries or other terms of employment, it shall notify the other party in writing between February 1st and May 1st, prior to the expiration date of any agreement of understanding reached pursuant to the terms of this negotiating procedure. Notification in writing from the N.T.A. shall be submitted to the Superintendent. Notification in writing from the Board shall be addressed to the President of the N.T.A.

2. Within fifteen (15) working days after receipt of such notice, representatives of the parties shall establish a date for the initial bargaining session.

3. In the first negotiation session, proposals shall be in form and detail specifying that to which agreement is sought. Topical listings of items proposed for negotiation shall constitute a clear failure of compliance with this requirement and may be disregarded.

4. The items proposed shall constitute the total for negotiations. No new items may be substituted unless by mutual agreement of both parties.

D. Negotiation Meetings

1. Negotiation meetings shall be scheduled at the request of the parties and, until negotiations are concluded, either party may require at each meeting a decision on the date, time, and place of a subsequent meeting.

2. Meetings shall be scheduled at reasonable intervals to avoid conflict and interference with school and employee schedules.

3. Either party may recess for caucuses.

4. Each party shall keep minutes of meetings only if it deems necessary, and only in such form and detail as it may determine advisable.

E. Representation

1. The representatives of the Board shall consist of no more than five (5) designees.

2. The representatives of the N.T.A. shall consist of no more than five (5) designees.

F. Information

The parties agree to furnish, upon written request and in reasonable time, available information concerning the financial status of the District and such other available information as will assist the parties in the development and evaluation of proposals.

G. News Releases

Neither party shall make a release to the news media regarding negotiations unless both parties are mutually agreeable.

H. Agreement

1. Tentative agreement on negotiated items shall be reduced to writing and initialed by the representatives of each party. All agreements are tentative, based upon the complete resolution of all issues.

2. The purpose of "tentative agreements" is to develop a package that will be submitted to the teachers and the Board for ratification. Initialing of tentative agreements shall be done in good faith.

3. The committee of the N.T.A. must affirm the acceptance of the agreement first by a membership vote and then the same shall be presented to the Board for its decision. If approved, the agreement shall be binding on both parties.

4. Within thirty (30) working days after the signing of the agreement by both parties, copies of the agreement shall be made available to all certified staff and Board members. The responsibility for printing and distributing the copies of the Agreement will be that of the Board and the N.T.A. The number of copies to be printed shall be mutually agreed to by the Superintendent and the N.T.A. President.

I. Disagreement

1. If agreement is not reached within ninety (90) days following commencement of negotiations; either party may at any time thereafter request the employment of a mediator, and the cost, if any, of such mediation services shall be shared equally by the Board and the N.T.A. However, if after sixty (60) days from commencement of negotiations, should either side request that negotiations be extended before mediation, and if both parties mutually agree to do so, negotiations before mediation will be extended up to thirty (30) additional days making the total number of days for any one negotiating session one hundred twenty (120) days from the day of initial meeting.

2. The mediator shall be chosen by mutual agreement of the parties.

3. In the event that the parties cannot come to an agreement, arbitration or binding arbitration is an option that may be considered to bring closure to the disagreement. Arbitration can take place when both parties agree to the process.

J. Consistency with Law

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.

K. Further Terms of Agreement

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 negotiations. The understandings and agreements arrived at by the parties agree that this Agreement constitutes the entire contract between them and settles all demands and issues on all matters within the scope of negotiations.

## ARTICLE IV – GRIEVANCE PROCEDURE

A. Grievance Policy

The Board recognizes that in the interest of effective personnel management, a procedure is desirable whereby its employees can be assured of a prompt, impartial, and fair hearing on their grievances. Such procedures shall be available to all employees and no reprisals of any kind shall be taken against any employee initiating or participating in the grievance procedure.

B. Definitions

A grievance shall mean a complaint by a member of the bargaining unit that there was an alleged violation, misapplication, or misinterpretation by the Board or the Administration of this contract, rules, policies, or procedures, except rules, policies, and procedures cannot advance to arbitration unless the result discipline.

An aggrieved person or grievant is the person making the complaint. A party in interest is the person(s) making the complaint and any person who might be required to take action or against whom action might be taken to resolve the complaint.

The term days, when used in this document, shall mean working days unless otherwise indicated. Thus, weekend and vacation days are excluded.

C. Level One

The teacher and/or N.T.A. shall file written grievance with his/her principal and/or immediate supervisor within ten (10) days following the act or condition, which is the basis of his/her complaint, or the grievance is deemed waived.

The written grievance shall contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the memorandum, contract, policy, rule, or regulation allegedly violated, misinterpreted, or misapplied. Copies of such written grievance are to be sent by the aggrieved party to the representative of the N.T.A. and/or to the Superintendent. The principal shall communicate his/her decision in writing five (5) days to the grievant, to the N.T.A., and to the Superintendent.

D. Level Two

If the teacher and/or the N.T.A. representative are not satisfied with the disposition of his/her grievance, he/she may within five (5) days of receipt of the decision rendered by the principal, appeal to the Superintendent. The appeal shall include (a) a copy of the decision; (b) the grounds for the appeal; and (c) the names of all persons officially present at the hearing.

The appeal shall be heard by the Administration. Attending the appeal shall be the grievant, his/her building representative, and the N.T.A. President. The appeal shall be

heard within fifteen (15) days of its receipt. Five (5) days prior to the hearing, written notice of the time and place shall be given to the grievant, his/her building representative, and the N.T.A. President. Within ten (10) days of hearing the appeal, the Superintendent shall communicate to the N.T.A. and the grievant his/her decision, in writing.

E. Level Three

If the action taken by the Superintendent is not to the satisfaction of the grievant, having the support of the N.T.A., the grievant may request within five (5) days, in writing, that the matter be submitted to the Board. The Board can choose to:

a. Hear the appeal during an executive session at a Board meeting held within thirty (30) days of the appeal date and then submit its disposition in writing within ten (10) days of the hearing; or

b. Render a decision based upon the appeal given to the Superintendent at Level Two within ten (10) days of receiving the written request from the grievant.

In either case, a copy of the written decision will be given to the grievant and to the N.T.A. President.

F. Level Four

If the grievance is not resolved in Level Four, the aggrieved employee may submit the matter to an arbitrator under the American Arbitration Association (AAA) by filing notice with the Board no later than ten (10) days after receipt of the unsatisfactory decision at Level Four. The AAA shall submit a list of seven (7) arbitrators to the parties who shall be selected using the alternate strike process. Either party shall have the right to request a second list.

The arbitrator shall issue his/her decision not later than thirty (30 days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and briefs to the arbitrator. The arbitrator's decision will be in writing and shall set forth his/her findings, reasoning, and conditions on the issue submitted. The arbitrator will be without power or authority to amend, add to, or modify the terms of this agreement. The decision of the arbitrator, if made in accordance with his/her jurisdiction and authority under this agreement, will be accepted as final by the parties to the dispute and both will abide by it.

The arbitrator's fee will be shared equally by the parties to the dispute.

G. Time Limits

Failure at any step of this procedure by the Board/Board's representative to communicate the decision in writing on a grievance within the specified time limits shall permit the grievance to proceed to the next step. Failure at any step of the procedure to appeal a grievance by the N.T.A. to the next step within the specified time limits shall be deemed

to be acceptance of the decision rendered at that step. However, time limits may be extended by written mutual agreement of the parties. The N.T.A. reserves the right to begin at Level Two when it discovers there was an alleged violation, misapplication, or misinterpretation by the Board or the Administration of the CBA or Board Policy within one (1) calendar year.

H. Meeting Time

It will be the practice of all parties in interest to process all levels of grievances after the regular day has ended.

I. Records

Careful records shall be maintained by the Administration concerning all grievances, written appeals, and decisions rendered. A copy shall be furnished to the N.T.A.

J. Forms

Grievances, appeals, notices of meetings and dispositions shall be filed on the appropriate forms.

K. Miscellaneous

1. The N.T.A. shall have the right to be present at the adjustment or resolution of all grievances.

2. The term "days" or "workdays" shall include weekdays (Monday through Friday) and includes the summer recess when schools are not in session, except for legal holidays. Scheduled non-work days and calamity days occurring between the first day of school and the last day of school are not to be included.

3. All communications regarding grievances shall be reduced to writing and hand delivered, emailed, or mailed by certified mail with return requested.- The Administration shall provide the N.T.A. President/designee with copies of all communications.

4. A teacher engaged during the school day on behalf of the N.T.A. with any representative of the Board in any grievance shall be released from their regular duties without loss of salary. All documents, communications, and records dealing with the process of a grievance shall be filed separately from the personnel files of participants.

5. The N.T.A. may file a grievance at the step in the process where the management representative has the authority to resolve the grievance.

## ARTICLE V – LEAVES/MEETINGS

A. Teachers may attend professional meetings with permission of the Board when funds for such meetings are available.

1. Professional meetings are defined as those conferences, conventions, school visitations, or other activities approved by the Superintendent.

2. Teachers may request to attend a meeting through their building principal.

3. The Superintendent must make final approval.

4. The building principal will have the prerogative in determining if the meeting is in the best interest of the teacher and the school.

5. It will be the policy of the Administration to attempt to equalize meetings among all teachers.

B. Long-Term Leave

1. Long-term leave without pay for up to one (1) year will be granted for an employee who has requested it if the employee is not under a probationary contract or letter of notice.

2. Long-term leave without pay for up to two (2) years will be granted for an employee who has requested it if the employee has an illness or other disability that is the reason for the request.

3. The employee will be given first priority on the employee's former position, when the teacher is scheduled to return at the beginning of the semester or school year, and then on any teaching position available for which the employee is qualified when returning.

4. Intent on returning must be given to the Superintendent by May 1st.

5. The employee will maintain seniority if returned to employment within the prescribed time.

6. For long-term leave without pay longer than one (1) year and up to two (2) years that does not have an illness or disability for the reason, the Board will have the right to approve or disapprove of such leave.

C. Sick Leave

1. Sick leave will be accumulated at a rate of fifteen (15) days per year, to a maximum of three hundred (300) days. Severance pay will be based on days accumulated up to three hundred (300) days.

2. Sick leave and conditions of sick leave policy are enumerated under the following:

   a. Sickness at home.

   b. Sickness under care of a physician at home or in an institution.

   c. Sick Leave

      i. Unlimited sick leave will be granted for illness or hospitalization of the employee and/or requiring the employee's assistance for the following: spouse, children, father, and mother.

      ii. 10 days of sick leave will be granted for illness or hospitalization requiring the employee's assistance for the following: father-in-law, mother-in-law, grandmother, grandfather, grandchildren, son-in-law, daughter-in-law, sister, brother, brother-in-law, and sister-in-law.

   d. Sick leave pay will be granted only during the time school is in session for teachers and/or during time of employment for others. No penalty or sick leave deduction will be imposed on a teacher who was sick on a day which school was closed due to bad weather or any other emergency day. No sick days will accumulate during an unpaid leave of absence.

   e. To be eligible for sick leave pay, a teacher shall notify the principal or designee prior to 6:30 A.M. for jr. high/high school teachers, 7:00 A.M. for elementary teachers with reason for absence and provision of adequate lesson plans.

   f. Birth of a new baby. If possible, a letter of request shall be submitted to the Superintendent 60 days prior to the due date.

   g. The Northmor Board of Education recognizes the educational importance of regular teachers being in the classroom. Therefore, the Board agrees to pay any certified employee an amount equal to one (1) day at their per diem rate if zero (0) sick days are used during the current contract year and an amount equal to one half (1/2) day at their per diem rate if one (1) sick day is used during the current contract year (with the exception of personal leave). This pay will take place during the second pay in June for those who qualify.

   h. Sick leave must be used in full-day, half-day, or quarter-day increments.

   i. A first-year teacher will be granted ten (10) sick days immediately upon employment of his/her first year. Additional sick leave days will begin to accumulate for that teacher during the month of May.

3. Sick Leave Pool

   a. The Sick Leave Pool is a voluntary plan allowing teacher to donate up to five (5) sick leave days per year for a pool to be used by employees who experience catastrophic illness that constitutes an emergency situation (life threatening) or another medical situation as determined by medical documentation and a joint committee of four (4) members, two (2) from the N.T.A. and two (2) from the Northmor Administration. Decisions require a majority vote.

   b. An employee may request days from the sick leave pool only after exhausting all individual sick days and personal days.

   c. In the case that the illness is catastrophic (life threatening), an employee may request up to ten (10) days per request and not in excess of three (3) requests. The total is not to exceed thirty (30) days per three (3) year period in the sick leave pool.

   d. In the case that the illness is not catastrophic (life threatening), an employee may request up to ten (10) days total over a three (3) year period.

   e. The Board will provide assistance to the teacher in applying for disability under S.T.R.S. guidelines if more time off is required.

   f. The Board will furnish the N.T.A. with a statement of the number of days left in the Sick Leave Pool on or before August 15th of each year.

4. Sick Leave Use for Funeral Leave

   After the five (5) funeral leave days have been used, sick leave may be used for funeral leave for those listed as immediate family in Article V-F.

5. Sick Leave for Foster Child Placement

   Employees may use up to three (3) sick days per school year for a new foster child placement in their home. These days must be used at the beginning of the placement.

6. Sick Leave for Other Catastrophic Events

   Employees may use up to three (3) sick days per school year for dealing with catastrophic life events. All personal days must be used prior to using sick days for this purpose.

7. Accumulation of Sick Leave Bonus

   Members of the bargaining unit who have accumulated 300 days of sick leave as of October 31st, December 31st, February 28th, and May 31st will receive a One Hundred Dollar ($100) bonus to be paid within thirty (30) days of each respective date.

D. Teacher Maternity Leave of Absence/New Parent Leave of Absence

1. Upon notification, a pregnant teacher or spouse will be granted a maternity leave of absence for up to twelve (12) weeks. The maximum number of sick days that may be applied to a maternity leave is thirty (30) days, which is six (6) weeks. The remaining maternity leave, not covered by the first thirty (30) sick days, will be unpaid leave unless the employee has a situation occur that would allow for paid leave to be taken. Any additional time, if requested, will be in the form of a long-term, unpaid leave of absence for up to one (1) year.

2. The teacher shall notify the building principal as soon in advance as possible of the date of expected delivery. For maternity leave, a letter of notification shall be submitted to the Superintendent at least 60 days prior to the due date. For parental leave, a letter of notification shall be submitted to the Superintendent at least 30 days prior to the adoption date.

3. Upon request, a teacher adopting a child under six (6) years of age shall be granted a maximum of six (6) weeks parental leave. A teacher adopting a child six (6) years of age and older shall be granted a maximum of three (3) weeks parental leave.

   Accumulated sick leave may be used during this leave. Lack of sick leave will require the teacher to take unpaid leave.

4. The maximum number of sick leave pool days that can be used toward maternity leave is ten (10) days. All of the conditions, mentioned in Article V-C-3 about the use of sick leave pool days, still apply.

5. A teacher returning from maternity leave or parental leave in the same school year will be returned to his/her contracted position if the teacher is returning at the beginning of a semester or at the beginning of the school year or a similar position if returning at other times. The teacher will be reinstated in his/her prior contracted position in the next school year if notification of intent to return at the beginning of the school year is given by May 1st.

6. Once the maximum number of sick leave days have been used or the teacher has used all of their accumulated sick leave, personal leave may be taken in place of unpaid leave. This applies to both maternity leave and parental leave.

E. Personal Leave

1. Each faculty member shall be entitled to three (3) days of personal leave per school year, non-cumulative, with pay. Personal leave may be granted for three (3) days without the teacher indicating the reason(s) on the prescribed form. However, it is understood that any leave request must be within the limitations of the intent of the leave provisions outlined below. The list below contains examples of a few situations

for the use of personal leave. The use of personal days is not restricted to the examples listed below.

a. Personal business which cannot be conducted except during school hours.

b. Emergency situations beyond the control of the employee.

c. Observance of a religious holiday(s) of faculty member's personal faith.

d. Death of a close friend and/or relative not covered under funeral leave.

e. Adverse weather or road conditions not covered by school closing.

f. Attendance at graduation, award ceremony, and or other honorary ceremony of the employee or the employee's family.

2. Notice of intent to use personal leave shall be filed with the building principal no less than forty-eight (48) hours prior to the intended date of use, except in emergency situations.

3. The day shall not be used for gainful employment in some other capacity.

4. Personal leave days can be used to extend a break or holiday if a substitute is available. The administration will make this determination. This will be on a first come, first serve basis. A break is defined as Thanksgiving, Christmas, or Easter Break. A holiday is defined as all legal holidays observed by the school district, including July 4th, Labor Day, Presidents' Day, Martin Luther King Day, and Memorial Day. Personal leave cannot be used during the staff orientation prior to the opening of school or on the teacher workday following the last day of school without pre-approval from the administration. In the event of unavoidable circumstances that are related to the health and welfare of employees' families, leave requests may be considered and granted. The staff member, principal/supervisor, and superintendent will document in writing their acknowledgement and understanding of the unavoidable circumstances.

5. The parties to this agreement, the Board and N.T.A., strongly discourage the use of personal leave during the first two and last two weeks of the school year. Staff members should refrain from leaves during these times except in cases of absolute necessity with Superintendent's approval as stated above in #4.

6. An employee in a contract year will be paid Two Hundred Fifty Dollars ($250.00) per unused personal leave day and One Hundred Twenty-Five Dollars ($125.00) per half (1/2) unused personal leave day.

7. Any personal days may be refused by the Superintendent after six (6) requests have been received for the same day(s).

8. Personal days shall be used in no less than half (1/2) day increments.

9. Only one (1) personal day can be used after May 15th unless jointly approved by both the Principal and the Superintendent.

F. Funeral Leave

Up to five (5) days per school year maximum, one (1) of which must be the day of the funeral, shall be granted to an employee who has had a death in the immediate family. The immediate family includes: father, mother, sister, brother, husband, wife, children, stepchildren, stepparents, grandparents, grandchildren, guardian, foster children, father-in-law, mother-in-law, son-in-law, daughter-in-law, aunt, uncle, brother-in-law, sister-in-law, niece, nephew, grandparents of wife or husband, and significant other. At most two (2) funeral days may be taken at a time for the death of an aunt, uncle, brother-in-law, sister-in-law, niece, nephew, grandparents of wife or husband, and significant other. Any additional days needed for funeral(s) shall be charged against sick leave as explained in Article V-C-4, charged against personal leave, or taken as a dock day. Personal days may be used for leave for a funeral of a family member outside of the list.

G. Family and Medical Leave Act

Teachers shall be granted an unpaid leave of absence in accordance with the Federal Family and Medical Leave Act (FMLA). Care for elderly parent(s) will also be included in this unpaid leave of absence. Teacher shall reference the FMLA government website to determine their rights under FMLA.

H. Court Appearance

Any staff member called to serve for jury duty will be paid at their per diem rate and must surrender their jury pay to the Board. Any staff member subpoenaed to court as a result of their employment by the Board will be paid at their per diem rate and excused for their days in court. Any other court appearances by an employee must be covered under Personal Leave or Dock days.

I. After School Meetings and In-Services

The administration recognizes the importance of professional meetings for all educators yet will remain mindful of the time commitments of all involved. An attempt should be made to limit faculty meetings to no more than twice per month when possible.

In-service meetings will be scheduled as is appropriate. The administration will support and encourage the possibility of the Local Professional Development Committee granting "vouchers" for these meetings.

J. Staff Development

The Northmor Board of Education and the N.T.A. recognize the need to members of the staff to have time to meet for professional development. Therefore, there may be days during the regular school year when school will be dismissed early or have a delayed start for staff development. These meetings will be either grade level or discipline area meetings within the district, or they will be opened up to allow for a special speaker to present information pertaining to an issue within the district. At least one meeting each year must be a grade level or discipline area meeting. These early dismissals are in addition to the ones previously set for the end of each grading period.

K. Dock Days

A "dock day" refers to an unpaid day off of work. Dock days must be approved in advance by the Board of Education.

L. Assault Leave

Pursuant to Section 3319.143 of the Ohio Revised Code, the Board shall provide teachers with assault leave by which a teacher who is absent, due to a disability resulting from a violent physical attack on their person which occurs in the course of employment, shall be maintained on full pay status for a period not to exceed forty-five (45) continuous school days.

Certification from a licensed physician having been approved by the Board stating the nature of the disability and its duration shall be required before assault leave can be approved for payment. The Superintendent shall grant assault leave.

Assault leave granted under this section shall not be charged against sick leave or personal time earned. All earnings paid under this section are in lieu of Workers' Compensation benefits.

## ARTICLE VI – GENERAL ISSUES

A. Contract will be issued by the Northmor Board per the following schedule:

1. One (1) year, upon initial employment.

2. One (1) year, upon re-employment, for the second contract.

3. One (1) year, upon re-employment, for the third contract.

4. Two (2) years, upon re-employment, for each subsequent contract until such time as the employee is issued a continuing contract.

B. Any teacher on or eligible to receive a multi-year contract who, upon re-employment is offered a contract of less duration, shall be given notice in writing setting forth the reasons for not receiving the normal contract progression.

C. Continuing contracts will be issued as provided in the Ohio Revised Code. It is the teacher's responsibility to provide to the District documentation of eligibility for a continuing contract. The LPDC will record all coursework and service years. Upon educator eligibility, the LPDC will notify the District and teacher. Continuing contracts will be awarded at the end of any existing contract.

D. Teacher's Evaluation

Evaluation procedures will follow the Ohio Revised Code, Ohio Administrative Code, and Board policy. In the event a teacher believes one or more parts of said policies is/are not followed, the employee may file a grievance according to Article IV of the N.T.A. Master Agreement. If it is found during the grievance procedure that a teacher was assigned a lower summative evaluation score than was deserved, the teacher will have his/her summative evaluation score corrected to the actual level of performance and the Ohio Department of Education will be instructed to change the teacher's rating.

E. Vacancies (teaching, administrative, and supplemental) will be posted internally for a period of five (5) calendar days before being posted on the District's website or any other public posting. In the event vacancies become available during the summer months, an email notice of the vacancy will be given to all staff members. Supplemental positions will be filled in accordance with Ohio law including O.R.C. §3313.53.

F. No involuntary transfer or reassignment will be made without a conference between the teacher and the building principal involved.

G. Severance Pay

Upon retirement, severance pay will be made by the Northmor Local Board of Education based on a portion of the accumulated sick leave at the time an employee retires from active service. The number of days paid in severance pay shall equal thirty percent (30%) of the accumulated sick leave up to three hundred (300) days. The daily rate shall be calculated on the said employee's current salary as per contract and shall not include supplemental or extra-curricular salary. The payment shall be made after the receipt of a resignation and notification from the retirement system that the employee is fully retired and receiving retirement income. Bargaining unit members, who submit a letter of resignation by March 1st effective at the end of the school year, will receive additional severance pay of One Thousand Dollars ($1,000).

H. School Calendar

A committee consisting of members of the N.T.A. and N.C.E. shall create two possible school calendars to be voted on by the unions. The calendar receiving the highest number of votes will be forwarded to the Northmor Board of Education for consideration.

I. Substitutes shall be provided in the absence of regular classroom teachers and teachers of special subjects. Special education teachers will be provided one (1) day to prepare for I.E.P. conferences. A sub teacher will be provided. Teachers shall not be expected to cover for absent teachers or teachers who cannot meet their classes due to schedule changes. Classroom teachers shall not be required to secure their own substitutes.

If a teacher is asked by administration to give up his/her conference time to cover for another teacher, he/she shall receive thirty-five dollars ($35.00) per period. Such assignments shall be made upon a rotating basis in each building and only with the consent of the substituting teacher. The administration will make sure that the proper forms will be readily available through N.T.A. building representatives or through the office secretaries.

Should it be impossible to secure substitutes, teachers may be assigned over longer periods of time by mutual agreement, between the building principal and teachers involved.

Mutual agreements between teachers, who with the consent of the building principal cover for each other, shall not receive such compensation.

Leaving work early or arriving to work late because of dentist, doctor, etc. appointments will not be accepted without a deduction from the employee's pay, sick leave, or personal leave unless a mutual agreement between teachers, which is described above, has been reached.

J. Grading

On the last day of school of each grading period, schools will be dismissed one (1) hour or more early. If it is a two (2) hour early dismissal, the first hour after dismissal may be used for staff meetings. Teachers shall use the remainder of this time for record keeping and paperwork. The grades will be due before classes start on the morning of the sixth ($6^{th}$) calendar day.

K. Any teacher requesting or requested to attend a meeting with an administrator related to a personnel matter or dealing with a disciplinary matter will be offered the opportunity to have a N.T.A. representative in attendance.

L. Elementary Substitute Situations

In the elementary school, every effort will be made to provide substitutes for teachers absent in the areas of physical education, art, and music. Should teachers be asked by the building principal or administration to cover physical education, art, music, or any other "special", teachers will be compensated at the rate of seventeen dollars and fifty cents ($17.50) per ½ hour.

M. Class Size

The Board agrees to make a commitment to the educational need of proper and legal class size as per state minimum standards. They will make every effort to meet this goal before the opening day of school.

1. Attempts will be made to maintain class size at 24 or less in grades K-3. However, in times of financial hardship, the board reserves the right to increase the class size to 26 without an additional aide.

2. Attempts will be made to maintain class size at 28 or less in grades 4-12. (Choir, band, and physical education are excluded.) High school teachers shall not have responsibilities for more than one hundred ninety-six (196) students per day. (Choir, band, and physical education are excluded.)

3. If it becomes necessary due to financial, scheduling, or other unforeseen circumstance to assign classes higher than 16 in preschool, 26 in K-3, or 28 in 4-6, support will be provided for the classroom teacher without exception. Without teacher approval and/or support being provided, grades 7-12 classes shall not exceed 32 students. The support may include, but is not limited to the following:

   a. Instructional Aides
   b. Additional Preparation Time
   c. Re-Assignment of Students.

4. Supervisory assignments and/or study hall assignments will not count toward a teacher's total of one hundred ninety-six (196) total students.

5. The class size limit for online classes shall be sixteen (16), unless the teacher of record for the class approves a higher number.

6. The Board agrees to attempt to maintain a class size of 16 or less in preschool.

N. Athletic/Activity Passes

An athletic/activity pass will be issued for each teacher and one (1) guest.

O. Tuition-Free Status for Employee Non-Resident Children

School-aged dependents of non-resident teachers may attend Northmor Local Schools under the open enrollment procedures established by the State of Ohio and Board policy. They will be guaranteed open enrollment if the paperwork is completed.

P. Northmor employees may participate in a credit union and be provided payroll deduction. (Credit Union to be decided by joint committee representing all Northmor employees.)

Q. Reconciliation of Organization Funds

All Northmor organization advisors shall receive a reconciliation of monies at the end of each month.

R. Lunch Period

Teachers shall be entitled to an uninterrupted, duty-free lunch period of not less than thirty (30) minutes.

Travel time during the school day shall not be considered lunchtime.

S. Personnel Files

The Superintendent will develop and implement a comprehensive and efficient system of personnel records, under the following guidelines:

1. A personnel folder for each employee will be accurately maintained in the Board office.

2. Personnel folders will contain records and information relative to compensation, evaluation, and such other information as may be required by the State or considered pertinent by the Board.

3. At no time shall the personnel file for a teacher be opened to the public unless the material requested is considered a public information as per statute.

4. Each employee will have the right, upon request, to review the contents of his/her own personnel file as per statute. Such request will be made to the Superintendent and scheduled for a time convenient for the parties involved. The employee may be accompanied by another individual of his/her choice.

5. The employee shall be informed of any written complaint by a parent, student, or any other person which is directed toward them if such will become a matter of records in the personnel file. The employee shall have the right for inspection, rebuttal, and a hearing to have the matter expunged if it is proven false, irrelevant, or not timely.

   Employees may make written rebuttal to any information contained in the file. Any written objection must be signed by the staff member and will become a part of the employee's personnel file. Anonymous material from unidentified sources will not be placed in a staff member's file.

T. Work Outside of the Contracted Day

Teachers who are asked and agree to work outside the regularly scheduled workday shall be compensated at the rate of Thirty-Five Dollars ($35.00) per hour.

U. Grade Reporting

The Northmor Board of Education and the N.T.A. recognize the value in reporting grade card information to students and their families. The grade card/report schedule shall be as follows:

1. Grade cards are posted online every nine weeks.

2. Mid-Quarters are posted online for all grading periods. The mid-quarter grades will be due before classes start on the Thursday prior to the day the District sets in the school calendar for posting mid-quarters.

3. The administration may require teachers to report grades of all students no more than four (4) times per grading period, including the report card. This would exclude postings in an electronic grade book. These electronic postings shall not exceed more than one time per week.

4. On a report card or mid-quarter, if a student received a grade of D or F, it is required that there be a comment added.

V. The administration will seek input and insight from an Advisory Committee consisting of the building principal, two (2) guidance counselors, and three (3) teachers regarding issues related to the curriculum and to scheduling. This committee will meet a minimum of twice during the school year.

W. Teacher Duties (Medical and/or Personal Hygiene)

A teacher will not be required to perform medical or personal hygienic procedures for students. This would include, but not to be limited to, the following:

1. Changing diapers

2. Lifting students on and off toilet facilities

3. Individual feeding of students

4. Cleaning of students after use of restroom facilities

X. Local Professional Development Committee

1. Purpose

A Local Professional Development Committee (LPDC) shall be established to oversee and review professional development plans for course work and continuing education units (CEU's), track contract sequence, track license renewal timelines, provide notices to teachers when their license is expiring or when eligible for continuing contract, and/or other equivalent activities.

2. Term of Office

   Except as specified below for initial appointments, the term of office for members serving on the committee shall be two years. The terms shall be staggered. For the initial appointment, two (2) teacher members and the superintendent member shall be appointed to three (3) year terms. Thereafter, all terms shall be two (2) years.

3. Committee Composition and Selection

   a. The committee shall be comprised of seven (7) members as follows:

      Three (3) teachers
      N.T.A. President
      One (1) building principal
      Superintendent
      One (1) other district employee

   b. The three (3) teacher members shall be appointed by the NTA officers. At least one (1) teacher shall be from grade levels Prekindergarten through 6th grade, and at least one (1) teacher shall be from grade levels 7th grade through 12th grade. The principals of the district shall select the principal member. The Superintendent shall appoint the other employee member.

   c. In the event of a vacancy, the committee member shall be replaced in accordance with Article VI-X-3-a and Article VI-X-3-b above and shall complete the term of the vacant slot.

4. Chairperson

   The committee chairperson shall be determined by majority vote of the committee members.

5. Quorum

   The committee will endeavor to make decisions by consensus in all cases. If efforts to reach consensus are unsuccessful, then decisions shall be made by the majority vote of the committee members present and voting so long as a quorum is present. A quorum shall consist of four (4) committee members. The committee shall not be empowered to perform its business unless a minimum of four (4) of its members are in attendance at any meeting what has been scheduled in accordance with Article VI-X-7 herein. Such quorum shall include at least two (2) members of the N.T.A. and two (2) members of the committee who are not N.T.A. members.

6. Training

   a. Members of the LPDC shall be afforded the opportunity to attend training on the purpose, responsibilities, implementation, functioning, and legal requirements of LPDC's.

   b. If the training is available during work hours, the committee members shall be given paid release time to attend said training. If the training is not during the regular workday or contracted days, members shall be paid at the per diem rate for each hour involved.

7. Meetings and Compensation

   a. The LPDC shall meet as often as the members deem necessary to complete their work. It is the intent of the parties that the LPDC meet quarterly during the workday, but it is recognized that exceptions may arise. The Board shall provide substitutes on days the LPDC is meeting during the workday. In the event of meetings in addition to the quarterly scheduled meetings, the LPDC shall give the school calendar consideration and shall give the administration as much advanced notice as possible.

   b. Not later than September 10th each year, the committee shall post in each building their meeting schedule. Additional meetings may be scheduled as necessary.

   c. LPDC committee members shall be paid a supplemental salary of $550 per contract year they serve on the committee. The chairperson of the committee will be paid a supplemental salary of $800 for the contract year he/she serves in that capacity. Payment of this salary will be made in two (2) equal installments with fifty percent (50%) paid in December and fifty percent (50%) paid in June.

   d. LPDC members shall be reimbursed for all actual and necessary expenses incurred as part of the training. Expenses will be submitted to the district treasurer on the LPDC form.

8. Transition Process

   Teachers changing grade level or subject area shall be given credit for any work done on their current IPDP. Upon changing grade level or subject area or coming into the Northmor district, the educator will need to complete an IPDP under the procedures and criteria established for his/her new position.

9. Appeals Process

   Within thirty (30) days of publication of the Ohio State Department of Education Regulations/Guidelines on LPDC appeals, the N.T.A. and the Board of Education shall meet to bargain the appeals procedure which herein applies.

Y. Disciplinary Procedures

Discipline of teachers will be determined by the severity of an alleged misconduct. The Superintendent may suspend with pay a teacher during the fact-finding procedure for an alleged misconduct. If the Superintendent determines that disciplinary action is appropriate, one or more of the following actions may be applied:

1. Verbal reprimand
2. Written reprimand
3. Suspension with pay
4. Suspension without pay
5. Termination

All statutory rights of the teacher and right in this agreement specifically pertain to this paragraph. Procedures 1. and 2. above may be initiated by the Building administration. Procedures 3. and 4. may be initiated and implemented by the Superintendent. Procedure 5. requires Board action.

Z. Retired Teachers Rehire Agreement

All rehired employees will go to Step 0. The teacher will stay at that level. Retired teachers who are rehired will remain in the appropriate column as determined by their degree and/or number of additional graduate credits earned.

Retired/rehired teachers shall be evaluated each year and it is understood that these contracts are for one year and shall automatically expire at the end of each year. Retired teachers shall not be entitled to receive a continuing contract and shall not accumulate seniority for reduction in force purposes. When a retired/rehired teacher is evaluated, it is based on at least two observations.

If a certified employee is retired from the Northmor Local School District and is rehired to the Northmor Local School District, the certified employee will be granted fifteen (15) days of sick leave per year at the time of rehire. Unused sick leave shall accumulate. There will be no additional severance pay regardless of the number of sick days a rehired certified employee may accumulate.

AA. Teachers who do not maintain the appropriate certification/license that qualifies them for their position will be subject to an immediate loss of pay and/or termination.

BB. Standards for Dress Code

Teachers and other staff member shall convey a professional appearance. Employees shall dress as professionals on a daily basis. Physical education teachers and others who

may be exempt for the daily dress code are expected to follow the staff dress code for parent-teacher conferences or on other occasions when not instructing a class. Employees performing duties in lab settings or at extracurricular activities shall dress in a manner befitting their profession and befitting the nature of the work they are completing.

Exceptions to these guidelines are during "Spirit" Weeks or Days and on approved "Casual Fridays".

Acceptable Dress Attire:

- Shirts or blouses, button-up shirts, golf type shirts, sweaters
- Dress shoes or well-kept tennis shoes. Shoes must also be safe for the employee's work conditions and during various weather conditions.
- Dress pants or khakis (of any color) for men.
- Slacks, khakis (of any color), or skirts for women.
- Dress capris for women.

Inappropriate Dress Includes:

- Jeans of any color or style
- Any type of shorts, cargo style pants, wind pants, and sweat pants
- Flip flops
- Skorts
- Sweatshirts or hoodie style sweatshirts (except on Spirit Days)
- T-shirts (unless covered by appropriate dress attire, or worn on "Spirit" Days and only then if they promote Northmor groups, clubs, or athletics), tank shirts, muscle shirts, sleeveless tops unless worn as an undergarment
- Any attire that exhibits excess wear such as fraying or holes

CC. Teacher Workday

1. The workday for all teachers in the District shall be seven (7) hours and thirty (30) minutes and shall be scheduled as follows:

| Grades | Hours |
|---|---|
| 7 – 12 | 7:30 a.m. – 3:00 p.m. |
| PreK – 6 | 8:30 a.m. – 4:00 p.m. |

   a. Teachers will not be required to report to the building on a snow day. The snow day will still count as a paid day.

   b. On a one (1) hour delay, teachers will report to work one (1) hour later than stated above. On a two (2) hour delay, teachers will report to work two (2) hours later than stated above.

   c. Teachers may leave an hour earlier than stated above on any one (1) hour early release days at the end of each quarter. Teachers may leave two (2) hours earlier than stated above on any two (2) hour early release days at the end of each quarter

unless there is a staff meeting during the first (1st) hour following the release. Teachers shall attend any staff meetings that are scheduled during this hour and then may leave at the conclusion of the meeting.

2. The workday for all teachers shall include a thirty (30) minute, duty-free, uninterrupted lunch and a minimum of thirty (30) consecutive minutes of teacher-directed preparation and planning time.

3. Parent-teacher conferences will occur at most two (2) separate times (once per semester) during the school year. Each of these times will include at most two (2) days of conferences for a total of at most four (4) days. These days will be included on the school calendar, which is decided upon by the Northmor Board of Education. Each of these days will count as two (2) workdays. The teacher workday for the conferences will be as follows:

   a. 1st Day during each time – The high school and junior high school teachers shall start work at 7:30 a.m. and end work at 7:00 p.m. The elementary school teachers shall start at 8:30 a.m. and end work at 8:00 p.m.

   b. 2nd Day during each time - The high school and junior high school teachers shall start work at 7:30 a.m. and end work at 5:00 p.m. The elementary school teachers shall start at 8:30 a.m. and end work at 6:00 p.m.

   c. Teachers with assignments in multiple buildings who begin the workday at 7:30 a.m. will be permitted to end the day no later than 7:00 p.m. on the first day and no later than 5:00 p.m. on the second day.

   d. Teachers who are also coaches will be allowed to have practices and competitions during these times as long as they communicate with their building principal and building secretary so that this time gets blocked off on the parent-teacher conference schedule so that no parents are scheduled to meet with the coach/teacher during this time. If a parent expresses a desire to meet with the teacher/coach, the teacher/coach will make themselves available for such a conference at a mutually agreeable time.

   e. Teachers who use a sick day on a parent-teacher conference day will be charged two (2) sick days, unless the teacher and his/her administrator agree that the conferences are to be completed at some other arranged time. Once the conferences are completed, the teacher will only be assessed one (1) sick day instead of two (2).

## ARTICLE VII – PAYROLL PROCEDURES

A. Frequency of Pays

Teachers will receive twenty-four (24) paychecks per year. A paycheck will be issued on the tenth (10th) and twenty-fifth (25th) of each month.

B. All Northmor employees will use direct deposit. No direct deposit slips will be printed.

C. It is the teacher's responsibility to inform the district of eligibility for a new column on the pay schedule due to completed graduate work. Any salary change will occur for the year following the completion of the work. Official transcripts must be provided to the Treasurer before the first pay (September 10th) of the school year for the change to occur for the contract year beginning on September 1st.

D. No later than July 1st, each teacher shall be given a salary notice that includes the following:

1. Years of Service;
2. Pay Step;
3. Column Credit;
4. Salary; and
5. Teaching Assignment (grade level and/or content)

E. Northmor employees may participate in a 403B plan or 457 plan and be provided payroll deduction.

## ARTICLE VIII – MONEY ISSUES

A. Salary Schedule

1. The teacher BA-0 base salary will be increased three percent (3%) for the 2026/2027 school year, three percent (3%) for the 2027/2028 school year, and two percent (2%) for the 2028/2029 school year. Also, all members of the bargaining unit will be paid a One Thousand Two Hundred Fifty Dollar ($1,250.00) signing bonus within thirty (30) days of ratification.

2. To qualify for the B.A.+18 pay scale, the teacher will have 18 semester hours or more (or equivalent quarter hours considered at 2/3 of a semester hour) of post bachelor's degree education related to the area of education. To qualify for the M.A.+18 pay scale, the teacher will have 18 semester hours or more (or equivalent) or post master's degree education related to the area of education.

3. Insurance and salary changes shall be effective on July 1st each year.

4. Each teacher's annual salary shall be based on the salary schedules for 2026/2027, 2027/2028, and 2028/2029. These can be found in appendices A, B, and C, respectively.

B. Insurance

1. Regarding dental, prescription, life, vision, and medical insurance:

2. The Board will pay one hundred percent (100%) per month toward the premium of forty thousand dollars ($40,000) life insurance coverage on the employee.

3. The Board will pay one hundred percent (100%) per month toward the premium of a dental plan for the employee, which also covers their spouse and legal dependents.

4. The Board shall make available a comprehensive major medical insurance program. The carrier for the program shall be determined by the Board and shall include the following:

| | | In Network | Out of Network |
|---|---|---|---|
| a. Calendar Year Deductibles | Per Person | $3,500 | $7,000 |
| | Per Family | $7,000 | $14,000 |

| | | In Network | Out of Network |
|---|---|---|---|
| b. Insurance Maximum Co-Insurance | | 80% | 70% |
| | Single | $900 | $1,800 |
| | Family | $1,800 | $3,600 |

| | | In Network | Out of Network |
|---|---|---|---|
| c. Maximum Out-of-Pocket Expense (including deductibles) | Single | $3,900 | $7,800 |
| | Family | $7,800 | $15,600 |

The Board will pay for the deductible after the employee meets the first $750 per person and $1,500 per family in network/participating provider.

5. The Board will pay eighty-five percent (85%) per month toward the premium of our major medical and prescription drug insurance program.

6. The Board will pay one hundred percent (100%) per month of single and family monthly premiums for a vision plan. Benefits include an eye exam every twelve (12) months with a $10.00 co-pay and lenses/frames every twenty-four (24) months.

7. Members will be responsible for a $20/$40/$60 copay for up to a 30-day supply at network retail pharmacies and $40/$80/$120 for up to a 90-day supply through the mail order program.

   Mandatory Mail Order Program – If members are on a maintenance medication that can be filled through the home delivery program but choose to continue to use the retail pharmacy for these prescriptions, after the third refill at the pharmacy, the member will pay $40/$80/$120 for up to a 30-day supply at the pharmacy.

Generic Incentive – If a brand name prescription drug is purchased when a generic prescription drug is available, members will be responsible for the difference between the cost of the generic and brand name prescription drugs, in addition to the retail or mail brand copay.

A fourth tier for specialty drugs will be added, with the member paying twenty-five percent (25%) of the cost, up to a maximum of two hundred fifty dollars ($250) per specialty prescription. The member's twenty-five percent (25%) will count towards the annual out-of-pocket maximum on the medical plan.

8. All insurance will become effective the first day of employment (September 1st for new employees beginning at the start of the school year) and end effective one month after the final payroll check is issued.

9. School Employees Health Care Board and Advisory Committee Best Practices will be adhered to per Ohio Revised Code.

10. The following are other plan design details:

| Item | Amount |
|---|---|
| Office Visit Co-pay | $20 |
| Specialist Visit Co-pay | $40 |
| Urgent Care Co-pay | $60 |
| Emergency Room Co-pay | $150 |
| No Coverage for infertility medication | |
| Non-Network Urgent Care | Benefits will be subject to deductible and coinsurance |

11. Opt-Out Payment

    a. Employees, who choose not to enroll in all three of the District medical, dental, and vision insurance plans, will receive a payment of Three Thousand Three Hundred Dollars ($3,300.00) if the employee is covered on District insurance plans through a spouse and if the opt-out period is for a 12-month period, January through December.

    b. Employees, who choose not to enroll in all three of the District medical, dental, and vision insurance plans and are not at otherwise covered by District insurance, will receive a payment of Five Thousand Dollars ($5,000.00) if the opt-out period is for a 12-month period, January through December.

    c. New employees or employees eligible to change their coverage due to a change in status (marriage, birth of a child, etc.), who choose not to enroll in all three District medical, dental, and vision insurance plans and are not covered by the District's insurance, will receive a cash payment of four hundred sixteen dollars

and sixty-six cents ($416.66) for the months in which the employee was not enrolled in the plans.

d. New employees or employees eligible to change their coverage due to a change in status (marriage, birth of a child, etc.), who choose not to enroll in all three District medical, dental, and vision insurance plans but are still covered by the District's insurance because their spouse has the District's family insurance plans, will receive a cash payment of two hundred seventy-five dollars ($275.00) for the months in which the employee was not enrolled in the plans.

e. The amount will be paid to each employee during the last pay in December.

f. The employee can choose to have a portion or all of the amount deposited in a 403B as long as the amount does not result in a total that exceeds the IRS yearly limit for the account. The remaining amount (if any) will be received as a cash payment. The employee must inform the Treasurer as to how to split the amount by December 1st and provide the Treasurer with a salary redirection agreement. If the employee informs the Treasurer after this date or not at all, the payment will be made as a cash payment only.

g. The following would only apply to the insurance opt-out payment to be made in December of the first year of this agreement. When the amount of insurance opt-out increases from the last negotiated agreement to the current negotiated agreement, that amount paid in December will be the sum of the agreed to monthly amount from the prior negotiated agreement for all the eligible months, January through August, and the agreed to monthly amount from this negotiated agreement for all the eligible months, September through December. Eligibility for this opt-out payment in this specific instance is defined by what the eligibility requirements were for the last negotiated agreement for the months of January through August and by what the eligibility requirements are for this negotiated agreement for the months of September through December.

12. Out-of-State Claims

The HRA will cover out-of-network costs when a claim is made out-of-state and such claim will be paid as if in-network.

C. Supplemental Contracts

1. Supplemental contracts will be made on the basis of the "Northmor Supplemental Contract," Appendix D.

2. Supplemental contract salaries shall be paid in two (2) equal payments, following an authorization by the athletic director or the building principal.

3. A contract for supplemental positions shall be issued no later than two (2) weeks after Board approval. The contract will include the employee's number of years of service

in that supplemental position or sport, the step the employee is at, and the salary for the supplemental position.

4. The appropriate administrator must confirm fulfillment of contract obligations before final supplemental contract payment is made.

5. Bargaining unit members who have been hired to fill any supplemental position shall complete the duties required as outlined in the job description.

6. Advancing in Post-Season Competition

   The Board recognizes that when a team advances in the post-season, the coaches must put in additional time beyond the original scope of their contract. Therefore, for each week or game beyond what would have otherwise been the season's end, the coach(es) of that sport will be paid according to the following schedule. The Board also recognizes that this provides an incentive for the coaches to do a great job and have their team advance in competition. This only applies to Varsity Head Coaches and Varsity Assistants.

   Per Week
   The Board agrees to increase each amount listed below in a. through h. by $25 for the 2027/2028 school year and by $25 again for the 2028/2029 school year.

   a. Football (Begins with 1st round of the playoffs) – $250 for Head Coach and $200 for each Assistant

   b. Cross Country (Begins after District competition) – $200 for Head Coach and $175 for the Assistant

   c. Wrestling (Begins after Sectional competition) – $200 for Head Coach and $175 for the Assistant

   d. Track (Begins after District competition) – $200 for Head Coach and $175 for each Assistant

   e. Golf (Begins after Sectional competition) – $200 for Head Coach

   f. Bowling (Begins after Sectional competition) – $200 for Head Coach and $175 for the Assistant

   g. Marching Band (For Football) – $200 for Director and $175 for the Assistant

   h. Cheerleading (For Football) – $150 for Head Coach and $130 for the Assistant

   Per Game
   The Board agrees to increase each amount listed below in i. through m. by $15 for the 2027/2028 school year and by $15 again for the 2028/2029 school year.

i. Volleyball (Begins after the team's 1st tournament game) – $140 for Head Coach and $115 for the Assistant

j. Basketball (Begins after the team's 1st tournament game) – $140 for Head Coach and $115 for the Assistant

k. Baseball (Begins after the team's 1st tournament game) – $140 for Head Coach and $115 for the Assistant

l. Softball (Begins after the team's 1st tournament game) – $140 for Head Coach and $115 for the Assistant

m. Cheerleading (For Boys' Basketball) – $120 for Head Coach and $110 for the Assistant

7. Teachers will be paid Eight Hundred Fifty Dollars ($850.00) per class per semester for online classes or college-credit-plus (CCP) classes. This pay will occur during the first pay following the first semester for first semester classes and during the first pay following the end of the year for second semester classes.

8. Teachers who have completed the training to be a designated provider of gifted education services will receive a payment of $350 per year to be paid during the first pay in June.

9. Coaches shall not be expected to cover study table for athletes who are unable to attend the district's scheduled study tables. If the administration and the coach mutually agree for the coach to cover study table, the coach will be paid the equivalent amount as other teachers who cover study tables.

## ARTICLE IX – SCHOOL CLOSURE DUE TO A PANDEMIC OR ANY OTHER NATIONAL/STATE EMERGENCY

Initiating the Closure

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, discuss, and negotiate working conditions during the closure.

## ARTICLE X – REDUCTION-IN-FORCE

A. When by reason of decreased enrollment of pupils, return to duty of regular employees after leaves of absence, or by reason or suspension of schools or territorial changes affecting the District, or for financial considerations, the Board may reduce the number of

its teaching positions by following the procedure outlined in B. below. (No part of Article X, Section A shall supersede any state laws.)

B. When the Board decides it will be necessary to reduce the number of teaching positions, reductions shall first be made through attrition. The Board shall identify all teachers holding the license/certification of the position(s) to be reduced. Those teachers with continuing contract status shall be given preference over teachers with limited contracts. After sorting the identified teachers by contract status, the Board shall sort the teachers by using the teacher's evaluation rating. Teachers with the lowest evaluation rating shall be reduced first. For the purposes of this Article, Ineffective and Developing ratings shall be comparable and Skilled and Accomplished ratings shall be comparable. When teachers on the reduction list have comparable evaluations then seniority will be used to determine who shall be reduced and in what order.

C. Reduced teachers holding a limited contract shall have the right of restoration for two years and reduced teachers holding a continuing contract shall have the right of restoration for five (5) years. Teachers on the recall list shall be recalled in same fashion in which they were reduced with higher seniority returning first.

## ARTICLE XI – TUITION REIMBURSEMENT

A. The Northmor Board of Education agrees to budget forty thousand dollars ($40,000.00) per year (September through August) to aid teachers in obtaining additional college training in an approved crediting college.

B. The course(s) taken shall require pre-approval by the Local Superintendent prior to the start of the course. Courses taken must be in an approved program leading toward a degree or a certification and/or be appropriate to his/her teaching or supplemental position. Graduate courses must meet the additional following criteria to be approved by the superintendent:

1. The institution must be recognized by the National Council for the Accreditation of Teacher Education and

2. The institution must be a four-year degree granting institution. This is consistent with what the Ohio Department of Education requires. Each course must be satisfactorily completed to receive reimbursement.

C. Reimbursement will be made in the second pay in October of the year following the completion of the courses. Teachers must maintain employment for the following school year if courses are completed after February 1st to be eligible for reimbursement. Teachers do not have to maintain employment for the following school year if courses are completed prior to February 1st to be eligible for reimbursement. Reimbursement will be initiated by the employee by submitting a pre-approval form (available from the Board Office), grade sheet (this does not have to be an official transcript), and receipt and/or

proof of payment. The maximum reimbursement per year is four thousand two hundred dollars ($4,200.00) per person.

D. Reimbursement Calculation

1. Reimbursement will be made for one hundred percent (100%) of the teacher's actual cost up to four thousand two hundred dollars ($4,200.00) until the maximum allotment of forty thousand dollars ($40,000.00) is met.

2. If after all necessary caps of four thousand two hundred dollars ($4,200.00) have been completed and the total amount of claimed reimbursement is greater than forty thousand dollars ($40,000.00), then the reimbursement for the cost of these courses will be a percentage of the total. This percentage will be calculated in the manner below and will be kept as accurate as possible:

$$Percent = \frac{\$40{,}000}{Total\ Amount\ of\ Allowable\ Reimbursement}\ x\ 100$$

The amount that will be reimbursed to each teacher will be computed with the following formula (rounded to the nearest cent):

$$Reimbursement\ to\ teacher = \frac{Percent}{100}\ x\ (total\ allowable\ reimbursement\ for\ the\ teacher)$$

E. Pay increases based on additional college course work are discussed in Article VII-C. Tuition reimbursement is for tuition and any fees that are included for taking the class. This does not include such things as books and mileage. Any Board paid reimbursement is intended for out-of-pocket expenses that go unreimbursed from any source (e.g. grant and/or scholarships).

F. The Treasurer will provide the N.T.A. President with a report summarizing the reimbursement for each year by October 1st of the year following completion of the course work. This report will include the names of the individuals receiving reimbursement, each individual's actual cost, each individual's amount of reimbursement, and the total reimbursement for all teachers.

## ARTICLE XII – STATE TEACHER'S RETIREMENT SYSTEM

A. S.T.R.S. Pickup

The Board shall "pick-up" the teacher's full contribution to the State Teacher's Retirement System as authorized by Federal Ruling No. 77-462 and OAG 82.097 and 78-049. This "pick-up" of the employee's share of the retirement for S.T.R.S. is by the salary reduction method only.

To comply with the State Teacher's Retirement System guidelines, the following is to be observed:

1. The "pick-up" must be in a uniform percent for the entire group being covered. It must be considered as a condition for employment for that group and not at the individual member's option.

2. For determining retirement earnings and contributions, earnable compensation for "pick-up" purposes includes supplemental earnings and the amount of the pick-up.

3. The amount "picked-up" by the employer is applied toward employee contributions under Section 3307.51 of the O.R.C. All statutory and regulatory requirements applicable to Section 3307.51 O.R.C. must also apply to the "pick-up."

4. The Treasurer will prepare and distribute an addendum to each certified employee's contract which states:

   a. That the employee's contract salary is being restated as consisting of:

      (1) a cash salary component, and

      (2) a "pick-up" component which is equal to the amount of the employee contribution being "picked-up" by the Board on behalf of the employee.

   b. That the Board will contribute to the S.T.R.S. an amount equal to the employee's required contribution to S.T.R.S. for the amount of each certified employee; and

   c. That sick leave, severance, vacation, supplemental, and extended service pay and insurance benefits which are indexed to or otherwise determinable by reference to the employee's rate of pay shall be calculated upon both the cash salary component and "pick-up" component of the employee's restated salary.

5. Federal and state taxes will be deducted on the cash salary component only and will be noted on the individual teacher's W-2 for as required by law.

B. Purchase of S.T.R.S. Service Credit

Eligible teachers may purchase S.T.R.S. service credits as provided by S.T.R.S. guidelines, and payment may be provided by payroll deduction. This would be tax deferred at no cost to the Northmor Board.

## ARTICLE XIII – CONTINUOUS PERFORMANCE PLEDGE

A. The N.T.A., its officers, and agents agree not to engage in, advocate, call, or approve any strike or other work stoppage during the duration of this Agreement. For the purpose of

this Article, "strike" means concerted action in failing to report and carry out assigned duties.

B. The Board agrees there will be no lockout of employees.

C. Those persons withholding services or creating disruptions in the School System will be subject to the provisions of the law pertaining to public employee work stoppages.

D. The N.T.A. and the Board will make every reasonable effort to prevent or terminate violations of this pledge.

## ARTICLE XIV – DURATION OF AGREEMENT

A. This agreement shall take effect immediately on the 1st day of September 2026, and continue in force until the 30th day of June 2029, and year to year thereafter unless written notice of termination for re-negotiation shall be given by either party to the other by May 1st prior to the termination date or anniversary thereof. Any notice of termination shall include a list of items to be the subject of negotiations and in such event termination or renegotiations shall apply only to the parts of the Agreement mentioned in the notice.

B. This contract is for a three (3) year period on all details. The school years and the number of workdays in each year are as follows:

1. 2026/2027 school year; 184 workdays
2. 2027/2028 school year; 184 workdays
3. 2028/2029 school year; 184 workdays

C. This Agreement attested to this 9th day of June, 2026, by and between the parties, shall bind the Board and the N.T.A. as agreed.

President, Board of Education

President, N.T.A.

Superintendent of Schools

Vice President, N.T.A.

Treasurer

6/24/26
Date

6-24-26
Date

NORTHMOR LOCAL SCHOOL DISTRICT
2026-2027 Teacher Salary Schedule

**Appendix A**

School Year: 2026-2027 %Increase: 3.0% Previous Year Base: $40,270
$Increase:

Base: $41,478

| Year | B.A. | | B.A.+18 | | M.A. | | M.A.+18 | | M.A.+30 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | |
| 0 | 1.000 | 41,478 | 1.040 | $43,137 | 1.090 | $45,211 | 1.160 | $48,114 | 1.210 | $50,188 |
| 1 | 1.044 | 43,303 | 1.084 | $44,962 | 1.138 | $47,202 | 1.208 | $50,105 | 1.258 | $52,179 |
| 2 | 1.088 | 45,128 | 1.128 | $46,787 | 1.186 | $49,193 | 1.256 | $52,096 | 1.306 | $54,170 |
| 3 | 1.132 | 46,953 | 1.172 | $48,612 | 1.234 | $51,183 | 1.304 | $54,087 | 1.354 | $56,161 |
| 4 | 1.176 | 48,778 | 1.216 | $50,437 | 1.282 | $53,174 | 1.352 | $56,078 | 1.402 | $58,152 |
| 5 | 1.220 | 50,603 | 1.260 | $52,262 | 1.330 | $55,165 | 1.400 | $58,069 | 1.450 | $60,143 |
| 6 | 1.264 | 52,428 | 1.304 | $54,087 | 1.378 | $57,156 | 1.448 | $60,060 | 1.498 | $62,134 |
| 7 | 1.308 | 54,253 | 1.348 | $55,912 | 1.426 | $59,147 | 1.496 | $62,051 | 1.546 | $64,125 |
| 8 | 1.352 | 56,078 | 1.392 | $57,737 | 1.474 | $61,138 | 1.544 | $64,042 | 1.594 | $66,115 |
| 9 | 1.396 | 57,903 | 1.436 | $59,562 | 1.522 | $63,129 | 1.592 | $66,032 | 1.642 | $68,106 |
| 10 | 1.440 | 59,728 | 1.480 | $61,387 | 1.570 | $65,120 | 1.640 | $68,023 | 1.690 | $70,097 |
| 11 | 1.484 | 61,553 | 1.524 | $63,212 | 1.618 | $67,111 | 1.688 | $70,014 | 1.738 | $72,088 |
| 12 | 1.528 | 63,378 | 1.568 | $65,037 | 1.666 | $69,102 | 1.736 | $72,005 | 1.786 | $74,079 |
| 13 | 1.528 | 63,378 | 1.588 | $65,867 | 1.714 | $71,093 | 1.784 | $73,996 | 1.834 | $76,070 |
| 14 | 1.528 | 63,378 | 1.622 | $67,277 | 1.762 | $73,084 | 1.832 | $75,987 | 1.882 | $78,061 |
| 15 | 1.548 | 64,207 | 1.622 | $67,277 | 1.782 | $73,913 | 1.880 | $77,978 | 1.930 | $80,052 |
| 16 | 1.572 | 65,203 | 1.646 | $68,272 | 1.782 | $73,913 | 1.900 | $78,808 | 1.950 | $80,881 |
| 17 | 1.572 | 65,203 | 1.666 | $69,102 | 1.802 | $74,743 | 1.900 | $78,808 | 1.950 | $80,881 |
| 18 | 1.572 | 65,203 | 1.666 | $69,102 | 1.830 | $75,904 | 1.928 | $79,969 | 1.970 | $81,711 |
| 19 | 1.572 | 65,203 | 1.666 | $69,102 | 1.830 | $75,904 | 1.948 | $80,799 | 1.998 | $82,872 |
| 20 | 1.616 | 67,028 | 1.686 | $69,931 | 1.850 | $76,734 | 1.968 | $81,628 | 2.018 | $83,702 |
| 21 | 1.616 | 67,028 | 1.710 | $70,927 | 1.878 | $77,895 | 1.996 | $82,789 | 2.046 | $84,863 |
| 22 | 1.616 | 67,028 | 1.710 | $70,927 | 1.878 | $77,895 | 1.996 | $82,789 | 2.046 | $84,863 |
| 23 | 1.660 | 68,853 | 1.730 | $71,756 | 1.898 | $78,725 | 2.016 | $83,619 | 2.066 | $85,693 |
| 24 | 1.660 | 68,853 | 1.754 | $72,752 | 1.926 | $79,886 | 2.044 | $84,780 | 2.094 | $86,854 |
| 25 | 1.704 | 70,678 | 1.754 | $72,752 | 1.926 | $79,886 | 2.044 | $84,780 | 2.094 | $86,854 |
| 26 | 1.704 | 70,678 | 1.798 | $74,577 | 1.970 | $81,711 | 2.092 | $86,771 | 2.142 | $88,845 |
| 27 | 1.704 | 70,678 | 1.798 | $74,577 | 1.970 | $81,711 | 2.092 | $86,771 | 2.142 | $88,845 |
| 28 | 1.724 | 71,508 | 1.818 | $75,406 | 1.990 | $82,541 | 2.112 | $87,601 | 2.162 | $89,675 |
| 29 | 1.724 | 71,508 | 1.818 | $75,406 | 1.990 | $82,541 | 2.112 | $87,601 | 2.162 | $89,675 |
| 30 | 1.724 | 71,508 | 1.818 | $75,406 | 1.990 | $82,541 | 2.112 | $87,601 | 2.162 | $89,675 |
| 31 | 1.724 | 71,508 | 1.818 | $75,406 | 1.990 | $82,541 | 2.112 | $87,601 | 2.162 | $89,675 |
| 32 | 1.744 | 72,337 | 1.838 | $76,236 | 2.010 | $83,370 | 2.132 | $88,430 | 2.182 | $90,504 |

NORTHMOR LOCAL SCHOOL DISTRICT
2027-2028 Teacher Salary Schedule

**Appendix B**

School Year: 2027-2028 %Increase: 3.0% Previous Year Base: $41,478
$Increase:

Base: $42,722

| Year | B.A. | | B.A.+18 | | M.A. | | M.A.+18 | | M.A.+30 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | |
| 0 | 1.000 | 42,722 | 1.040 | $44,431 | 1.090 | $46,567 | 1.160 | $49,558 | 1.210 | $51,694 |
| 1 | 1.044 | 44,602 | 1.084 | $46,311 | 1.138 | $48,618 | 1.208 | $51,608 | 1.258 | $53,744 |
| 2 | 1.088 | 46,482 | 1.128 | $48,190 | 1.186 | $50,668 | 1.256 | $53,659 | 1.306 | $55,795 |
| 3 | 1.132 | 48,361 | 1.172 | $50,070 | 1.234 | $52,719 | 1.304 | $55,710 | 1.354 | $57,846 |
| 4 | 1.176 | 50,241 | 1.216 | $51,950 | 1.282 | $54,770 | 1.352 | $57,760 | 1.402 | $59,896 |
| 5 | 1.220 | 52,121 | 1.260 | $53,830 | 1.330 | $56,820 | 1.400 | $59,811 | 1.450 | $61,947 |
| 6 | 1.264 | 54,001 | 1.304 | $55,710 | 1.378 | $58,871 | 1.448 | $61,861 | 1.498 | $63,998 |
| 7 | 1.308 | 55,880 | 1.348 | $57,589 | 1.426 | $60,922 | 1.496 | $63,912 | 1.546 | $66,048 |
| 8 | 1.352 | 57,760 | 1.392 | $59,469 | 1.474 | $62,972 | 1.544 | $65,963 | 1.594 | $68,099 |
| 9 | 1.396 | 59,640 | 1.436 | $61,349 | 1.522 | $65,023 | 1.592 | $68,013 | 1.642 | $70,150 |
| 10 | 1.440 | 61,520 | 1.480 | $63,229 | 1.570 | $67,074 | 1.640 | $70,064 | 1.690 | $72,200 |
| 11 | 1.484 | 63,399 | 1.524 | $65,108 | 1.618 | $69,124 | 1.688 | $72,115 | 1.738 | $74,251 |
| 12 | 1.528 | 65,279 | 1.568 | $66,988 | 1.666 | $71,175 | 1.736 | $74,165 | 1.786 | $76,302 |
| 13 | 1.528 | 65,279 | 1.588 | $67,843 | 1.714 | $73,226 | 1.784 | $76,216 | 1.834 | $78,352 |
| 14 | 1.528 | 65,279 | 1.622 | $69,295 | 1.762 | $75,276 | 1.832 | $78,267 | 1.882 | $80,403 |
| 15 | 1.548 | 66,134 | 1.622 | $69,295 | 1.782 | $76,131 | 1.880 | $80,317 | 1.930 | $82,453 |
| 16 | 1.572 | 67,159 | 1.646 | $70,320 | 1.782 | $76,131 | 1.900 | $81,172 | 1.950 | $83,308 |
| 17 | 1.572 | 67,159 | 1.666 | $71,175 | 1.802 | $76,985 | 1.900 | $81,172 | 1.950 | $83,308 |
| 18 | 1.572 | 67,159 | 1.666 | $71,175 | 1.830 | $78,181 | 1.928 | $82,368 | 1.970 | $84,162 |
| 19 | 1.572 | 67,159 | 1.666 | $71,175 | 1.830 | $78,181 | 1.948 | $83,222 | 1.998 | $85,359 |
| 20 | 1.616 | 69,039 | 1.686 | $72,029 | 1.850 | $79,036 | 1.968 | $84,077 | 2.018 | $86,213 |
| 21 | 1.616 | 69,039 | 1.710 | $73,055 | 1.878 | $80,232 | 1.996 | $85,273 | 2.046 | $87,409 |
| 22 | 1.616 | 69,039 | 1.710 | $73,055 | 1.878 | $80,232 | 1.996 | $85,273 | 2.046 | $87,409 |
| 23 | 1.660 | 70,919 | 1.730 | $73,909 | 1.898 | $81,086 | 2.016 | $86,128 | 2.066 | $88,264 |
| 24 | 1.660 | 70,919 | 1.754 | $74,934 | 1.926 | $82,283 | 2.044 | $87,324 | 2.094 | $89,460 |
| 25 | 1.704 | 72,798 | 1.754 | $74,934 | 1.926 | $82,283 | 2.044 | $87,324 | 2.094 | $89,460 |
| 26 | 1.704 | 72,798 | 1.798 | $76,814 | 1.970 | $84,162 | 2.092 | $89,374 | 2.142 | $91,511 |
| 27 | 1.704 | 72,798 | 1.798 | $76,814 | 1.970 | $84,162 | 2.092 | $89,374 | 2.142 | $91,511 |
| 28 | 1.724 | 73,653 | 1.818 | $77,669 | 1.990 | $85,017 | 2.112 | $90,229 | 2.162 | $92,365 |
| 29 | 1.724 | 73,653 | 1.818 | $77,669 | 1.990 | $85,017 | 2.112 | $90,229 | 2.162 | $92,365 |
| 30 | 1.724 | 73,653 | 1.818 | $77,669 | 1.990 | $85,017 | 2.112 | $90,229 | 2.162 | $92,365 |
| 31 | 1.724 | 73,653 | 1.818 | $77,669 | 1.990 | $85,017 | 2.112 | $90,229 | 2.162 | $92,365 |
| 32 | 1.744 | 74,507 | 1.838 | $78,523 | 2.010 | $85,871 | 2.132 | $91,083 | 2.182 | $93,219 |

NORTHMOR LOCAL SCHOOL DISTRICT
2028-2029 Teacher Salary Schedule

**Appendix C**

School Year: 2028-2029 %Increase: 2.0% Previous Year Base: $42,722
$Increase:

Base: $43,576

| Year | B.A. | | B.A.+18 | | M.A. | | M.A.+18 | | M.A.+30 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | |
| 0 | 1.000 | 43,576 | 1.040 | $45,320 | 1.090 | $47,498 | 1.160 | $50,549 | 1.210 | $52,728 |
| 1 | 1.044 | 45,494 | 1.084 | $47,237 | 1.138 | $49,590 | 1.208 | $52,640 | 1.258 | $54,819 |
| 2 | 1.088 | 47,411 | 1.128 | $49,154 | 1.186 | $51,682 | 1.256 | $54,732 | 1.306 | $56,911 |
| 3 | 1.132 | 49,329 | 1.172 | $51,072 | 1.234 | $53,773 | 1.304 | $56,824 | 1.354 | $59,003 |
| 4 | 1.176 | 51,246 | 1.216 | $52,989 | 1.282 | $55,865 | 1.352 | $58,915 | 1.402 | $61,094 |
| 5 | 1.220 | 53,163 | 1.260 | $54,906 | 1.330 | $57,957 | 1.400 | $61,007 | 1.450 | $63,186 |
| 6 | 1.264 | 55,081 | 1.304 | $56,824 | 1.378 | $60,048 | 1.448 | $63,099 | 1.498 | $65,278 |
| 7 | 1.308 | 56,998 | 1.348 | $58,741 | 1.426 | $62,140 | 1.496 | $65,190 | 1.546 | $67,369 |
| 8 | 1.352 | 58,915 | 1.392 | $60,658 | 1.474 | $64,232 | 1.544 | $67,282 | 1.594 | $69,461 |
| 9 | 1.396 | 60,833 | 1.436 | $62,576 | 1.522 | $66,323 | 1.592 | $69,374 | 1.642 | $71,553 |
| 10 | 1.440 | 62,750 | 1.480 | $64,493 | 1.570 | $68,415 | 1.640 | $71,465 | 1.690 | $73,644 |
| 11 | 1.484 | 64,667 | 1.524 | $66,411 | 1.618 | $70,507 | 1.688 | $73,557 | 1.738 | $75,736 |
| 12 | 1.528 | 66,585 | 1.568 | $68,328 | 1.666 | $72,598 | 1.736 | $75,649 | 1.786 | $77,828 |
| 13 | 1.528 | 66,585 | 1.588 | $69,199 | 1.714 | $74,690 | 1.784 | $77,740 | 1.834 | $79,919 |
| 14 | 1.528 | 66,585 | 1.622 | $70,681 | 1.762 | $76,782 | 1.832 | $79,832 | 1.882 | $82,011 |
| 15 | 1.548 | 67,456 | 1.622 | $70,681 | 1.782 | $77,653 | 1.880 | $81,924 | 1.930 | $84,103 |
| 16 | 1.572 | 68,502 | 1.646 | $71,727 | 1.782 | $77,653 | 1.900 | $82,795 | 1.950 | $84,974 |
| 17 | 1.572 | 68,502 | 1.666 | $72,598 | 1.802 | $78,525 | 1.900 | $82,795 | 1.950 | $84,974 |
| 18 | 1.572 | 68,502 | 1.666 | $72,598 | 1.830 | $79,745 | 1.928 | $84,015 | 1.970 | $85,846 |
| 19 | 1.572 | 68,502 | 1.666 | $72,598 | 1.830 | $79,745 | 1.948 | $84,887 | 1.998 | $87,066 |
| 20 | 1.616 | 70,420 | 1.686 | $73,470 | 1.850 | $80,616 | 1.968 | $85,758 | 2.018 | $87,937 |
| 21 | 1.616 | 70,420 | 1.710 | $74,516 | 1.878 | $81,837 | 1.996 | $86,979 | 2.046 | $89,157 |
| 22 | 1.616 | 70,420 | 1.710 | $74,516 | 1.878 | $81,837 | 1.996 | $86,979 | 2.046 | $89,157 |
| 23 | 1.660 | 72,337 | 1.730 | $75,387 | 1.898 | $82,708 | 2.016 | $87,850 | 2.066 | $90,029 |
| 24 | 1.660 | 72,337 | 1.754 | $76,433 | 1.926 | $83,928 | 2.044 | $89,070 | 2.094 | $91,249 |
| 25 | 1.704 | 74,254 | 1.754 | $76,433 | 1.926 | $83,928 | 2.044 | $89,070 | 2.094 | $91,249 |
| 26 | 1.704 | 74,254 | 1.798 | $78,350 | 1.970 | $85,846 | 2.092 | $91,162 | 2.142 | $93,341 |
| 27 | 1.704 | 74,254 | 1.798 | $78,350 | 1.970 | $85,846 | 2.092 | $91,162 | 2.142 | $93,341 |
| 28 | 1.724 | 75,126 | 1.818 | $79,222 | 1.990 | $86,717 | 2.112 | $92,033 | 2.162 | $94,212 |
| 29 | 1.724 | 75,126 | 1.818 | $79,222 | 1.990 | $86,717 | 2.112 | $92,033 | 2.162 | $94,212 |
| 30 | 1.724 | 75,126 | 1.818 | $79,222 | 1.990 | $86,717 | 2.112 | $92,033 | 2.162 | $94,212 |
| 31 | 1.724 | 75,126 | 1.818 | $79,222 | 1.990 | $86,717 | 2.112 | $92,033 | 2.162 | $94,212 |
| 32 | 1.744 | 75,997 | 1.838 | $80,094 | 2.010 | $87,589 | 2.132 | $92,905 | 2.182 | $95,084 |

NORTHMOR LOCAL SCHOOL DISTRICT

**Supplemental Contracts** **Appendix D**

| | |
|---|---|
| 2026-2027 $41,478 | 2026-2027 School Year |
| 2027-2028 $42,722 | 2027-2028 School Year |
| 2028-2029 $43,576 | 2028-2029 School Year |

1. Each step is granted for three (3) years of service in the same sport/extra-curricular activity.

2. Upon hiring any coach/advisor, any previously paid coaching/advising experience in the same sport/activity at the Junior High, Freshman, JV, Assistant Varsity, or Varsity Head Coaching level will be honored per the Supplemental Salary Schedule if the experience was within the Northmor School District or if the experience was brought from another school district. The individual will be obligated to provide proof of this experience when bringing it from outside the district. This does not include volunteer or youth coaching positions.

| LEVEL | POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 |
|---|---|---|---|---|---|
| 1 | Athletic Director<br>Facility/Faculty Manager Set Amount at $1,800.00<br>**The contracts of the Athletic Director and the Facility/Faculty Manager may be divided among two or more people with previous agreement by the Board and the employee(s). | | | | |
| | | 0.20 | 0.21 | 0.22 | 0.23 |
| | 2026-2027 | **$8,296** | **$8,710** | **$9,125** | **$9,540** |
| | 2027-2028 | **$8,544** | **$8,972** | **$9,399** | **$9,826** |
| | 2028-2029 | **$8,715** | **$9,151** | **$9,587** | **$10,023** |
| 2 | Varsity Head Football Coach<br>Varsity Head Wrestling Coach<br>Varsity Head Basketball Coach (Boys)<br>Varsity Head Basketball Coach (Girls)<br>Marching Band Director<br>Musical: A. Director 40%<br>B. Vocal Director 35%<br>C. Accompanist 25% | | | | |
| | | 0.16 | 0.1675 | 0.175 | 0.18 |
| | 2026-2027 | **$6,636** | **$6,948** | **$7,259** | **$7,466** |
| | 2027-2028 | **$6,836** | **$7,156** | **$7,476** | **$7,690** |
| | 2028-2029 | **$6,972** | **$7,299** | **$7,626** | **$7,844** |
| 3 | Varsity Head Baseball Coach<br>Varsity Head Softball Coach<br>Varsity Head Volleyball Coach<br>Varsity Head Track Coach (Boys)<br>Varsity Head Track Coach (Girls)<br>Varsity Head Cross Country Coach (Boys)<br>Varsity Head Cross Country Coach (Girls) | | | | |
| | | 0.14 | 0.15 | 0.16 | 0.165 |
| | 2026-2027 | **$5,807** | **$6,222** | **$6,636** | **$6,844** |
| | 2027-2028 | **$5,981** | **$6,408** | **$6,836** | **$7,049** |
| | 2028-2029 | **$6,101** | **$6,536** | **$6,972** | **$7,190** |

NORTHMOR LOCAL SCHOOL DISTRICT

| LEVEL | POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 |
|---|---|---|---|---|---|
| 4 | Varsity Head Golf Coach (Boys)<br>Varsity Head Golf Coach (Girls)<br>Varsity Head Bowling Coach<br>Assistant Football Coaches - 5 Positions<br>JV Basketball Coach (Boys)<br>JV Basketball Coach (Girls)<br>JV Wrestling Coach | | | | |
| | | 0.11 | 0.12 | 0.1275 | 0.135 |
| | 2026-2027 | **$4,563** | **$4,977** | **$5,288** | **$5,599** |
| | 2027-2028 | **$4,699** | **$5,127** | **$5,447** | **$5,767** |
| | 2028-2029 | **$4,793** | **$5,229** | **$5,556** | **$5,883** |
| 5 | Assistant High School Boys' Basketball Coach<br>Assistant High School Girls' Basketball Coach<br>Assistant High School Wrestling Coach<br>Assistant Varsity Baseball Coach<br>Assistant Varsity Softball Coach<br>Assistant Varsity Volleyball Coach<br>Assistant Varsity Track Coach (3 Positions)<br>Assistant Varsity Cross Country Coach<br>Assistant Varsity Bowling Coach<br>JV Baseball Coach (2 Positions)<br>JV Softball Coach (2 Positions)<br>JV Volleyball Coach<br>Freshman Football Coach<br>Freshmen Boys' Basketball Coach<br>Freshmen Girls' Basketball Coach<br>High School Yearbook Advisor<br>Freshmen Girls' Volleyball Coach<br>Show Choir Advisor/Dinner Show<br><br>Freshmen coaches in any sport will receive payment for a contract if the number of athletes are great enough (number arrived at between the head coach, the athletic director, and the administration) for a team and if the team enters the season with a schedule equal to an amount greater than fifty percent (50%) of the varsity schedule for that sport. In the event the schedule can't be played due to a decrease in the number of Northmor athletes, the coach will receive fifty percent (50%) of the contract if the coach continues to work with the freshmen team on a regular basis. If the original schedule for the freshmen team does not reach an amount greater than fifty percent (50%) of the varsity schedule due to other teams dropping their freshmen program, the coach will receive full pay provided the coach continues to work with the freshmen team on a regular basis. | | | | |
| | | 0.09 | 0.10 | 0.1075 | 0.115 |
| | 2026-2027 | **$3,733** | **$4,148** | **$4,459** | **$4,770** |
| | 2027-2028 | **$3,845** | **$4,272** | **$4,593** | **$4,913** |
| | 2028-2029 | **$3,922** | **$4,358** | **$4,684** | **$5,011** |

NORTHMOR LOCAL SCHOOL DISTRICT

| LEVEL | POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 |
|---|---|---|---|---|---|
| 6 | All Junior High Coaches: | | | | |
| | A. Football (3 positions; If there are 2 teams, 4 positions) | | | | |
| | B. Volleyball (2 positions) | | | | |
| | C. Girls' Basketball (2 positions) | | | | |
| | D. Boys' Basketball (2 positions) | | | | |
| | E. Wrestling (2 positions) | | | | |
| | F. Softball (2 positions per Team) | | | | |
| | G. Baseball (2 positions per Team) | | | | |
| | H. Cross Country (2 positions) | | | | |
| | I. Track (3 positions) | | | | |
| | Junior High Cheerleader Advisor (Combines Fall and Winter) | | | | |
| | Varsity Head Indoor Track Coach (Boys) | | | | |
| | Varsity Head Indoor Track Coach (Girls) | | | | |
| | JV Golf Coach (Boys) | | | | |
| | JV Golf Coach (Girls) | | | | |
| | Jazz Band | | | | |
| | Assistant Marching Band Director | | | | |
| | Strength & Conditioning Coach (2 Positions - 1 for Boys and 1 for Girls) | | | | |
| | September - November 25% | | | | |
| | December - February 25% | | | | |
| | March - May 25% | | | | |
| | June - August 25% | | | | |
| | Junior High Honors Choir | | | | |
| | High School Show Choir Assistant Director | | | | |
| | Head Varsity Cheerleading Coach - Fall | | | | |
| | Head Varsity Cheerleading Coach - Winter | | | | |
| | Assistant Athletic Director | | | | |
| | | 0.075 | 0.085 | 0.095 | 0.1025 |
| | 2026-2027 | **$3,111** | **$3,526** | **$3,940** | **$4,251** |
| | 2027-2028 | **$3,204** | **$3,631** | **$4,059** | **$4,379** |
| | 2028-2029 | **$3,268** | **$3,704** | **$4,140** | **$4,467** |
| 7 | Junior Class Advisor (2 Positions) | | | | |
| | Choir Accompanist (1st Semester) | | | | |
| | Choir Accompanist (2nd Semester) | | | | |
| | | 0.025 | 0.0275 | 0.03 | 0.0325 |
| | 2026-2027 | **$1,037** | **$1,141** | **$1,244** | **$1,348** |
| | 2027-2028 | **$1,068** | **$1,175** | **$1,282** | **$1,388** |
| | 2028-2029 | **$1,089** | **$1,198** | **$1,307** | **$1,416** |
| 8 | Elementary Show Choir | | | | |
| | Student Council Advisor | | | | |
| | Senior Class Advisor | | | | |
| | Pep Band | | | | |
| | National Honor Society Advisor | | | | |
| | Assistant Varsity Cheerleading Coach - Fall | | | | |
| | Assistant Varsity Cheerleading Coach - Winter | | | | |
| | Marching Band Flag Advisor | | | | |
| | Marching Band Twirling Advisor | | | | |
| | | 0.02 | 0.025 | 0.0275 | 0.03 |
| | 2026-2027 | **$830** | **$1,037** | **$1,141** | **$1,244** |
| | 2027-2028 | **$854** | **$1,068** | **$1,175** | **$1,282** |
| | 2028-2029 | **$872** | **$1,089** | **$1,198** | **$1,307** |

NORTHMOR LOCAL SCHOOL DISTRICT

| LEVEL | POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 |
|---|---|---|---|---|---|
| 9 | Sophomore Class Advisor<br>Freshman Class Advisor<br>Jr. High Activities Advisor<br>Spelling Bee Coordinator (2 positions; 1 for K-6 and 1 for 7-12)<br>Science Fair Coordinator (2 positions; 1 for K-6 and 1 for 7-12) | | | | |
| | | 0.01 | 0.0125 | 0.014 | 0.015 |
| | 2026-2027 | **$415** | **$518** | **$581** | **$622** |
| | 2027-2028 | **$427** | **$534** | **$598** | **$641** |
| | 2028-2029 | **$436** | **$545** | **$610** | **$654** |

Camp Nuhop Outdoor School Coordinator Position at a rate of $400 per year.

Academic Challenge will be paid $300 per team with a minimum of five (5) students per team.

Teacher Leader-In-Me (TLIM) Lighthouse Coordinators

a. K-6 at $900.00 per year
b. 7-12 at $900.00 per year

Mentor Program

1. The Mentor Coordinator will be paid $1,300 per year.
2. A teacher who is trained as a mentor and is designated as such by the building principal will receive a payment of $550.00 per mentee.

Transportation

Any coach who is qualified to drive a bus or other school transportation vehicle and has the approval of the bus coordinator, may choose to drive his/her team to their competition. The coach will be paid the same hourly wage that any other driver would receive but will only be compensated for the hour(s) spent driving. The coach will not be paid the transportation wage while at the event. No coach will be forced by the Board to be certified to drive or forced to drive even if he/she is already certified. Any coach who drives his/her own route will be expected to fill out the same paperwork as any other driver. No coach will drive his/her own vehicle to transport the students.

Any coach, who is qualified to drive a bus or other school transportation vehicle and has the approval of the bus coordinator to drive another team to their competition, will be paid the same hourly wage that any other driver would receive for the entire trip since the coach is not coaching that particular team.

Restriction Upon Holding Multiple Positions In the Same Sport

One individual cannot hold multiple positions in the same sport at the same time. For instance, the contracts of the "Varsity Cheerleading Coach - Fall" and the "Assistant Varsity Cheerleading Coach - Fall" may not be combined under one person. Exception: The Youth Sports Coordinator can be one of the coaches from the high school or junior high positions.

Youth Sports Coordinators

Any Board-approved individual who coordinates a youth sports program will receive payment of 75% of the salary listed under Level 8 - Step 1 for each separately conducted program. These programs include one (1) position each for football, volleyball, wrestling, boys' basketball, and girls' basketball. These coordinators must remain at Step 1 and cannot change Step regardless of years of experience.

Appendix E

**NORTHMOR LOCAL SCHOOLS**
**GRIEVANCE REPORT FORM**

Grievant_____

Position/Title_____

Date on which grievance occurred or became known to the grievant_____

**Concise statement of what happened:**

**Sections of the contract, rule, policy, or procedure believed to have been violated:**

**Remedy requested:**

Grievance discussed with the immediate supervisor and/or principal: Date: _____/_____/_____ Day Month Year

If no discussion was held with the immediate supervisor/principal, please explain why not:

This grievance was filed with the Superintendent: Date: _____/_____/_____ Day Month Year

THIS GRIEVANCE WAS APPEALED TO ARBITRATION: Date: _____/_____/_____ Day Month Year

Signature of the grievant: _____ Date: _____/_____/_____ Day Month Year

Appendix E

Grievance Decision

Step 1 (Formal) Decision – Principal _____

_____

_____

_____

_____ _____

Date Signature of Administrative Representative

_____

Signature of Aggrieved and/or Association Representation*

Step 2 (Formal) Decision – Superintendent _____

_____

_____

_____

_____ _____

Date Signature of Administrative Representative

_____

Signature of Aggrieved and/or Association Representation*

Step 3 (Formal) Decision – Board _____

_____

_____

_____

_____ _____

Date Signature of Administrative Representative

_____

Signature of Aggrieved and/or Association Representation*