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AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF

ONTARIO LOCAL SCHOOLS

AND THE

ONTARIO FEDERATION OF TEACHERS

LOCAL #1703

AMERICAN FEDERATION OF TEACHERS

AFL/CIO

JULY 13, 2026 - JUNE 30, 2029

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12.1 Treasurer's Certificate

The following certificates are attached to the Ontario Federation of Teachers Local 1703 contract beginning July 1, 2026 and ending June 30, 2029.

R.C. 5705.41 Certification

As the chief fiscal officer of the Owner, I certify that the amount required to meet the obligation of the fiscal year in which the attached contract is made has been lawfully appropriated for such purpose and is in the treasury or in the process of collection to the credit of an appropriate fund free from any previous encumbrances.

Print or type name: Randall Harvey
Treasurer

R.C. 5705.412 Certification

We certify that the Owner has in effect for the remainder of the fiscal year and the succeeding fiscal year, the authorization to levy taxes including the renewal or replacement of existing levies which when combined with the estimated revenues from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the district to maintain all personnel, programs, and services essential to the provision of an adequate educational program for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the two succeeding fiscal year, equal to the number of days instruction was held or is scheduled for the current fiscal year.

Print or type name: Keith Strickler
Superintendent

Print or type name: Todd Friend
President of the Board of Education

Print or type name: Randall Harvey
Treasurer

NEGOTIATIONS

This agreement between the Ontario Federation of Teachers and the Ontario Local Board of Education pertaining to all items, monetary and non-monetary, shall be for a period, beginning July 13, 2026 and ending June 30, 2029.

PREAMBLE

The purpose of this agreement is to set forth the intents and terms thereof agreed to by the Ontario Local Board of Education and the Ontario Federation of Teachers as follows:

ARTICLE I

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A - RECOGNITION

1. RECOGNITION OF FEDERATION

   The Ontario Local Board of Education recognizes the Ontario Federation of Teachers, Local 1703, American Federation of Teachers, AFL-CIO, as the sole and exclusive bargaining representative for all classroom teachers in the Ontario Local School District on matters of salary, fringe benefits and terms and conditions of employment as addressed in this negotiated agreement.

2. RECOGNITION OF BOARD

   In order to carry out its responsibility for the development and operation of programs providing the best educational opportunity for the Ontario Local School District, the Federation recognizes that the Board has the responsibility and authority to manage and direct in behalf of the public, all operational activities of the school district to the full extent authorized by the law.

3. RECOGNITION OF SUPERINTENDENT

   The Federation and Board recognize the Superintendent as the chief executive officer and primary professional advisor of the board.

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B – CHALLENGES

1. Only bona fide teacher organizations may challenge the Ontario Federation of teachers for the right to represent the bargaining unit. If such a teacher's organization wishes to challenge the Ontario Federation of Teachers for such rights, that organization must notify the Ontario Federation of Teachers during the third week of September commencing with September, 1985. The challenge must be through a petition which contains at least 50% of the regular certificated staff exclusive of administrators. After receiving such notice and with little delay, no more than two representatives of the Ontario Federation and two representatives of the challenging organization shall meet to establish policies and procedures for an election. No challenge shall be valid except as provided herein.
2. If no notice is received pursuant to Article I B, the Ontario Federation of Teachers shall remain the sole and exclusive representative of the bargaining unit for a period of three additional years. Future negotiated agreements will extend no longer than the time remaining in the three year recognition period.
3. If, as a result of the procedure stated in sections A & B above of the Article, an election is to be held, that election shall be held during the second week of December commencing with 1987 under the direction and supervision of the American Arbitration Association in accordance with ground rules to be negotiated between the Ontario Federation of Teachers and the challenging organization. The cost of the election will be borne by the challenging organization.
4. The Ontario Local Board of Education will recognize the winner of an election as the sole and exclusive agent for regular certificated staff which includes teachers, librarians, and guidance counselors. Administrators are excluded.
5. The winner of such an election will be the organization which obtains 50% plus 1 (simple majority) of those voting.
6. The Ontario Local Board of Education recognizes that the present contract has been negotiated with the Ontario Federation of Teachers and if the Ontario Federation of Teachers is not re-elected as the bargaining agent, the contract will become null and void.

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C - DEFINITIONS

1. Wherever the term "Board" is used, it is to mean the Ontario Local Board of Education.
2. Wherever the term "Federation" is used, it is to mean the Ontario Federation of Teachers, affiliated with the Ohio Federation of Teachers and the American Federation of Teachers, AFL-CIO.
3. Whenever the singular is used, it is to include the plural.
4. When the term "superintendent" is used, it shall refer to the superintendent or his/her delegated representative. When "principal" is used, it shall refer to the principal or his/her delegated representative.
5. Whenever the term "teacher" is used, it shall mean all members of the bargaining unit as defined in Article II, #5.

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D - OTHER ORGANIZATIONS

Teachers shall have the privilege of joining any teachers' organization, but such membership shall not be a requirement of employment. No undue pressure shall be applied to any certificated teacher to join a particular teachers' group. No member of the faculty shall be influenced against joining or continuing membership in any such organization by any person in a supervisory or administrative capacity.

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E - DUES CHECK- OFF

1. The Board shall deduct Federation dues from the second paycheck of each month for each employee from whom it receives a written authorization to do so. Such deductions shall continue until the Treasurer of the Board is in receipt of a written revocation of such authorization from the employee; or until the employee's services are terminated. Forms shall be provided for such purpose. Enrollments may be filed monthly not later than the tenth of the month. The treasurer of the Board will make reasonable effort to notify the Union upon written receipt of revocation, however, failure to provide such notices does

not constitute grounds for continuation of the deduction or payment.

2. Monies from dues collections accompanied by a list of employees from whom they have been deducted shall be transmitted to the Federation not later than 15 days. If dues are not deducted because of a clerical mistake, the Federation will notify the Treasurer and the proper deductions shall be made the following month.
3. The form provided shall read:

> I hereby authorize and direct the Board of Education of Ontario Local Schools, through its Treasurer, to deduct from the portion of my salary due me each month the amount as certified by the Ontario Federation of Teachers as the current rate of dues. Such deduction is to start after the date of this authorization.
>
> I further authorize and direct you to transfer and pay such sum as determined by the Ontario Federation of Teachers' Fair Share Fee Procedures.
>
> _____
> Employee Signature

Effective Date_____

Social Security Number_____

Position_____

Last Name_____First_____Initial_____

Address_____

_____

Building_____

4. Organizational dues deductions shall be the sole and exclusive right of the bargaining representative.

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F - AGENCY SHOP

1. All members of the bargaining unit who are not members of the Federation shall pay a fair share fee to the Federation in accordance with the following requirements:

a. The fair share fee shall be automatically deducted from the pay beginning with the first payroll or 60 calendar days after the employee's first day of service, or the effective date of this agreement, whichever is later.
b. The fair share fee shall not be more than the dues paid by members of the Federation not including initiation fees, fines, assessments, or optional payments.
c. The Federation shall provide the Treasurer with a list of names of those unit employees who are not members of the Federation and the amount of the fair share fee to be deducted for each.
d. The Federation shall develop and provide a written copy to each employee of an internal rebate procedure which conforms to Section 4117.09 of the O.R.C. and other applicable law.
e. The Federation shall indemnify the Board and its members and hold them harmless from any liability, damages, or expenses including legal fees resulting from legal or administrative claim brought against them as a result of this provision.

ARTICLE II

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CLARIFICATION

A. Electronic copies of all school Board minutes shall be available to the Federation as soon as they are approved by the Board action.
B. Electronic copies of the Board agenda and addendum(s) of each regular and special Board meeting shall be available to the president of the Federation or his/her assigned representative when completed. The Federation president shall be advised as soon as possible of all special Board meetings.
C. Superintendents, principals, or secretaries shall not collect dues for any teacher organization.
D. The Federation agrees to represent equally all teachers without regard to membership or participation or association with the activities of any teacher's organization and to give equal consideration and representation to any teacher not affiliated with a teacher's organization.

E. The bargaining unit includes guidance counselors, special education teachers, remedial teachers, certificated school librarians, and classroom teachers.

F. A list of all bills presented for payment at each regular Board of Education meeting shall be available to the Federation president, or his/her representative, at Board meetings.

G. The Superintendent, or his/her designee, and a Federation representative shall meet at the request of either party to discuss any matters pertaining to the terms of the negotiated agreement. Other labor relation problems which are mutually agreed to may be discussed at said meeting. Similar meetings may take place at the building level between the principal and the Federation building representative. An agenda shall be prepared twenty-four (24) hours in advance by the requesting party and a copy will be provided to all other participants.

H. A place on the agenda of building teacher meetings shall be reserved for the Federation building representative for announcements. Sufficient notice shall be given to the principal so that this may be added to the agenda.

I. The Federation shall place on the agenda of each meeting any matters brought to its attention for its consideration by the administration.

J. Whenever members of the bargaining unit are mutually scheduled by the parties to participate in conferences, meetings, or in negotiations concerning the collective negotiations agreement, they shall suffer no loss in pay, providing the meeting has been authorized by the Superintendent of Schools. Normally, all such conferences, meetings, and negotiations are to occur after scheduled school hours.

K. The Federation agrees to distribute copies of this agreement to all Federation members, administrators, and board members, within twenty (20) days following ratification of the agreement. The Federation further agrees to provide copies to all new teachers at the time of employment. The cost of and preparation of the new contract will be the responsibility of the Federation.

L. The Federation shall be provided adequate bulletin board space in the teachers' lounge of each school for the posting of official notices and other official materials relating to Federation activities. The bulletin board space allocated shall be identified with the name "Federation." The school delegate or designee shall have the responsibility of posting

materials on the bulletin board. Board notice of staff vacancy or pertinent information that originates within the Ontario Local School System about our teachers may be posted by the building principal.

M. Only the Federation shall have the right to place Federation related material in the mailboxes of teachers, principals, and bargaining unit members. Placement shall be made by the building representative or his/her designee.

N. The Board shall permit the president of the Federation or his/her designated local representative to visit the local schools for any purposes relating to the terms and conditions of this agreement, so long as the educational program is not interrupted.

O. Information such as statistics, and records deemed to be relevant to negotiations, or reasonably necessary for the proper enforcement of the terms of these policies, shall be made available by the Board of Education to the Federation upon its request with the exception of personal records.

P. Upon request, the Federation shall be permitted to hold meetings within the school buildings before or after school hours.

Q. A block of time will be scheduled for the OFT luncheon on the new teacher's day.

ARTICLE III

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CONFORMITY TO LAW

A. If any provision of this agreement is or shall be at any time contrary to law, then such provisions shall not be considered a part of this policy; it being understood that the parties shall then negotiate differences in accordance with law.

B. In the event that any provisions of this agreement shall become contrary to law, all other provisions of this agreement shall continue in full force and effect.

C. Either party may request to open discussion on new legislation affecting teachers.

ARTICLE IV

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GRIEVANCE PROCEDURE

A. DEFINITION

A grievance is a complaint by an employee wherein it is alleged that (1) there is a violation, misinterpretation, or misapplication of the provisions of this agreement, or that (2) his/her health or safety is jeopardized. Under this definition an alleged grievance may be taken to final arbitration (Step 5).

An alleged violation, misinterpretation, or misapplication of adopted Board policy not covered by this agreement may also be registered. A grievance in this category may not be taken beyond the Board level (Step 4).

As used in this article, the term "employee" shall mean (1) an individual employee, or (2) a group of employees having the same grievance, or (3) the Federation when not in lieu of an individual's problem.

B. PROCEDURE

Grievances shall be presented and adjusted in accordance with the following procedures:

1. INFORMAL PROCEDURE

   Either the teacher with a grievance or the local Federation representative, or both, may first discuss the matter with the principal or administrator concerned, with the objective of resolving the matter informally.

2. FORMAL PROCEDURE

   Step 1 - In the event the matter is not resolved informally, four copies of the grievance stated in writing shall be filed with the building principal. Within five school days in session the principal shall set a time to meet with the party or parties concerned and a decision shall be reached within that five school-day period. The principal shall state his decision in writing, together with the supporting reasons, and shall furnish three copies to the Federation representative.

   Step 2 - Informal meeting: An informal meeting with the grievance committee

chairperson and the Superintendent to review the opinion will be held within three school-days after a formal grievance is filed to attempt to resolve the grievance.

Step 3 - Should no satisfactory decision be reached in the above procedure, all facts shall be presented to the Superintendent. All action taken heretofore shall be presented in written form to the Superintendent. The Superintendent or his delegated representative shall set a time and meet within five school days in session with the principal, the employee concerned, and the Federation representative. The Superintendent shall make a decision within five school days in session following that meeting. The decision shall be made in writing, together with supporting reasons, to the aggrieved teacher, to the Federation representative, and to the principal or administrator involved.

Step 4 - Failing satisfactory settlement at Step 3, the aggrieved may appeal to the Board of Education. The request for Board consideration must be written and all procedures heretofore explained. A meeting of the Board, the Superintendent, the principal, the aggrieved, and the Federation representative shall be held within five school days in session after the written request has been received to consider the request. The Board shall make a decision within ten school days in session. This decision shall be made in writing, together with supporting reasons, to the aggrieved teacher, to the Federation representative, and to the principal or administrator involved. Such decision shall be signed by the president of the Board or a delegated member.

Step 5 - If the Board is unable at Step 4 to resolve the grievance to the satisfaction of the aggrieved, written notification shall be sent to the Board. The Board shall then employ the services of the American Arbitration Association or Federal Mediation and Conciliation Service for the purpose of obtaining a resolution. Either party may contact the American Arbitration Association or Federal Mediation and Conciliation Service and shall notify the other party that such

action has been taken. If the services of the American Arbitration Association are employed, the Board requests under this section (Article IV, Step 5) that the American Arbitration Association supply to both the Board and the aggrieved a list of seven (7) arbitrators from which an arbitrator will be selected. This arbitrator shall be selected by the alternate striking of names from the list until only one name remains. To determine which party shall strike first, a coin shall be flipped. Representatives of the Board and Federation shall meet at times established by the arbitrator for the purpose of hearing the grievance. The arbitrator shall prepare a written statement of his decision for the parties. The decision of the arbitrator shall be final. All parties to the grievance shall comply with the decision of the arbitrator.

C. GENERAL PROVISIONS

1. If a grievance is not initiated within thirty calendar days of the cause for grievance, it shall no longer be considered a grievance under this agreement.
2. When hearings are held during school hours, all employees who are directly involved at the hearing shall be excused for the purpose with pay.
3. No employee shall be placed in jeopardy or be subject to reprisal for having followed this grievance procedure.
4. A grievance filed due to health and safety shall be accompanied by a bona fide statement from one medical doctor. This statement must be submitted after Step 2 of the formal grievance procedure.
5. No employee at any stage of the grievance shall be required to meet with any administrator concerning the grievance without a Federation representative.
6. If a grievance arises from the action of authority higher than that of the principal of a school, the aggrieved may present such grievance directly to the authority involved. In such cases, the building principal shall be apprised of the grievance and its final disposition.
7. If the grievance is not satisfactorily resolved at this meeting, the aggrieved may proceed to the next step.

8. Failure of the party with whom the grievance is registered to observe the specified time limits shall automatically advance a grievance to the next step unless mutually agreed upon.
9. The time limits specified in this procedure may be altered, in any specific instance, by mutual agreement in writing.
10. Cost of employing the services of the American Arbitration Association or Federal Mediation and Conciliation Service shall be incurred by the party against whom the arbitrator rules.
11. It is understood that any teacher who is not a member of the Federation or has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his/her own behalf as an individual.
12. An appeal by the aggrieved of a decision at any step of the procedure must be made within ten school days after a decision has been rendered. Failure to appeal shall denote acceptance of a decision and such decision shall thereafter be finding on the aggrieved.
13. A grievance filed with less than five school days in session shall be processed, according to the grievance procedure, within the next five days in session or administrative work days.
14. Should a grievance be filed which involves a second staff member, that staff member shall be given a copy of the grievance filed by the first party.

ARTICLE V

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TEACHER TRANSFER POLICY

A. Each teacher is guaranteed the right to apply for a transfer to another grade or school as vacancies occurs. Transfers shall be based upon consideration of qualifications as to field or grade level, on seniority in the Ontario Local School system, and recommendation of principals concerned and the Superintendent of Schools.
B. All OFT vacancies and new teaching positions shall be sent electronically to all OFT members.

C. No appointment may be made until transfer requests for existing openings have been considered.

D. Requests for transfer shall be made in writing to the office of the Superintendent within five school days after announcement has been made of the vacancy of the position. Forms shall be provided by the Superintendent.

E. Applications for transfer shall be made in duplicate, and the teacher shall be given a dated copy.

F. A file of all transfer requests shall be maintained in the office of the Superintendent. This applies only to the position that is open.

G. All notices of transfer shall be in writing from the office of the Superintendent to the teacher involved.

ARTICLE VI

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LUNCH PERIOD

Every teacher shall have a duty-free lunch period of at least thirty minutes.

ARTICLE VII

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ATTENDANCE PREMIUM

Each teacher having not used any personal leave shall receive a premium of $300.

The premium(s) shall be included with the second paycheck in July. Charges shall be made against the sick leave and personal leave premium as follows:

For sick leave, $125 dollars shall be deducted from the $300 dollar for the First two sick leave days used and the remaining $50 for the third day.

Sick Leave Premium		**Personal Leave Premium**	
1st Day	$125	1st Day	$150
2nd Day	$125	2nd Day	$150
3rd Day	$ 50		
Total	$300	Total	$300

For personal leave, $150 Dollars shall be deducted from the $300 dollar premium for each personal leave day used. (SEE Article VIII, Leave, Sections C., 3 for the

possibility of additional pay for unused personal leave days.)

In no case shall the deduction(s) exceed $300. No deductions shall be made for days when schools are closed due to inclement weather and/or other unforeseen difficulties or events. A teacher using ten or more days of sick leave will not qualify for the personal leave premium. Perfect attendance and personal leave premium shall be calculated each year from July 1st through June 30th. To be eligible to receive the attendance premium, an employee must be under an employment contract during the entire school year. Teachers who retire in May or June will be considered eligible for the attendance premium.

ARTICLE VIII

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LEAVE

A. SICK LEAVE

One and one-fourth days of sick leave may be accumulated each month for a total of fifteen days in one school year.

Sick leave shall be accumulated for a total of 450 days, with accumulation beyond 300 days beginning July 1, 1999.

Sick leave is granted for the following reasons:

1. Illness or injury to the employee;
2. Illness or injury in the immediate family; is, spouse, children, father, mother; employee's in-laws and grandchildren (if employee is legal guardian of grandchild);
3. Death in the immediate family as stated above, as well as sister, brother, in-laws, nephew, niece, aunt, uncle, cousin, grandchildren or grandparents;
4. One day per school calendar year for attendance at the funeral of a person not related to the employee;
5. Pregnancy and/or childbirth in accordance with mandates of current law. Pregnancy is defined as the date of conception through child birth and will be treated as any other illness. Maternity is defined as the period after the birth of a child. The adoption procedure is utilized based on the following language: The

physical acquisition of a child for adoption begins with the use of two personal leave days, if needed for such things as travel. Any days beyond that time, must be used as sick leave days. If one personal leave day has been used prior to the physical acquisition of a child for adoption, the second personal leave day must be used for the initial day of travel. If both personal leave days have already been used prior to the physical acquisition, sick leave days must be used for the initial day of travel, if that number of days is accumulated. Sick leave use for maternity/adoption is limited to (60) sixty paid days minus any days used under pregnancy leave for the same pregnancy. Maternity/Adoption leave may be used in combination with unpaid days and sick leave up to the maximum number of weeks allowable under FMLA.

6. Employees will not be charged sick leave for verified medical appointments (Doctor's note required) during the regularly scheduled work day providing:
    - They do not miss more than 60 minutes, not counting prep or lunchtimes.
    - They have prior approval from their Principal
    - The employee must secure coverage for their classroom. The coverage they arrange must not impact the instruction of the other classrooms and be approved by the Principal.

If the principal does not receive a call at the end of any school day during which a teacher is out due to illness, it will be assumed that the teacher will be back on the job the following school day.

A teacher with less than (5) five accumulated days of sick leave at the start of the school year shall be advanced the difference between their accumulated balance and (5) five days if needed and requested by the teacher. A teacher who begins the school year with at least (5) accumulated sick leave days will not be advanced sick leave days during the school year.

Any teacher who exceeds 100 sick leave days in a school year or 100 consecutive days is required to apply for disability with the State Teacher's Retirement System in order to continue receiving payment for sick leave. If disability retirement is awarded by STRS, it

must be accepted by the employee.
The Superintendent of schools may require a teacher to furnish a written, signed statement on forms prescribed by the Board to justify the use of sick leave. If medical attention is required, the employee's statement shall list the name and address of the attending physician and the dates when he or she was consulted. Nothing in this section shall be construed to waive the physician-patient relationship provided by law.

Any abuse of sick leave policy will result in non-payment of the delinquent teacher's salary for the duration of employment in question. The Superintendent or his delegated representative shall investigate such absence and make a written report of such findings. The employee involved and the Superintendent shall confer on the report. A recommendation shall then be made to the Board of Education with a recommendation for action.

Falsification or abuse of sick leave shall be grounds for disciplinary action, including termination. These sick leave provisions shall be executed in accordance with the Ohio Revised Code 3319.141.

B. SEVERANCE PAY Table of Contents 1

Severance pay shall be a one-time, lump sum payment to eligible employees according to the following provisions:

1. ELIGIBILITY

To be eligible for severance pay, an employee must meet the following criteria:

a. The individual must retire from the school system.
b. Retirement is defined as disability or service retirement under any state or municipal retirement system in this state.
c. The individual must be eligible for disability or service retirement as of the last day of employment.
d. The individual must within 120 days of last day of employment with Ontario Local Schools, prove acceptance into the retirement system by providing a copy of his/her first retirement check or an official letter from STRS verifying the

individual's retirement. This time frame shall be extended in cases where failure to meet the 120 day limit is the fault of the State Teachers Retirement System.

e. Must not have less than ten years of service with Ontario Local Schools, the state, or its political subdivisions.

f. Must sign for severance check certifying all eligibility criteria have been met.

2. BENEFIT CALCULATION

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

a. Multiplying the employee's accrued but unused sick leave by 22.22%.

b. Multiplying the product times the per diem rate of pay appropriated for that individual's placement on the salary schedule. For the purpose of computing severance pay only, the daily rate of pay as a teacher shall be computed by excluding supplemental pay

3. PAYMENT OF SEVERANCE PAY

Checks for severance pay shall be issued within thirty days after the employee proves he/she has received and cashed the first retirement check or has demonstrated that he/she has met the above criteria, whichever comes first. Severance pay shall be a one time, lump sum payment for eligible employees as applicable, in the District's Medical Expense Reimbursement Plan and Trust / 403(b) Special Pay Plan (the "Conversion Plan").

C. PERSONAL LEAVE Table of Contents 1

Teachers are entitled to two (2) personal leave days, without restriction, from July 1st of each year through June 30th of the following year.

A teacher hired during the school year is eligible for only one (1) personal leave day. This condition applies only during the first year of service.

The following exceptions apply:

1. When possible, application for personal leave shall be made at least five (5) school days prior to the first day for which the leave is requested. In case of emergency, the

teacher shall give the application to the principal within one (1) day after returning.

2. Personal leave may be taken in full or half day increments.
3. Unused personal leave days may accumulate up to a maximum of four (4) accumulated days in addition to the two (2) days provided annually for a maximum total of six (6) personal leave days at any one time. In order to carry over personal leave days, employees will need to complete an Attendance Premium waiver form provided by the Treasurer's office by the end of the school year, indicating the portion of unused Personal Leave days they want to carry over. Employees may elect to waive attendance payment for any or all unused personal leave days. The waived days will be carried over to the next year. Any days not waived by the end of the school year will be paid in the Attendance Premium. If no waiver form is completed by the end of the school year, the Attendance Premium will be paid for any unused personal leave days. Once the Attendance Premium is paid, the employee cannot subsequently change their mind and waive the payment. The purpose of allowing the accumulation of unused personal leave days is to eliminate requests for dock days. Dock days will only be approved by the Superintendent in dire situations, under extreme circumstances, or for Family Medical Leave Act purposes.
4. The teacher will not use personal days for purposes of gainful employment.
5. The teacher will not be charged with a personal leave day if subpoenaed as a third party. This will be classified as a paid court day.
6. Personal leave days may not be used in lieu of sick leave.
7. Any abuse of personal leave shall result in loss of pay for that leave.
8. The granting of personal leave is contingent on the availability of a substitute, except for cases of emergency.
9. Except in cases of emergency, personal leave will be approved on a first come, first served basis or in the order that the requests are received.
10. It is the teacher's responsibility to monitor their personal leave usage. If they use more personal days in a year than they have available, even if the request form is approved by their administrator, the teacher will be docked for the additional day used.

D. PROFESSIONAL MEETINGS Table of Contents 1

Certificated staff members who on days when school is in session, wish to participate in professional meetings, workshops, visitation, conferences, and clinics pertaining to their particular teaching fields as listed on regular and supplemental contracts, shall submit to their building principals, at least three weeks in advance of the scheduled activity, three (3) copies of a written request to attend. This request shall state the nature of the event, the dates when attendance is required, where the event is to take place, the date of the request itself, and the name of the employee making the request. Building principals shall forward one copy of the request for the Superintendent's approval. Such request shall not be granted for attendance at meetings of teachers' organizations.

Approval of such leave shall be granted pending consideration of the following:

1. The activity must pertain to the grade or subject area in which the teacher submitting the request is working.
2. If a substitute teacher is available.
3. When more than one teacher is involved in such a request, leave shall be granted on approval of the principal.
4. Attendance at such meetings shall be limited to two days.
5. Meals will only be reimbursed if there is a required overnight stay. Reimbursement of meals will be at a rate not to exceed $40 daily (and not more than $20 per meal). Itemized receipts for meals must accompany the request for reimbursement filed with the Treasurer's office.
6. Under no condition will reimbursement be given for entertainment or alcohol.
7. Personal expenses not directly related to conference, workshop, seminars, etc. will not be reimbursed.
8. Receipts for other reimbursed expenses, such as parking, must accompany the request for reimbursement filed with the Treasurer's office.
9. Approval to attend such meetings shall include payment of the teacher's salary while he/she is in attendance. A mileage rate, as established by the Board of Education and subject to availability of appropriate funds, shall be paid to the teacher. A substitute teacher shall be paid to assume the teacher's responsibilities

while he/she is absent.

10. Teachers attending such meetings shall report items of interest to grade-level teachers, department staff, building staff or the entire school staff, if such report is requested. The building principal shall schedule a meeting at a time convenient to the majority of the staff involved. The building principal shall attend the scheduled meeting.
11. The head high school coach and varsity staff, on paid supplemental contracts, may be permitted to attend one clinic pertaining to their extracurricular field. In addition, the head high school coach and varsity staff may be permitted to attend the state tournament or substitute this tournament with one additional clinic. State tournament tickets may be purchased through the general athletic fund.

E. ATTENDANCE AT DISTRICT, STATE AND NATIONAL MEETINGS OF THE AMERICAN FEDERATION OF TEACHERS Table of Contents 1

Members of the bargaining unit who wish to attend district, state, and national meetings of the American Federation of Teachers must seek the approval of the President of the Ontario Federation of Teachers. With the President's approval, three (3) copies of the written request must be forwarded to the Superintendent at least three weeks in advance of the scheduled meeting.

1. Such a meeting is scheduled for days on which school is in session.
2. Attendance at any and all such meetings shall be limited to five (5) total school days per school year, to four (4) staff members per year and to fifteen (15) total staff days per year.
3. Members of the Ontario Federation of Teachers whose requests are approved shall provide their building principals with teaching plans to cover classroom work during time of absence.
4. The Board of Education shall pay the salary of substitute teacher to cover the employee's absence.
5. If there is a need for a substitute to replace a professional staff member authorized to attend a meeting of the American Federation of Teachers, the Board of

Education shall be reimbursed by the Federation for said substitute's established salary.

6. The Board of Education shall not pay any expenses incurred by teachers attending such a meeting.

F. MATERNITY LEAVE OF ABSENCE Table of Contents 1

1. Any employee who becomes pregnant shall, upon written application to the Superintendent, be granted leave to absent herself from work for maternity reasons.
2. The application shall include (1) a signed statement justifying the use of maternity leave, (2) the date when the employee's services will be discontinued, (3) the name and address of the attending physician and dates when he/she was consulted. Such application shall be presented to the Superintendent as far in advance prior to discontinuance of service as is practical. Nothing in this section shall be construed to waive the physician-patient privilege provided by law.
3. If at any time during the term of pregnancy the Superintendent is of the opinion that such employee is unable to satisfactorily perform her duties by reason of said pregnancy, the Superintendent may request such employee to discontinue her service.
4. Additional unpaid maternity leave in conjunction with maternity/adoption as listed under LEAVE Item F shall be granted for a period of not more than one school year from the date on which such leave becomes effective. Certificated staff members may return to full-time service from a maternity leave upon presenting a formal request to the Superintendent which would include a written statement that such a return to service would not be detrimental to the health of said staff member. It shall be the prerogative of the Board to reinstate the employee at the beginning of the next semester after the date on which she is physically able to return to work.
5. In no case of leave for maternity shall any combination of such maternity leave and sick leave days be used beyond a total of 365 continuous days.

6. An employee who adopts a child may request, upon written application to the Superintendent, a leave of absence without pay for maternity reasons. The initial request may be for the remainder of the school year. (Refer to LEAVE Item F) Said employee may request in writing an extension of the leave for one additional year. Extensions may only be granted if approved by the Superintendent. A leave granted under this section shall not be terminated during a school year unless approved by the Superintendent.
7. When an employee who has been on maternity leave of absence returns to the staff, she shall be assigned to a position for which she is qualified and certified. Final assignment shall be made by the Superintendent.
8. Seniority shall apply to all teachers whether teaching or on leave, including maternity leave.

G. GENERAL LEAVE Table of Contents 1

Certificated staff members may apply in writing through the principal and Superintendent to the Board of Education for approval of a leave of absence for an entire academic year for one of the following reasons:

1. Illness of a personal nature or in the family;
2. Other justifiable causes.

When an employee who has been on general leave of absence returns to the staff, he/she shall be assigned to a position which he/she is qualified and certified to fill. Final assignment shall be made by the Superintendent.

H. LIMITED LEAVE Table of Contents 1

Certificated staff members may apply in writing through the principal and the Superintendent to the Board of Education for approval of a limited leave for a semester or less, providing such request be made at least three (3) weeks before the leave shall be effective.

Limited leave is subject to the following conditions:

1. A substitute certified in the teaching field involved may be secured.

2. The teacher must forfeit his/her salary during the time of absence.
3. Pending the recommendation of the appropriate building principal and Superintendent, final approval must be granted by the Board of Education.

I. SABBATICAL LEAVE Table of Contents 1

Fully certificated members of the bargaining unit, with a Bachelor's degree may be granted a leave of absence for two (2) semesters for study and/or research at an accredited four year college or university, subject to the following conditions:

1. The employee must have completed five (5) consecutive years of employment in the Ontario Local Schools immediately prior to application.
2. Each year up to two percent (2%) of the eligible staff may be granted sabbatical leaves of absence.
3. The leave must be based on a detailed plan for professional growth, to be submitted to the Superintendent by March 1st, of the year preceding the year of the requested leave.
4. The employee must sign an agreement requiring him/her to return to service in the Ontario Local Schools immediately upon termination of the sabbatical leave and continue in such service for at least one (1) year or to refund all of the Board's contribution to the STRS that was paid for the teacher during the sabbatical leave.
5. At the request of the employee on leave, the employee may participate in the Board's hospitalization, vision, dental, and life insurance plans. Premiums will be paid by the employee.
6. Upon return to Ontario Local Schools, the employee shall resume the contract status he/she held prior to such leave and shall be reassigned, if possible to the same position, or a comparable position to the one held immediately prior to the leave.
7. Within sixty (60) days after completion of the sabbatical leave, the employee granted such leave shall file a written report with the Superintendent showing evidence that the plan of professional growth was followed.

8. No employee shall be permitted to take sabbatical leave more than once in five (5) years, and after five (5) years, said employee shall not be allowed sabbatical leave if others have made application for such leave.
9. Teachers wishing to apply for sabbatical leave shall do so by March 1st, of the year preceding the year for which sabbatical leave is requested. Should more than 2% of the staff apply, with acceptable plans of study, a waiting list will be established to identify the year in which acceptable applicants may take sabbatical leave.

J. ASSAULT LEAVE Table of Contents 1

Assault leave with pay will be available to teachers who are unable to perform their contract duties because of physical injury or illness caused by an assault on said member while he/she is performing his/her contract duties. All such leave will be subject to the following provisions:

1. The teacher has signed a written statement justifying the granting and use of assault leave.
2. The teacher shall be required to provide a physician's statement describing the nature of the disability and its duration.
3. The teacher agrees to sign a statement indicating a willingness to participate and cooperate with the Board if the Board decides to pursue legal action against the assailant.
4. The teacher will be maintained on full pay status with fringe benefits during the period of the paid assault leave, not to exceed twenty (20) working days.
5. The teacher may not perform any duties related to any other job during the period of the paid assault leave.
6. Where Worker's Compensation reimburses the teacher in any amount for the time lost during the assault leave, the Board shall pay the difference between the teacher's full pay for the period of the assault leave and the amount paid by Worker's Compensation.

K. NOTIFICATION OF RETURN Table of Contents 1

A teacher returning from leave must notify the Superintendent in writing of his/her intent by March 1st, preceding the school year of return, unless it is medically uncertain. In this case, the notice of intent to return to work shall be provided as far in advance of the beginning of the school year as possible. Failure to provide this notification shall be grounds to terminate the teacher's contract.

ARTICLE IX

Table of Contents 1

PERSONNEL FILES

A. An official grievance filed by any teacher under the grievance procedure as outlined in this collective bargaining agreement shall not be placed in the personnel file of the teacher nor shall such grievance become part of any other file or record which is utilized in the promotion process; nor shall it be used in any recommendation for job placement.

B. No material that is hearsay, unauthorized and unsigned by the complainant shall be placed in a teacher's personnel file. The teacher shall acknowledge that he/she has read such materials by affixing his/her signature and date on the actual copy to be filed with the understanding that such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with its content. Should a teacher refuse to sign the material in question, the building representative will initial and date said material, indicating that the teacher is aware of this material.

C. The teacher shall have the right to answer any material filed, and his/her answer shall be attached to the file copy.

D. Upon appropriate request by the teacher, he/she shall be permitted to examine his/her file, except for confidential recommendations.

E. The teacher shall be permitted to reproduce the material in his/her file at the Board established rate per page. Confidential recommendations cannot be copied.

F. Written reprimands and any associated documents will remain in a teacher's personnel file for two (2) years and will be removed after the two (2) year period upon request of

the teacher. If there is an additional reprimand during that two (2) year period, the original reprimand will remain in the personnel file for a total of three (3) years and will be removed after the three (3) year period upon request of the teacher. Material will be removed sooner from the file in accordance with administrative procedure when the teacher's claim that it is inaccurate or unfair is sustained by the Superintendent or his/her designee.

G. Medical records, records pertaining to adoption, probation and parole proceedings , trial preparation records, confidential law enforcement investigatory records, and records which cannot be released by virtue of state or federal law, shall not be a matter of public records, and shall not be made available for inspection or copy, to any member of the general public.

H. If a teacher's file is requested for examination by the general public and examination is granted, the teacher shall be notified of the examination request and an OFT elected representative shall review the file prior to examination. Items redacted will be in accordance with Ohio Law.

ARTICLE X

Table of Contents 1

NON-TEACHING DUTIES

A. Non-OFT personnel shall, when available, assist teachers in duplicating instructional materials.

B. A minimum of two individuals will be assigned to supervise lunchrooms. Those individuals could be a combination of OFT personnel, non-OFT personnel and/or administrators.

ARTICLE XI

Table of Contents 1

CONDITIONS APPLICABLE TO ALL TEACHERS

A. The employer and the Federation agree that special attention and supportive help and guidance in classroom techniques shall be provided for the new teachers. All available

resources, including principals, as well as the experience and diverse abilities of all teachers, shall be utilized to help orient the new teacher.

B. Emotionally disturbed pupils, as well as pupils who present severe disciplinary problems, impede the educational progress of the entire class. Teachers faced with such pupils in their classes shall be given early support in the form of psychological and social work assistance. These pupils will be placed in classes in accordance with district procedures as established by law.

C. All returning classroom teachers shall provide the building principal with initial book and instructional supply orders in the spring. The building principal shall review these orders in light of (1) budget allotments, (2) availability, and (3) total building needs. The principal shall advise the teachers as to which supplies and curricular materials cannot be obtained and the reason for deletion by fall. The building principal shall present the initial book and material requirements to the central administration for appropriate action. The employer shall then have three months to purchase and allow for delivery of these initial materials. Teachers shall be immediately notified regarding supplies that have been deemed unavailable. Delivery of needed books, material, and equipment orders shall be due by fall. It shall be the administration's responsibility to determine the appropriate source of the instructional supplies.

D. Prior to the last week of school, the teachers shall receive their salary notices for the upcoming year, except for the year in which the contract expires. During a year in which the contract expires, the salary notices will be provided within thirty (30) days after ratification of the contract. Additionally, if there is a change in a teacher's grade and/or subjects to be taught or a change in the school where a teacher is to teach for the upcoming year, the teacher(s) would be informed.

E. Except in an emergency, teachers shall not be assigned outside their field of certification.

F. Teachers shall not be required to purchase instructional materials. However, the teacher may do so at his/her option.

G. Teachers who anticipate qualifying for a continuing contract in accordance with Board Policy and state law shall notify the Superintendent prior to the first day of the school year. Failure to do so, unless already scheduled for a full-cycle evaluation would

disqualify consideration until the next full school year. (See Article XXV, item B for more information).

H. Members of the bargaining unit shall keep in full force and effect all certificate types and teaching field codes on teaching certificates. Exceptions shall be made only through petition to the superintendent whose decision will be final. Violation of this provision shall cause the teacher to reapply and obtain the correct certificate or shall be grounds to terminate a teacher's contract.

I. TEACHER/SCHOOL COUNSELOR EVALUATION PROCEDURE

1. OTES/OSCES EMPLOYEES

In accordance with Ohio Revised Code Section 3319.111 and 3319.113, The Board's adopted standards-based teacher/school counselor evaluation policy is included in this Master Agreement, by reference, for application to OTES/OSCES employees. Prior to implementation of the policy for OTES/OSCES employees, any effects of that policy on terms and conditions of employment must be bargained by the parties in accordance with the law. Similarly, any subsequent revisions to that policy which affect terms and conditions of employment must be bargained prior to implementations.

All matters contained within the Board policy on OTES/OSCES shall be considered grievable under the grievance procedure contained within this contract.

The Board policy and guidelines will be provided online to all OTES/OSCES employees.

A. Evaluations Committee

1. The Ontario Federation of Teachers and the Board agree to establish a standing joint Evaluation Committee for the purpose of recommending revisions to the Board's standards-based teacher/school counselor evaluation policy and related guidelines, and to regularly review the effectiveness of the policy and its related procedures and process, including forms, for the evaluation of teachers/school counselors in the District.
2. In addition, the Evaluation Committee will make recommendations for adoption by the Board and ratification by the Ontario Federation of Teachers

regarding evaluation language and procedures for Non-OTES members.

3. Nothing herein shall be deemed to alter or otherwise affect the obligation of the Board to engage in bargaining, upon request of the Ontario Federation of Teachers, on matters which affect the terms and conditions of employment.

B. Committee Composition

1. The committee shall be comprised of up to two (2) bargaining unit members appointed by the Ontario Federation of Teachers President and up to two (2) administrators appointed by the Superintendent.

C. Committee Operation

1. The committee shall be chaired jointly by a committee member from the Ontario Federation of Teachers and a committee member appointed by the Superintendent.
2. Members of the committee may receive training in all aspects of OTES, the state adopted evaluation framework, and the standards for the teaching profession prior to beginning their work.
3. The committee will establish by mutual agreement a meeting calendar, tasks for the committee to complete, and timelines for the completion of specific tasks.
4. Committee agendas will be developed by the committee.
5. All decisions of the committee, as set forth herein, will be achieved by consensus.
6. At the initial committee meeting, the committee will develop the guidelines and ground rules by which the committee will operate.
7. Members of the committee will receive necessary release time for committee work and training as determined by the committee.
8. The committee may establish sub-committees to assist with their work.
9. Sub-committees will be jointly appointed by the committee.
10. The committee shall be authorized to utilize consultant(s) (examples include, but are not limited to, educational consultants, software consultants, credentialing trainers, etc.) as it deems appropriate. The cost, if any shall be borne by the Board.

D. Compensation/Release Time

In addition to any release time provided, any work authorized by the committee and performed outside of the contractual work day will be paid at $25.00 per hour.

E. Committee Authority

1. The committee is responsible for jointly developing, reviewing and recommending changes to the Board policy for teacher/school counselor evaluation and assisting in the evaluation of teacher-submitted SLO's according to Board Policy and ODE requirements.
2. The committee shall not have the authority to negotiate wages, hours, or terms and conditions of employment.

F. Walkthroughs

1. Within a reasonable period of time, (not to exceed (3) three work days) following a walkthrough, the administrator will provide written feedback to the teacher.
2. A teacher or administrator may request a meeting following a walkthrough. Any meeting requested by the teacher or administrator should occur within five (5) work days following the request.

2. Non-OTES Teachers

Bargaining unit members who are not OTES teachers will be evaluated in accordance with law and board adopted policies and procedures.

J. JURY DUTY

An employee of the Board of Education, who is called for jury duty at a time which conflicts with his/her regular assignment, will be paid the difference between such employee's regular per diem compensation and the per diem remuneration received by him/her for serving as a juror.

K. Teachers' children may attend the Stingel Latch Key program at a reduced payment of 50%. (This reduction is limited to the first 10 registered children of teachers). The employee must notify the Stingel complex secretary in charge of Latch Key registration by June 10th to reserve a slot. Upon notification, the

teacher's name will be placed at the top of the enrollment list.

L. The Board will pay the teacher's BCI/FBI costs for employment and recertification requirements.

M. All OFT staff members will receive a Family Sports Pass.

ARTICLE XII

Table of Contents 1

PUPILS' REPORT CARD MARKS

The mark of a teacher is the record of the teacher's evaluative judgment of the pupil's work. The teacher shall be considered the expert in evaluating the work of his/her pupils, and the integrity of the teacher in marking the pupil will be respected. The mark given by a teacher shall not be changed by another person without consultation and agreement between the principal, the teacher concerned, and other persons involved. Undue pressure shall not be applied to the teacher. An error shall be corrected by the principal, following a conference between him/her and the teacher involved. Should it be impossible to reach the teacher, the principal will make the correction according to guidelines as defined in the school system or building handbook. No minimum or maximum limitation shall be set on the number who pass or fail.

ARTICLE XIII

Table of Contents 1

ACADEMIC FREEDOM

It is mutually recognized that teachers do have a responsibility to present material to their classes which is relevant to their course at their grade level. Within the limits of administrative direction and encouragement, teachers may explore with students topics of a controversial nature that relate to their curriculum within the classroom. This exploration should be objective, unbiased, and presented from all possible points of view so as to contribute to the overall, intellectual growth and development of the student. With this mutual agreement, the teacher should have the right to teach without harassment, pressure, or intimidation from persons or sources outside the educational community.

ARTICLE XIV

Table of Contents 1

DISCIPLINE CODE

SECTION 1

a) Effective discipline, observance of law and order, and respect of the rights of others are necessary so that all students may attain the highest degree of quality education.

b) Each student has the right to learn. Any act by another student which interferes with that right will not be tolerated.

c) Students who deny this right to other students and who disrupt classroom and school procedures will be dealt with promptly and according to adopted school policies and rules and regulations of the Board of Education.

SECTION 2

The primary responsibility for discipline lies with the classroom teacher. Each teacher is responsible for the behavior of students under his/her supervision.

SECTION 3

Any teacher has the right to discipline any student in any area of the school and refer the student or students involved to the building principal.

SECTION 4

The teacher may temporarily remove from the classroom a student who is causing a disturbance.

a) The student shall report to the principal's office in accordance with building administrative procedure.

b) The classroom teacher shall provide the necessary information concerning the problem as soon after class is practical.

c) The principal or his/her representative shall investigate the referred problem.

d) A conference between the classroom teacher, the building principal and, if necessary, counselor, parent and/or other concerned person shall determine final disposition of the problem.

e) The principal shall inform all concerned parties of the final decision.

SECTION 5

The use of corporal punishment as a means of discipline is prohibited in the Ontario Local School District. Teachers, administrators, other employees, or school bus drivers, may within the scope of their employment, use and apply such amount of force and restraint as is reasonable and necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense or for the protection of persons and property.

ARTICLE XV

Table of Contents 1

HIRING OF SUBSTITUTE TEACHERS

Substitutes shall be provided in the absence of regular classroom teachers, teachers of special subjects, and playground supervisors. Librarians will be provided substitutes for the High School and Middle School libraries after three consecutive work days of absence. Regular classroom 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.

Teachers not carrying seven work periods shall be expected upon request of the building principal to cover without compensation for absent teachers in emergency situations where a substitute is not available. Examples of such emergencies are: personal illness, illness in the family, death in the family, an accident to a family member and/or calamity.

In other instances, a teacher assigned to cover for another teacher during his or her conference/prep period shall receive a pro-rated pay at the rate established by the Board of Education ($30.00 per hour). Such assignment shall be made upon a rotating basis in each building.

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.

In the event that an elementary teacher must cover his/her class during the absence of a music, art, or physical education teacher, his/her pay shall be pro-rated at the rate established by the Board of Education ($30.00 per hour).
Mutual agreements between teachers, who with consent of the building principal, cover for each other, shall not receive such compensation.

IEP/504 Meetings: Bargaining unit members required to attend IEP or 504 meetings outside of their regular contract day will be compensated at a prorated rate of $30.00 per hour.

Any teacher who has been employed to fill the vacancy of a teacher on a leave of absence shall be automatically non-renewed without notice at the end of the year. Such teachers need not be evaluated and shall not be entitled to the procedure set forth in R.C. 3319.00(G)

ARTICLE XVI

Table of Contents 1

HIRING OF RETIRED TEACHERS

Employees retired and wishing for re-employment:

1. Any teacher who elects to retire must do so without regard for re-employment.
2. A retired teacher would receive consideration for re-employment when the administration has determined that other qualified non-retired teachers are not available or suitable.
3. A retired and re-employed teacher will be considered for the purposes of employment as a new employee subject to but not limited to: fingerprinting, TB testing, Medicare deduction, one year eligibility for attendance bonus, no personal days until December 2nd, etc. For the purpose of transfer or a decrease in staff, the retired teacher's seniority will be based upon most recent hire date and qualifications may or may not be considered.
4. A teacher retired under STRS who is re-employed is not entitled to a second severance payment.
5. The employee, at the time of rehire, has the choice to either carry over unused

personal leave days or be paid for their unused personal leave days in the attendance premium.

6. Effective for teachers retiring after January 24, 2011, a re-employed, retired teacher under STRS will be placed at experience level 11 on the teacher's salary schedule. Further, the re-employed, retired teacher will not receive yearly steps, but he/she is entitled to the same base increase given to all teachers.
7. All employed retirees are eligible for all Ontario Health Care Plan coverage. Not withstanding any provision to the contrary in Article XXIX of this Agreement, employed retirees shall pay one hundred percent (100%) of the premium for any Ontario Health Care Plan coverage selected.
8. A re-employed, retired teacher under STRS will be placed on one year limited contracts during the duration of employment. The teacher may be non-renewed upon resolution of the Board and written notice by April 30th of each year. Such teachers need not be evaluated and shall not be entitled to the procedure set forth in R.C. 3319.11 (g).
9. See Article XXXVII; item M for Early Announcement Incentive Bonus.

ARTICLE XVII

Table of Contents 1

LENGTH OF SCHOOL DAY AND SCHOOL YEAR

Teacher arrival and dismissal times are as follows:

Ontario High School	Arrival: 7:40 AM	Dismissal: 3:00 PM
Ontario Middle School	Arrival: 7:40 AM	Dismissal: 3:00 PM
Stingel Elementary	Arrival: 8:40 AM	Dismissal: 4:00 PM

The school year shall contain no more than 180 days in session with students in attendance, plus no more than five additional work days.

The schedule is subject to modification in meeting unique needs as long as there is no increase in total hours of work.

Quarterly, early student dismissal will be scheduled in each of the buildings as follows:

a) Stingel Elementary dismissal, 2:55 PM
   Staff development session, 3:00 PM – 4:45 PM
b) Ontario Middle School dismissal, 1:52 PM
   Staff development session, 2:00 PM – 3:45 PM
c) Ontario High School dismissal, 1:55 PM
   Staff development session, 2:00 PM – 3:45 PM

Additionally, two early student dismissals will be scheduled, the last workday before Thanksgiving, and the last workday before Christmas. On these two occasions, staff is also dismissed at the same time as students.

In addition, 3 early student dismissal days shall be scheduled on the last day of the 1st, 3rd and 4th quarter. In the event that the last work day before Christmas vacation is not on the end of the 2nd quarter, an additional early student dismissal day shall be scheduled for teachers to complete student report cards on the end of the 2nd quarter. This time will be dedicated for teachers to complete their student report cards.

ARTICLE XVIII

Table of Contents 1

DAILY WORK SCHEDULE

The following items relating to the daily work schedule are hereby mutually agreed upon:

1. Special teachers of art, music, and physical education shall be employed.
2. All teachers and librarians in the middle and senior high schools shall be provided with a daily preparation period of forty-five minutes.
3. All teachers in the elementary schools shall have a minimum of 250 minutes preparation time provided in a five (5) day week.
4. Study-hall duty shall be considered a work assignment.
5. When administratively possible, the number of different rooms to which a teacher is assigned shall be held to the absolute minimum.
6. Faculty meetings shall be held as deemed necessary by the building principal. Attendance by teachers is required but teachers in multiple buildings will be required to

attend only one building's meetings and open house.

7. Emergency faculty meetings shall be determined by building principals and their staffs.
8. All teachers, including special teachers, shall be on assigned time every day of the scheduled school year, including the first and last days of school.
9. When the physical facility is not available within the building, all special area teachers shall meet their classes according to schedule in the classroom and shall conduct activities appropriate to the curriculum of their special areas within the capacity of the facility available.
10. Teachers may volunteer to teach instead of taking preparation time. This will occur only when mutually agreed upon by the Board and the Federation. If the Board or a teacher considers initiating this option, the Federation must be notified first. If agreement is reached, the teacher will be paid a proportional amount of his/her daily rate for the time taught. This agreement will be reached in advance of a new school year beginning. The agreement will last for that school year only and must be renewed in advance of another school year beginning. Undue pressure shall not be applied to the teacher to teach in lieu of preparation time.

    In order to qualify for this option, a teacher must teach seven periods (no study halls/lunch duty counts as a teaching period) and this option will be considered only if the teacher meets one of the following guideline-

    1. The paid preparation time is utilized for state testing intervention.
    2. There is a back-log of students signed up for the course who can't take the class unless the teacher teaches an eighth period.
    3. There exists an excessive number of study halls for students in a grade level.
    4. This option can't be utilized for the sole purpose of class size reduction.

ARTICLE XIX

Table of Contents 1

TUTORING/REMEDIATION

A. Employee(s) who perform remediation responsibilities, outside the contracted day, upon the request of the administration, shall be paid at the rate of $30.00 per hour.

B. REMEDIATION

1. Remediation may be provided to students as identified by the building principal.
2. The student/teacher ratio will be no more than ten (10) students per teacher.
3. All participants who will serve as teachers in the program must be an Ontario School District certificated/licensed, elementary or middle grade teacher. In the event that an Ontario teacher cannot be found, then the District may employ any certificated/licensed teacher.

ARTICLE XX

Table of Contents 1

CLASS SIZE LIMITATIONS

As a guideline, the Board of Education will attempt to maintain the following as the maximum average student/adult ratio in each teaching assignment K-6: Grades K-1 – 24 students, Grade 2 – 26 students, Grade 3 – 27 students, Grades 4-5-6- 29 students, except in special areas which of necessity or by educationally accepted practice are normally handled in large groups, such as band or classes of an activity nature.

As a guideline for grades one through five, Inclusion Classrooms will have 3-5 fewer students than in regular classrooms.

Classes may not be scheduled for less than fifteen (15) students unless the class in question is on in a series necessary to meet graduation requirements.

When an excess of staff members exists in a particular building or teaching field, these people shall be transferred to meet the staff needs in other buildings, when a need exists, providing they are certificated for the particular assignment.

A. Inclusion Assignments:

1. To promote equitable workload distribution for general education teachers, servicing inclusion classroom assignments shall be rotated annually as practicable. Rotation shall occur when determined to be educationally appropriate and to the extent permitted by teacher licensure, certification, and student programming needs. 2
2. A teacher may remain assigned to the same inclusion classroom for multiple consecutive years when the teacher requests the assignment and the administration approves.
3. For purposes of this provision, an inclusion classroom is defined as a classroom containing five (5) or more students with Individualized Education Programs (IEPs) who have a goal in reading, written language, or mathematics. 4
4. The Superintendent shall be the final arbitrator for all decisions related to this issue.

ARTICLE XXI

Table of Contents 1

CLASS LOADS

B. By October 15 of each academic year, each building principal shall post on the official school bulletin board, a list of teachers' names followed by the number of pupils per class session which each teacher has been assigned.

1. For grades K through 6, the aforementioned list shall include individual teachers' assignments.
2. For grades 7 through 12, the aforementioned list shall include all subject titles, as well as exact number of hours in the classroom, assigned to each teacher.
3. When administratively possible, the attempt will be made to equalize class loads.
4. By mutual agreement between the teacher and the building principal, assignments and class loads may be altered.

C. Class schedules shall be posted on bulletin boards in the office of each building principal.

ARTICLE XXII

Table of Contents 1

CURRICULUM/IN-SERVICE TRAINING

Central Office Administration will develop and conduct a survey each spring to seek staff input for the following year's staff development program. The survey will include a variety of themes/topics to consider and time frame preferences (release time, August, June, after school, etc.). The survey results will be considered when designing the following school year's professional development opportunities. However, administration will make the final decision on the professional development program and provide explanation if the decision is against the majority of staff input.

For subject areas in curriculum studies, time will be provided for K-12, building-level, and grade-level meetings. These meetings will provide opportunities for staff to review content standards, assessments, curriculum maps, equipment needs, and instructional materials. Central Office administration will make the final decision on purchases and provide explanation if the decision is against the majority of staff input.

1. In-Service Education Programs are defined as those programs which are designed to improve the teaching performance of the participants.
2. Any teacher who is required to participate in an in-service program beyond the negotiated agreement outside of the school day and school year herein defined shall be compensated at the rate of $12.00 per hour for the time actually spent in such a program or project.
3. Regularly scheduled staff meetings shall not be considered as in-service education programs.

ARTICLE XXIII

Table of Contents 1

JOB DESCRIPTIONS

A. The Superintendent shall prepare job descriptions for every position in the school district. Such job descriptions shall include a clear definition of the responsibilities of each job.

ARTICLE XXIV

Table of Contents 1

PROFESSIONAL DEVELOPMENT

A. LPDC

The Ontario Board of Education and the Ontario Federation of Teachers have mutually agreed to the implementation of the Local Professional Development Committee (LPDC) as established by Ohio Revised Code 3319.22 and adopted by the Board of Education. Any future revisions to the bylaws will be by written mutual consent between the OFT and the Board.

B. TEA

An educational committee will be formed. This educational committee shall be known as Team for Educational Action (TEA).

The committee will consist of the following members: the Superintendent, Director of Operations, the President and Vice-President of the Ontario Federation of Teachers, Local #1703, a building level administrator, and three (3) Federation members, one from each building. Meetings may be requested by either the Board or the OFT, however, meetings will not be held unless the Board and the OFT agree to meet. Written notice with reasons given for refusal to meet will be given to the other party.

C. TUITION REIMBURSEMENT

The Board will establish and maintain a yearly professional development fund of $15,000. Any funds not used at the end of the year (June 30) will be added to the next year's $15,000. This fund will provide teachers the opportunities to engage in professional development activities and will not replace the building principal's professional development fund.

The criteria used to apply for funding will be established by OFT. No teacher will be eligible to receive the year end adjustment payment unless they are under contract to teach for the proceeding year. Final year end adjustment payment will be paid the last week in June. If a teacher quits after receiving the year end adjustment payment, the teacher in question must make restitution to the Treasurer's office for the amount in

question through payroll deduction. Those monies returned to the Treasurer's office will be carried over to the next year's fund amount.

D. LICENSE RENEWAL

Upon evidence of payment to the treasurer, teachers will be reimbursed $100 for the first license renewal and $20 for each additional aligned license.

ARTICLE XXV

Table of Contents 1

NON-TENURED / TENURED EMPLOYEES

A. NON-TENURED EMPLOYEE / LIMITED CONTRACT TEACHER

1. Before a limited contract teacher, one not eligible for tenure, may be declared unsatisfactory, he/she must have supervision or guidance by the principal. He/she will be evaluated in accordance with district Administrative Procedure.
2. In cases on non-renewal, reasons for non-renewal will not be provided, as in accordance with Ohio law.
3. Teachers first employed after 1998, under one year limited contracts, may be non-renewed by Board resolution. Such resolution must be adopted on or before April 30th and service upon the teacher of written notice of non-renewal by that date. Service may be made by personal service or certified U.S. mail. Prior to such non-renewal each teacher shall be evaluated once each semester. Each evaluation shall be based upon two observations of at least thirty minutes. Areas in need of improvement will be noted in written form to the teacher within ten school days after each evaluation conference. This procedure shall supersede the procedure provided in R.C. 3319.11 and 3319.111, but this process shall be subject to the grievance procedure (Article IV) of this contract.

B. TENURED EMPLOYEE – CONTINUING CONTRACT TEACHER

1. Teachers who anticipate qualifying for a continuing contract shall notify the Superintendent prior to the first day of the school year. Failure to do so, unless already scheduled for full-cycle evaluation would disqualify consideration until the

next full school year. (For additional information regarding the tenured process see the LPDC handbook).

C. PROBATIONARY EMPLOYEE

1. A probationary employee is defined as an employee who becomes eligible for a continuing contract as prescribed by law, and who is not granted a continuing contract because the Board has chosen to exercise its option in law.
    a. The principal of the building shall be responsible for the initial evaluation of the probationary employee utilizing primarily two methods:
        i. Periodic classroom visits and conferences.
        ii. Written evaluation forms in December and March.
        iii. A copy of such evaluation shall be given to the teacher.
    b. During the process of the written evaluation, the principal and the probationary employee will confer on the positive aspects and weakness of the classroom teacher.
    c. If, after the initial evaluation in December, the principal deems it advisable, he/she may seek assistance from the Superintendent's office for further evaluation.
    d. If any written evaluation to the Superintendent's office is of a negative nature, the Superintendent will confer with the principal and the probationary employee.
    e. If by 30 days or April 30, whichever comes first, prior to the end of the school year, the probationary employee is deemed to be unsatisfactory, he/she shall be notified in writing that his/her contract shall not be renewed for the forthcoming school year.
    f. In accordance with Ohio law, reasons for non-renewal will not be provided.

ARTICLE XXVI

Table of Contents 1

REDUCTION IN FORCE

1. Reasons for Reduction in Staff

   Unit members may have their contract suspended pursuant to a reduction in force in accordance with Ohio Revised Code Section 3319.17.

2. Reduction in Staff

   A. When a reduction in the teaching staff is necessary, the Board, upon recommendation of the Superintendent, shall determine the number of positions to be affected, in whole or in part, and the effective date of the reductions.

   B. The Federation President shall be notified prior to a reduction in force to inform him/her of the reasons requiring said reduction.

3. Suspension of Contracts

   Reduction will be made by suspension of contracts for unit member in each affected teaching area. Suspension of contracts shall mean that the unit member is placed in an inactive state of employment, in whole or in part. In circumstances when a contract is wholly suspended, the unit member shall not receive pay or benefits at Board expense or have any other rights or association with the District other than those that may exist in this Agreement or by law.

4. Teaching Areas

   Teaching areas shall mean the subject(s) and/or grade level(s) on the teaching certificate(s)/licenses held by the unit member. To qualify under this provision of the Agreement, certificates/licenses must be maintained in accordance with the Ohio Department of Education's certification/licensure requirements.

5. Seniority

A. All unit members will be placed on a seniority list for each teaching area for which they are properly certificated/licensed and qualified. Unit members serving under continuing contracts will be placed at the top of the list, in descending order of seniority.

B. System seniority will apply and is defined as the total number of years of continuous service in the District. A year is defined as one hundred twenty (120) days of work of at least three and one-half (3.5) hours and/or leave with pay in any one (1) school year.

1. Board approved unpaid leaves of absence shall not disrupt continuity of seniority but time spent on such leave shall not count toward seniority. Unit members shall accrue seniority while on paid leave.
2. The suspension of a contract under the provisions of "Reduction In Force" shall not disrupt continuity of seniority but such time shall not count toward seniority.

3. If two (2) or more unit members have the same length of continuous service, seniority will be determined by:
    a. the date of the Board meeting at which the unit member was hired, and then by:
    b. drawing of lots.

6. Retention

A. Retention of bargaining unit members and recall of eligible teachers whose contracts have been suspended pursuant to a reduction in force will not be based upon seniority, except in circumstances when choosing between teachers with comparable evaluations. The Superintendent and the OFT President will meet to discuss the teacher performance section of the evaluation for those teachers with comparable evaluations.

7. Order of Reduction
    A. If reductions are necessary, limited contract teachers shall first be reduced in the affected teaching fields (certification/licensure) utilizing the following order:
        1. Comparable evaluations.
        2. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior limited contract teacher in the affected teaching field the first to be suspended.
    B. Should the necessary reduction of staff required exceed the number of limited contract teachers in the affected field, continuing contract teachers will be reduced in the affected teaching fields (certification/licensure) utilizing the following order:
        1. Comparable evaluations.
        2. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior continuing contract teacher in the affected teaching field the first to be suspended.

8. Displacement

    In those instances where seniority is involved (i.e., when selecting from teachers with comparable evaluations), a teacher affected by a reduction in force may elect to displace a less senior teacher who holds the area of certification/licensure provided he/she holds a valid certification/licensure in the area.

    If the displaced teacher is in the ineffective category, they can only bump other less senior ineffective teachers.

9. Teachers whose continuing contracts or limited contracts are suspended shall immediately be placed upon a RIF list. Retention and recall shall be based upon the summative effectiveness ratings as determined in accordance with the Board's standards-based evaluation policy, with continuing contracts taking precedence over those with limited contracts. Seniority shall not be a factor in recalling any

bargaining unit member unless the decision is between teachers with comparable evaluations. When selecting among teachers with comparable evaluations, any teacher unemployed as a result of staff reduction shall be recalled in reverse order of being released, provided the teacher is certificated/licensed for the position.

10. The names of unit members whose limited contracts are suspended in a reduction in force will be placed on a recall list for two (2) years and unit members holding continuing contracts shall remain on the list indefinitely. The time on the recall list shall begin to toll on the day following the last work day of the affected unit member.
    A. No new teacher will be employed by the Board while there is a teacher on the recall list who is certificated/licensed and qualified for a vacancy or new position.

    B. If a vacancy occurs or a new position is created, the Board will send a certified notice to the last known address of all unit members on the recall list. It is the unit member's responsibility to keep the Board informed of his/her current address, a telephone number at which he/she can be reached, and the name, address and phone number of a person(s) who has the authority to respond in the unit member's absence. When the unit member provides such address and/or phone number, the Board shall, in addition to sending the notice of vacancy by certified mail, contact the unit member by phone. Unit members holding proper certification/licensure who want to fill the vacancy or new position must respond within fourteen (14) days of the postmark on the envelope of the certified mail containing the notice. Such response must be by certified mail, or if a response was made by phone within the fourteen (14) days. Unit members eligible for the vacancy or new position who do not respond to the notice or who decline the position shall remain on the recall list. This shall not cause the time on the recall list to increase from the two (2) years for the limited contract unit members.

C. All benefits to which a unit member was entitled at the time of the contract suspension shall be restored as of the effective date of recall. These benefits shall include all seniority and sick leave accumulation. And, the unit member shall be placed at the proper step of the salary schedule.
Time spent under a suspended contract shall not count toward the fulfillment of the time requirements for acquiring tenure.

D. A seniority and recall list shall be prepared and kept current by the Board. Any member of the bargaining unit may see the current seniority list and recall list at any time. Adjustments to these lists shall be made as changes occur.

11. Nothing in this Article shall limit the Board's authority to create new or additional teaching areas or positions or be construed to require the Board to fill any vacancy in any teaching area that it has abolished.

ARTICLE XXVII

Table of Contents 2

MEDICAL EXAMINATION

A. After notifying the Board of Education, the administration may require a physical examination of an employee whose general health condition does not permit him/her to fulfill his/her teaching assignment adequately. The Board of Education shall pay the cost of such an examination and may designate the physician for said examination. The physician's report and recommendation shall be final.

B. After notifying the Board of Education, the administration may require a psychological and psychiatric examination of an employee whose emotional state does not permit him/her to fulfill his/her teaching assignment adequately. The Board of Education shall pay the cost of such an examination and may designate the specialist to make such an examination. The specialist's report and recommendation shall be final.

C. Flu shots are covered by Ontario Schools' medical insurance. Therefore, any employee

covered under the medical insurance plan who desires to receive a flu shot may get the flu shot on their own and must turn the bill into the insurance company. An employee may also be reimbursed for any insurance reimbursement that was less than the current Mansfield/Ontario/Richland Health Department cost, plus 10%. The employee must submit a copy of their Explanation of Benefit from the insurance company to the Treasurer's Office in order to be reimbursed.

If the serum is not available for purchase by the Board of Education, employees, not covered by the School's medical program, can go to the health department or their doctor and be reimbursed for the cost of the flu shot up to the current Mansfield/Ontario/Richland County Health Department cost, plus 10%. The employee must submit a receipt from their provider to the Treasurer's Office in order to be reimbursed.

When the flu shot serum is available, the Board of Education will purchase the serum in bulk and provide the flu shot at no charge to any certified employee who desires it. Employees covered under the medical insurance plan will not be required to process anything with the insurance company for the flu shot. When the Board of Education can provide the shot, no employee will be reimbursed for a flu shot administered by someone other than the Board's nurse unless the staff member is required to have the shot administered by a physician. In this instance, he or she will be reimbursed up to the current Mansfield/Ontario/Richland County Health Department cost, plus 10%.

ARTICLE XXVIII

Table of Contents 2

AIDS POLICY

A. The Board of Education recognizes that AIDS is currently a significant medical and social problem. The Board desires not to discriminate against and to protect the rights of individual employees who may be infected with AIDS as well as protecting non-infected students, staff, and the public. AIDS includes Acquired Immune Deficiency Syndrome, AIDS related complex, or the presence of HTLV-III antibody.

B. AIDS EVALUATION

The Board of Education believes, based on current medical information, that each employee who is diagnosed as having AIDS is entitled to an evaluation of his or her medical condition. Decisions regarding the advisability of a particular employee continuing to attend or work in the schools of this district will be made only after consideration of all available information regarding the physical condition of that individual.

To conduct these evaluations, the Board of Education will appoint an AIDS evaluation team. That team will consist of a physician appointed by the Board, the individual's primary care physician, and a physician specializing in AIDS.

The physician specializing in AIDS shall be mutually agreed upon by the Board appointed physician and the employee's physician. The physician appointed by the Board shall act as chairperson of the AIDS evaluation team with the Board paying for the Board appointed physician and the physician specializing in AIDS. The individual will incur the cost of his/her physician.

C. CONFIDENTIALITY

The Board of Education recognizes the need to protect the individual rights and health of persons infected the AIDS and the rights and health of those not infected. The Board believes that information concerning the health of any employee should be treated as confidential information. In the case of an employee, the Superintendent, building principal and employee's immediate supervisor should be informed of any physical condition which may require special attention, including AIDS. Unless there is a specific need, other employees shall not be informed about the individual's physical condition, including whether or not an individual is infected with AIDS.

No employee shall be required to submit to a test for Human Immunodeficiency Virus.

ARTICLE XXIX

Table of Contents 2

HEALTH INSURANCE

A. FULL-TIME EMPLOYEES (Employees regularly contracted to work more than 30 hours per week)

1. HOSPITALIZATION *Table of Contents 2*

The Board of Education will pay 90% (HSA) or 85% (MVP) of the premium increase. If the annual premium increase is greater than our current insurance company's trend increase for our area at that time, both sides agree to investigate options to lower the premium. OFT has the choice to implement any of the options or pay the full percentage increase above trend.

A professional staff member on Medicare receiving reduced rates for the Hospitalization Program will receive credit for actual payment.

Effective date of hospitalization insurance shall be September 1 for any new teacher employed for a full school year. Any teacher employed during the school year may enroll with the effective date of insurance the first of the month following the date of employment.

Present employees may enroll or add to their coverage by filling out an enrollment card with effective date three (3) months from the 1st day of the month following the date of filling out the enrollment card. Example – Enrollment card filled out 1/15/88. Effective date of insurance would be three (3) months from 02/01/88, which would be 05/01/88.

The Board will provide an annual $1,000 stipend to employees who waive district hospitalization (medical) insurance. Employees whose spouse is also a district employee are not eligible. This provision will expire at the end of the 2026 – 2029 contract.

2. DENTAL CARE INSURANCE *Table of Contents 2*

The Board of Education will pay 85% of the premium increase. If the annual premium increase is greater than our current insurance company's trend increase for our area at that time, both sides agree to investigate options to lower the premium. OFT has the choice to implement any of the options or pay the full percentage increase above trend.

3. VISION CARE INSURANCE *Table of Contents 2*

The Board of Education will pay 85% of the premium increase. If the annual premium increase is greater than trend, both sides agree to investigate options to lower the premium. OFT has the choice to implement any of the options or pay the full percentage increase above trend.

Any premium for the above insurances which is in excess of the maximum amount to be paid by the Board will be paid by the employee through payroll deduction.

The Board will pay up to the following limits effective August 1, 2026:

Vision Exam	$ 10.00 copay
Lenses: (priced for pairs)	
Single focal	$15.00 copay
Bifocal	$15.00 copay
Trifocal	$15.00 copay
Lenticular	$15.00 copay
Contact Lenses (In lieu of frames/lenses) Medically Necessary	$15.00 copay
Contact Lenses (Cosmetic)	$130.00 max benefit ($0 copay)
(All of the above services once each calendar year)	
Frames (once each two calendar years)	$130.00 max

B. HOSPITALIZATION PLAN OPTIONS

The Board of Education will offer an HSA Plan according to the summary plan description. The Board will contribute annually $425 for single and $850 for family coverage to an HSA account. The HSA amounts will automatically increase by 25%

of any IRS required deductible increases. The Board will also contribute annually $425 for single and $850 for family coverage to the Self-Insurance Fund. These will be paid one-half in January and one-half in July. New employees will be paid on a prorated basis in the month their coverage begins. If an employee terminates their employment after completing their contract, the employee will not receive the July HSA payment.

The HSA plan deductibles will automatically be set to the IRS/Federal required minimum HSA plan deductibles.

C. MINIMUM VALUE HOSPITALIZATION PLAN

A second option will be provided to employees. A minimum value health insurance plan option will be provided for any employee who works 30 hours or more per week. The Board will pay 85% and the employee will pay 15% of the single plan premium. The employee will pay 100% of the family plan premium.

D. RETIRING EMPLOYEES INSURANCE TERMINATION DATE *Table of Contents 2*

Insurance coverage will terminate on the date of retirement for any employee who is retiring into the STRS system. Any employee who retires on or after January 1, 2009 and is rehired under Article XVI, Hiring of Retired Teachers, with no break in service (except summer vacation) shall be eligible to continue coverage under the Ontario Health Care Plan provided, however, that beginning on September 1, following the date of retirement, the employed retiree shall pay one hundred percent (100%) of the premium for any Ontario Heath Care Plan coverage selected.

E. LONG-TERM SUBSTITUTES ELIGIBILITY *Table of Contents 2*

Long-term substitutes will not be eligible to participate in the health insurance plan, unless they qualify under the Affordable Care Act. (Supersedes ORC. 3319.10) They will only be offered the Minimum Value Plan option.

F. INSURANCE LIAISON *Table of Contents 2*

The OFT President and Board Treasurer will mutually select a representative to serve as the OFT's liaison in conjunction with the Board and the Health Care Provider on all matters concerning health care issues; to include, but not limited to premiums, program changes, review of other program providers, and processing of claims. If a mutual agreement cannot be reached, the position will be filled by a current OFT officer. As part of this Health Care agreement, the representatives of both the Board and OFT will continue to pursue and consider other health care providers in an effort to obtain one which has the same or similar health care benefits as the present program, but at a reduced cost to both the Board and the employee. Changes in the hospitalization, dental, or vision care programs and/or provider now in effect shall be determined by the Board of Education, after discussion with representatives of the administration and representatives of the Federation. The Board is authorized, by mutual agreement with OFT, to add an additional health care plan as a voluntary option for eligible employees.

The Insurance/Broker Committee will meet at least once per academic semester to review health, dental and vision insurance.

ARTICLE XXX

Table of Contents 2

LIFE INSURANCE

The Ontario Local Board of Education shall provide a $50,000 term life insurance policy for each certificated employee. Long-term substitutes will not be eligible to participate in the life insurance plan. (Supersedes ORC. 3319.10)

ARTICLE XXXI

Table of Contents 2

ANNUITIES

A. Teacher shall be provided the opportunity, through payroll deductions, to take advantage of the federal law concerning tax free annuities of their choice. A minimum of five employees is necessary for the Board to recognize an annuity company. Any newly hired employee with an existing annuity will be able to continue the annuity through Ontario Local Schools regardless of the number of participants. It shall be the responsibility of the employee to ensure that the amount of the annuities withheld is in compliance with Internal Revenue Service regulations. The employees shall hold the treasurer harmless for the annuity calculations.

B. The Board shall provide for the sheltering of each teacher's contribution to the State Teachers' Retirement System as authorized by Federal Revenue Ruling No. 77-462 and OAG 82-097. Under these provisions, the Board, upon proper application with STRS, shall not deduct state or federal taxes on the amount of the current teacher's required contribution to STRS, and such shall be noted on or with the individual teacher's W-2 form.

ARTICLE XXXII

Table of Contents 2

FEDERATION REPRESENTATION ON COMMITTEES

Opportunity shall be provided for at least one Federation member to participate on any school committee pertaining to teacher welfare. An employee officially representing teachers on any committee, agency, or other such body shall be selected from nominees submitted by the Federation.

ARTICLE XXXIII

Table of Contents 2

FEDERATION DAYS

On those days when schools are scheduled closed for the meeting of any teachers' organization, the Federation shall be permitted to hold its own professional meetings.

ARTICLE XXXIV

Table of Contents 2

WORK STOPPAGES

During the life of these policies, the Board of Education shall not lock out any employee until all bargaining procedures, as outlined in this agreement, have been exhausted, or at least five (5) days after the last negotiation step of the procedures has been fulfilled. In case of such a lock out, the Ontario Federation of Teachers has the option of canceling the agreement at any time between the tenth day after the lock out and the date of settlement.
During the life of this agreement, the Ontario Federation of Teachers will not cause or permit its members to cause; nor will any member of the Federation take part in any sit-down, slowdown, or so-called illness leave or any curtailment or restriction of work on the part of any other employee of the Ontario Local Board of Education. The Federation shall not cause or permit its members to cause; nor will any member of the Federation take part in any strike or stoppage of the school system's operation or picket any of the school buildings or premises.

ARTICLE XXXV

Table of Contents 2

AMENDMENT TO THIS AGREEMENT

The parties acknowledge that during the negotiations, which resulted in this contract, each had the opportunity to make proposals, and that the understandings and agreements arrived at by the parties after the exercise of that opportunity are set forth in this contract. Therefore, this contract contains the full and complete agreement between the Board and the Federation

on all negotiable issues and neither party shall be required, during the term thereof, to negotiate upon any issue whether it is covered or not covered in this contract unless otherwise mutually agreed.

ARTICLE XXXVI

Table of Contents 2 *NEGOTIATIONS PROCEDURE FOR THE ONTARIO BOARD OF EDUCATION AND ONTARIO FEDERATION OF TEACHERS*

A. STATEMENT OF PRINCIPLE Table of Contents 2

1. The Ontario Local Board of Education, hereinafter referred to as the "Board," and the Ontario Federation of Teachers, AFT, AFL-CIO, Local 1703, hereinafter referred to as the "Federation," 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 certificated employees through collective negotiations, and to protect the public and the welfare of the students of Ontario Local Schools by assuring orderly operation of the school system. For and in aid of that purpose, the principles stated in succeeding sections of this document shall govern the negotiation process between the Board and Federation.
2. It is recognized and agreed that the Ontario Local Board of Education is an official body duly elected by the community to discharge its authority as defined by the laws of this state, and statements within this document shall not be construed to prevent the Board from complying with its duty. Nothing in this agreement shall diminish the statutory rights and responsibilities of the Board.
3. "Good Faith" negotiation, as provided for in this document, include, but not by way of limitation, reasonable positions on negotiable issues; an indicated willingness to reach an agreement thereon; setting forth, evaluating or agreeing to proposals with sound, professional consideration; a search for counter proposals not accepted; but does not compel either party to agree to a proposal or require the making of a concession.
4. Representatives of the Board and the Federation shall participate in negotiations

freely without fear of penalty, sanction, reprisal, or recrimination.

B. SUBJECTS OF NEGOTIATION Table of Contents 2

Representatives of the Board and the Federation will negotiate in good faith a professional salary schedule, fringe benefits, and terms and conditions of employment.

C. REQUESTS FOR NEGOTIATION Table of Contents 2

1. If either the Board or Federation desires to negotiate changes in salary schedule, fringe benefits, or other terms and working conditions of employment, it shall notify the other party in writing not later than two (2) months, and not earlier than three (3) months, prior to the expiration of this agreement of such desire, and according to the terms of the negotiating procedure outlined below.
2. Notification in writing from the Federation shall be submitted to the Superintendent. Notification in writing from the Board shall be submitted to the President of the Federation.
3. Prior to negotiations, if both agree, the "Problem Solving Approach" training can occur.

D. CHOICE OF FORMAT Table of Contents 2

1. Within ten (10) working days after receipt of such notice, an initial meeting will be held between the representatives of the Federation and the Superintendent or his designee(s) to determine the format for negotiations described as either the "Problem Solving Approach" or the "traditional Collective Bargaining Approach."
2. If the "Problem Solving Approach" is selected, training will occur if agreed by both the representatives of the OFT and the Board.
3. If said representatives cannot agree on format for negotiations the "Traditional Collective Bargaining Approach" will be followed.
   a. Problem Solving Approach

      Within fifteen (15) working days after choice of format, an initial meeting will be held to begin.

Phase I	Problem sharing
Phase II	Data sharing
Phase III	Discussion of options
Phase IV	Resolution of issues

Phase V	Final contract writing
Phase VI	Final agreement
Phase VII	Ratification
Phase VIII	Final signing

b. Traditional Collective Bargaining Approach

i. Within fifteen (15) working days after choice of format, an initial meeting will be held at which both parties will exchange, in writing, their proposals

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

iii. The items proposed shall constitute the total for negotiations. The remaining items of the then current contract shall remain in force and effect, and shall be part of any successor agreement.

E. NEGOTIATION MEETINGS Table of Contents 2

1. Once negotiations begin, the Board will provide four (4) one-half days of release time to the three OFT representatives who serve on the negotiating team.
2. Beyond the four (4) one-half days of release time, negotiation meetings shall be scheduled by the parties until negotiations are concluded. Either party may require, at each meeting, a decision on the date, time, and place of a subsequent meeting.
3. Meetings shall be scheduled at reasonable intervals, places, and times to avoid, as nearly as practical, conflict and interference with school and employment schedules.
4. Negotiations meetings shall be closed to the press and the public.
5. Either party may recess for caucuses of a reasonable length of time.
6. Minutes of meetings shall be kept in such form and detail as may be determined by the parties.

F. REPRESENTATION Table of Contents 2

Representation at negotiation meetings shall consist of no more than three (3) local representatives each for the Board and the Federation.

G. INFORMATION Table of Contents 2

The teams agree to furnish, upon request and in a reasonable time, available information concerning the financial status of the district and such other available information as will assist the teams in the development and resolution of issues.

H. NEWS RELEASES Table of Contents 2

Any contacts with or releases to the news media must be jointly written and issued.

I. AGREEMENT Table of Contents 2

1. Tentative agreement on negotiated items shall be reduced to writing and initialed by the representatives of each team. Tentative agreements may be brought back to the table when it is believed that it will result in progress toward developing a final package. All agreements are tentative, based upon the complete resolution of all issues.
2. The purpose of the "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 team of the Federation must affirm the acceptance of the contract by a teacher vote. If approved by the Board, the contract shall be binding.
4. Digital copies of the contract shall be made available to all members of the bargaining unit. The cost for jump drives for new employees will be shared between the Federation and the Board. The responsibility of distributing copies of the contract will be that of the Federation.

J. DISAGREEMENT Table of Contents 2

1. If agreement is not reached within sixty (60) 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 mediating services shall be shared equally by the Board and the Federation. 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 a total number of days for any one negotiation session ninety (90) days from the day of the initial meeting.
2. The mediator shall be supplied by the Federal Mediation and Conciliation Service.

3. In the event mediation fails to help the parties reach an agreement, the final act of the mediator shall be to report to the parties in writing. His or her report would declare the points of disagreement and the position of the parties on the impasse items as they appear to the mediator and his/her recommendations.
4. Days herein shall mean calendar days.

ARTICLE XXXVII

Table of Contents 2

SALARY SCHEDULE REGULATIONS

A. College credit hours on the salary schedule are based upon semester hours. Quarter hours will be converted to semester hours using a factor of 2/3 or 0.667.
B. Except in special cases, the policy of the Board of Education shall be not to employ teachers with less than a Bachelor's degree and an initial license.
C. The Superintendent will grant prior experience in other Ohio public/private schools up to 5 years of actual teaching experience. The Superintendent may grant additional experience in other public/private schools, outside Ohio public/private schools, and for prior work experience which is related to the teacher's performance of his/her duties, to the extent that the new employee will receive a raise from their prior employer. Up to five years experience shall be allowed for earned military service.
D. Teachers who, from time to time have earned additional credits which shall enable them to move from one salary classification to a higher one shall file a transcript of their credits with the Superintendent not later than August 26th of the current academic year. Changes in teachers' salaries shall be final as of September 5th of the current academic year. Experience for placement on the salary schedule shall be determined at the time of employment. Thereafter, purchase of service credit, for retirement purposes shall not change the placement on the salary schedule.
E. Teachers shall be paid on a twelve-month basis with 24 pays. Bi-monthly checks will be paid on the 5th and on the 20th of each month. If the 5th and/or the 20th falls on a weekend, checks will be paid on the prior Friday.
F. Teachers working beyond their Bachelor's degree shall confine their work to their

teaching fields or general education course if credit is desired on the salary schedule. Exceptions may be granted upon approval of a committee consisting of:

1. Teacher representatives – One elementary and one secondary Federation members
2. Principal – Elementary or Secondary representing level involved
3. Superintendent or his/her representative

G. Additional credits on the salary schedule may be obtained by regular academic work at the colleges and universities, attendance at workshops for which college credit is given, and institutes for which college credit is given. Any course work taken via the internet to be considered for a salary increase must be reviewed by the Local Professional Development Committee and approved by the Superintendent.

H. Teachers placed on the salary schedule below the Bachelor's degree shall be considered individually and by resolution. Salary adjustment shall be made prior to issuing contracts and salary statements.

I. Any additional state money allocated for salaries for teachers, or as a means of raising the state minimum teachers' salary, shall be allocated to the professional staff on a basis determined by representatives of the Board of Education and the Federation negotiating team. The final determination shall be made by the Board of Education.

J. Effective with the 1997-98 contract, the zero salary step will be reinstituted at the same level as step 1. The intent of this regulation is for new hires with no experience to begin on step zero and move to step 1 their second year with no increment increase. All employees hired prior to the effective date will be grandfathered and not affected by the addition of the zero step.

K. All employees are required to participate in direct deposit of their payroll check. In addition, all employees are required to receive their payroll check statement electronically.

L. Any teacher, who receives National Board Certification after August 2001, will be paid a one time $500 stipend upon proof of certification.

M. Early Announcement Incentive Bonus – Teachers will receive an Early Announcement Incentive Bonus of $1,000 for notifying the Ontario Board of Education on or before March 1st of the year they plan to retire. Written notification must be received by the

Superintendent's office with an effective retirement date of January to July of that same year. The bonus will be paid the last pay period in June of that year. A teacher who retires and is rehired by Ontario Local Schools is not eligible to receive the bonus.

N. All Kindergarten teachers will be paid at their per diem to conduct Kindergarten screening, upon completion of a time sheet.
O. All teachers shall be paid according to the adopted Salary Schedule.
P. 2026-2027 Employment Contract 3% Base Wage Increase.
Q. 2027-2028 Employment Contract 2% Base Wage Increase.
R. 2028-2029 Employment Contract 2% Base Wage Increase.

ARTICLE XXXVIII

EXTRACURRICULAR SALARY REGULATIONS

Table of Contents 2

A. Extra pay for extracurricular duties shall be granted as stipulated in the extracurricular schedule.
B. All teachers shall be paid according to the adopted salary schedule.
C. Final extracurricular supplemental pay will not be made until the inventory form is completed and approved by the Athletic Director and/or Principal.
D. Assignments to the various extracurricular activities shall be recommended by the head of any activity when more than one person is involved, and the principal or the building concerned, with final recommendation by the Superintendent with approval by the Board of Education.
E. A minimum number of participants shall be established for each activity.
F. Should an intramural program be financed by the Board of Education, the salaries for personnel involved are negotiable items between the representatives of the Federation and the Board.
G. When more than one figure is shown on the extracurricular salary schedule, the lowest figure represents compensation for the first year of experience in said activity. The subsequent figures represent additional years of experience.
H. Extracurricular salaries are on a ratio or percentage basis. The salaries will be computed

by multiplying the beginning teacher's salary by the percent listed for each activity on the supplemental salary schedule.

I. The Board will pay the coach's BCI/FBI costs for employment and recertification requirements.

Salary Schedule Indices Effective Beginning of the 2026-2029 Contract

	NO DEGREE	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	0.8652	1.0000	1.0179	1.0445	1.0620	1.0871	1.1228	1.1491	1.1754
1	0.8652	1.0000	1.0179	1.0445	1.0620	1.0871	1.1228	1.1491	1.1754
2	0.8652	1.0000	1.0179	1.0445	1.0620	1.0871	1.1228	1.1491	1.1754
3	0.8917	1.0311	1.0488	1.0756	1.0976	1.1266	1.1623	1.1887	1.2151
4	0.9190	1.0623	1.0800	1.1149	1.1371	1.1662	1.2018	1.2281	1.2543
5	0.9458	1.0933	1.1194	1.1544	1.1764	1.2057	1.2412	1.2677	1.2941
6	0.9726	1.1245	1.1589	1.1941	1.2205	1.2538	1.2885	1.3148	1.3411
7	1.0057	1.1626	1.1984	1.2422	1.2682	1.3016	1.3359	1.3623	1.3887
8	1.0386	1.2007	1.2436	1.2901	1.3163	1.3496	1.3831	1.4094	1.4358
9	1.0725	1.2401	1.2888	1.3383	1.3662	1.4016	1.4304	1.4567	1.4831
10	1.1082	1.2809	1.3340	1.3863	1.4164	1.4543	1.4798	1.5063	1.5328
11	1.1495	1.3291	1.3822	1.4342	1.4665	1.5063	1.5295	1.5558	1.5820
12	1.1983	1.3852	1.4301	1.4821	1.5180	1.5613	1.5859	1.6128	1.6398
13	1.2478	1.4426	1.4863	1.5416	1.5753	1.6165	1.6421	1.6699	1.6977
14	1.2984	1.5013	1.5454	1.6005	1.6340	1.6743	1.7006	1.7281	1.7555
15	1.3490	1.5598	1.6042	1.6605	1.6929	1.7331	1.7593	1.7865	1.8137
16				1.7207	1.7529	1.7918	1.8183	1.8449	1.8716
19	1.3490	1.6198	1.6642	1.7807	1.8129	1.8518	1.8783	1.9049	1.9316
23	1.3490	1.6598	1.7042	1.8207	1.8529	1.8918	1.9183	1.9449	1.9716
28	1.3490	1.6898	1.7342	1.8507	1.8829	1.9218	1.9483	1.9749	2.0016
32	1.3490	1.7198	1.7642	1.8807	1.9129	1.9518	1.9783	2.0049	2.0316

ONTARIO LOCAL SCHOOL DISTRICT
SALARY SCHEDULE FOR TEACHERS
EFFECTIVE BEGINNING OF THE 2026-2027 CONTRACT

BASE SALARY - $47,083

	NO DEGREE	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	40,736	47,083	47,926	49,178	50,002	51,184	52,865	54,103	55,341
1	40,736	47,083	47,926	49,178	50,002	51,184	52,865	54,103	55,341
2	40,736	47,083	47,926	49,178	50,002	51,184	52,865	54,103	55,341
3	41,984	48,547	49,381	50,642	51,678	53,044	54,725	55,968	57,211
4	43,269	50,016	50,850	52,493	53,538	54,908	56,584	57,823	59,056
5	44,531	51,476	52,705	54,353	55,388	56,768	58,439	59,687	60,930
6	45,793	52,945	54,564	56,222	57,465	59,033	60,666	61,905	63,143
7	47,351	54,739	56,424	58,487	59,711	61,283	62,898	64,141	65,384
8	48,900	56,533	58,552	60,742	61,975	63,543	65,120	66,359	67,602
9	50,497	58,388	60,681	63,011	64,325	65,992	67,348	68,586	69,829
10	52,177	60,309	62,809	65,271	66,688	68,473	69,673	70,921	72,169
11	54,122	62,578	65,078	67,526	69,047	70,921	72,013	73,252	74,485
12	56,420	65,219	67,333	69,782	71,472	73,511	74,669	75,935	77,207
13	58,750	67,922	69,979	72,583	74,170	76,110	77,315	78,624	79,933
14	61,133	70,686	72,762	75,356	76,934	78,831	80,069	81,364	82,654
15	63,515	73,440	75,531	78,181	79,707	81,600	82,833	84,114	85,394
16				81,016	82,532	84,363	85,611	86,863	88,121

Longevity Pay

After 19 years of service add 6% of base - $2,825

After 23 years of service add 4% of base - $1,883

After 28 years of service add 3% of base - $1,412

After 32 years of service add 3% of base - $1,412

19	76,265	78,356	83,841	85,357	87,188	88,436	89,688	90,946
23	78,148	80,239	85,724	87,240	89,071	90,319	91,571	92,829
28	79,560	81,651	87,136	88,652	90,483	91,731	92,983	94,241
32	80,972	83,063	88,548	90,064	91,895	93,143	94,395	95,653

ONTARIO LOCAL SCHOOLS
EXTRACURRICULAR SALARY INDICES

INDEX				EXPERIENCE			
CODE	0	1	2	3	4	5	6
1	0.16000	0.16000	0.16817	0.17600	0.18400	0.19200	0.22000
1A (10)	0.11000	0.11000	0.11800	0.12600	0.13400	0.14200	0.16500
2	0.09235	0.09235	0.09700	0.10158	0.10620	0.11082	0.12697
3	0.08793	0.08793	0.09235	0.09676	0.10117	0.10548	0.12100
3A (11)	0.08116	0.08116	0.08523	0.08932	0.09338	0.09738	0.11163
4	0.07439	0.07439	0.07810	0.08188	0.08558	0.08927	0.10226
5	0.04874	0.04874	0.05120	0.05366	0.05602	0.05849	0.06705
6	0.03900	0.03900	0.04094	0.04289	0.04484	0.04679	0.05361
7	0.02565	0.02565	0.02700	0.02822	0.02955	0.03078	0.03533
8	0.02052	0.02052	0.02155	0.02257	0.02360	0.02463	0.02822
9	0.01539	0.01539	0.01621	0.01693	0.01775	0.01847	0.02122

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$47,083**			**FISCAL YEAR**		**2027**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
FOOTBALL								
Head Varsity	1	7,533	7,533	7,918	8,287	8,663	9,040	10,358
Varsity Asst. (4)	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Freshman (2)	11	3,821	3,821	4,013	4,205	4,396	4,585	5,256
8th Grade (2)	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
7th Grade (2)	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
BASKETBALL								
Head Varsity	1	7,533	7,533	7,918	8,287	8,663	9,040	10,358
Varsity Asst. (2)	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Freshman	11	3,821	3,821	4,013	4,205	4,396	4,585	5,256
8th Grade	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
7th grade	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
INDOOR/OUTDOOR TRACK*								
Head Varsity	10	5,179	5,179	5,556	5,932	6,309	6,686	7,769
Varsity Asst. (4)	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Middle School Head	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Middle School Asst.(2)	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
CROSS COUNTRY								
Head Varsity	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Varsity Asst.	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Middle School	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
GOLF - BOYS								
Head Varsity	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Varsity Asst.	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
GOLF - GIRLS								
Head Varsity	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Varsity Asst.	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
WRESTLING								
Head Varsity	10	5,179	5,179	5,556	5,932	6,309	6,686	7,769
Varsity Asst.	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Varsity Asst. - Girls	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Middle School Head	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Middle School Asst.	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
SWIMMING								
Head Varsity	10	5,179	5,179	5,556	5,932	6,309	6,686	7,769
Varsity Asst.	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
Diving Coach	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Middle School	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
BASEBALL								
Head Varsity	2	4,348	4,348	4,567	4,783	5,000	5,218	5,978
Varsity Asst.	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Freshman	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
* Coaching of indoor track is optional.								

ONTARIO LOCAL SCHOOLS								
EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	$47,083			FISCAL YEAR		2027		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
TENNIS								
Boys - Head	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Girls - Head	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Boys - Assistant	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
Girls - Assistant	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
ACTIVITY COORDINATOR								
Middle School - Concessions	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
High School (Fall)	11	3,821	3,821	4,013	4,205	4,396	4,585	5,256
Middle School (Fall)	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
High School (Winter)	11	3,821	3,821	4,013	4,205	4,396	4,585	5,256
Middle School (Winter)	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
Ticket Manager	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
MARCHING BAND								
Director	1	7,533	7,533	7,918	8,287	8,663	9,040	10,358
Assistant	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Percussion	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
BOYS SOCCER								
Varsity	10	5,179	5,179	5,556	5,932	6,309	6,686	7,769
Assistant	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Freshman	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
VOLLEYBALL								
Varsity	2	4,348	4,348	4,567	4,783	5,000	5,218	5,978
Varsity Asst.	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Freshman	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
8th Grade	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
7th Grade	5	2,295	2,295	2,411	2,526	2,638	2,754	3,157
GIRLS BASKETBALL								
Varsity	1	7,533	7,533	7,918	8,287	8,663	9,040	10,358
Assistant (2)	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Freshman	11	3,821	3,821	4,013	4,205	4,396	4,585	5,256
8th Grade	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
7th Grade	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
GIRLS SOCCER								
Varsity	10	5,179	5,179	5,556	5,932	6,309	6,686	7,769
Assistant	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Freshman	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
SOFTBALL								
Varsity	2	4,348	4,348	4,567	4,783	5,000	5,218	5,978
Assistant	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Freshman	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
CHOIR								
High School*	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Middle School*	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
Elementary*	8	966	966	1,015	1,063	1,111	1,160	1,329
* To be eligible the teacher must work with students a minimum of 20 hours outside the normal school day.								

ONTARIO LOCAL SCHOOLS								
EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	$47,083			FISCAL YEAR		2027		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
CHEERLEADER ADVISORS								
Varsity	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Reserve	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Freshman	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Middle School	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
STUDENT COUNCIL								
High School	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Middle School	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
YEARBOOK								
High School	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
Middle School	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
THEATER								
Director	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Assistant	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
Set Director(H.S.)	9	725	725	763	797	836	870	999
NEWSPAPER								
High School	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
Middle School	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
CLASS ADVISORS								
Senior Class (each 2 persons)	8	966	966	1,015	1,063	1,111	1,160	1,329
Junior Class (each 2 persons)	8	966	966	1,015	1,063	1,111	1,160	1,329
Sophomore Class (1 person)	9	725	725	763	797	836	870	999
Freshman Class (1 person)	9	725	725	763	797	836	870	999
GOLDEN GIRLS DIRECTOR	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
FLAG DIRECTOR	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
MAJORETTES DIRECTOR	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
SUMMER\FALL STRENGTH COACH	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
WINTER\SPRING STRENGTH COACH	3	4,140	4,140	4,348	4,556	4,763	4,966	5,697
Competitive Academic Enrich. (Minimum 6)	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
ACADEMIC CHALLENGE (3)	8	966	966	1,015	1,063	1,111	1,160	1,329
KEY CLUB ADVISOR	9	725	725	763	797	836	870	999

ONTARIO LOCAL SCHOOLS								
EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$47,083**			**FISCAL YEAR**		**2027**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
ATHLETIC TRAINER (2 x index code 2)	2	8,696	8,696	9,134	9,566	10,000	10,436	11,956
(May be fully or partially contracted out to an outside service provider based upon mutual agreement of the Board and Association)								
FOREIGN LANGUAGE	9	725	725	763	797	836	870	999
WEBMASTERS								
District	4	3,503	3,503	3,677	3,855	4,029	4,203	4,815
High School	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Middle School	6	1,836	1,836	1,928	2,019	2,111	2,203	2,524
Elementary (Level 8 x2)	8	1,932	1,932	2,030	2,126	2,222	2,320	2,658
NATIONAL HONOR SOCIETY	9	725	725	763	797	836	870	999
LPDC Member	9	725	725	763	797	836	870	999
LPDC Chairperson	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
Master Teacher Chairperson	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
LPDC member - not paid in addition to LPDC member stipend)								
(Only paid if there are Master Teacher applicants)								
DISTRICT NEWSLETTER	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
AIMS WEB DISTRICT COORDINATOR	7	1,208	1,208	1,271	1,329	1,391	1,449	1,663
NEWS REPORTER								
High School		300						
Middle School		300						
Elementary		600						
RESIDENT EDUCATOR COORDINATOR		1,500						
RESIDENT EDUCATOR FACILITATOR								
1 - 3 Resident Educators		300						
4 - 6 Resident Educators		350						
7+ Resident Educators		400						
MENTOR YEAR 1								
First Resident Educator		750						
For Each Subsequent Resident Educator		300						
MENTOR YEAR 2								
First Resident Educator		750						
For Each Subsequent Resident Educator		300						
FRIDAY SCHOOL	$75.00 per session.							
THURSDAY SCHOOL	$50.00 per session.							
ATHLETIC CAMP STIPENDS								
Head Coach (maximum)		1,000						
Assistant Coaches (maximum)		500						

ONTARIO LOCAL SCHOOL DISTRICT
SALARY SCHEDULE FOR TEACHERS
EFFECTIVE BEGINNING OF THE 2027-2028 CONTRACT

BASE SALARY - $48,025

	NO DEGREE	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	41,551	48,025	48,885	50,162	51,003	52,208	53,922	55,186	56,449
1	41,551	48,025	48,885	50,162	51,003	52,208	53,922	55,186	56,449
2	41,551	48,025	48,885	50,162	51,003	52,208	53,922	55,186	56,449
3	42,824	49,519	50,369	51,656	52,712	54,105	55,819	57,087	58,355
4	44,135	51,017	51,867	53,543	54,609	56,007	57,716	58,980	60,238
5	45,422	52,506	53,759	55,440	56,497	57,904	59,609	60,881	62,149
6	46,709	54,004	55,656	57,347	58,615	60,214	61,880	63,143	64,406
7	48,299	55,834	57,553	59,657	60,905	62,509	64,157	65,424	66,692
8	49,879	57,664	59,724	61,957	63,215	64,815	66,423	67,686	68,954
9	51,507	59,556	61,895	64,272	65,612	67,312	68,695	69,958	71,226
10	53,221	61,515	64,065	66,577	68,023	69,843	71,067	72,340	73,613
11	55,205	63,830	66,380	68,877	70,429	72,340	73,454	74,717	75,976
12	57,548	66,524	68,681	71,178	72,902	74,981	76,163	77,455	78,751
13	59,926	69,281	71,380	74,035	75,654	77,632	78,862	80,197	81,532
14	62,356	72,100	74,218	76,864	78,473	80,408	81,671	82,992	84,308
15	64,786	74,909	77,042	79,746	81,302	83,232	84,490	85,797	87,103
16				82,637	84,183	86,051	87,324	88,601	89,884

Longevity Pay

After 19 years of service add 6% of base - $2,882

After 23 years of service add 4% of base - $1,921

After 28 years of service add 3% of base - $1,441

After 32 years of service add 3% of base - $1,441

19	77,791	79,924	85,519	87,065	88,933	90,206	91,483	92,766
23	79,712	81,845	87,440	88,986	90,854	92,127	93,404	94,687
28	81,153	83,286	88,881	90,427	92,295	93,568	94,845	96,128
32	82,594	84,727	90,322	91,868	93,736	95,009	96,286	97,569

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,025**			**FISCAL YEAR**		**2028**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
FOOTBALL								
Head Varsity	1	7,684	7,684	8,076	8,452	8,837	9,221	10,566
Varsity Asst. (4)	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Freshman (2)	11	3,898	3,898	4,093	4,290	4,484	4,676	5,361
8th Grade (2)	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
7th Grade (2)	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
BASKETBALL								
Head Varsity	1	7,684	7,684	8,076	8,452	8,837	9,221	10,566
Varsity Asst. (2)	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Freshman	11	3,898	3,898	4,093	4,290	4,484	4,676	5,361
8th Grade	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
7th grade	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
INDOOR/OUTDOOR TRACK*								
Head Varsity	10	5,283	5,283	5,667	6,051	6,435	6,820	7,924
Varsity Asst. (4)	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Middle School Head	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Middle School Asst.(2)	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
CROSS COUNTRY								
Head Varsity	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Varsity Asst.	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Middle School	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
GOLF - BOYS								
Head Varsity	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Varsity Asst.	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
GOLF - GIRLS								
Head Varsity	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Varsity Asst.	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
WRESTLING								
Head Varsity	10	5,283	5,283	5,667	6,051	6,435	6,820	7,924
Varsity Asst.	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Varsity Asst. - Girls	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Middle School Head	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Middle School Asst.	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
SWIMMING								
Head Varsity	10	5,283	5,283	5,667	6,051	6,435	6,820	7,924
Varsity Asst.	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
Diving Coach	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Middle School	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
BASEBALL								
Head Varsity	2	4,435	4,435	4,658	4,878	5,100	5,322	6,098
Varsity Asst.	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Freshman	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
* Coaching of indoor track is optional.								

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,025**			**FISCAL YEAR**		**2028**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
TENNIS								
Boys - Head	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Girls - Head	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Boys - Assistant	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
Girls - Assistant	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
ACTIVITY COORDINATOR								
Middle School - Concessions	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
High School (Fall)	11	3,898	3,898	4,093	4,290	4,484	4,676	5,361
Middle School (Fall)	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
High School (Winter)	11	3,898	3,898	4,093	4,290	4,484	4,676	5,361
Middle School (Winter)	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
Ticket Manager	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
MARCHING BAND								
Director	1	7,684	7,684	8,076	8,452	8,837	9,221	10,566
Assistant	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Percussion	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
BOYS SOCCER								
Varsity	10	5,283	5,283	5,667	6,051	6,435	6,820	7,924
Assistant	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Freshman	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
VOLLEYBALL								
Varsity	2	4,435	4,435	4,658	4,878	5,100	5,322	6,098
Varsity Asst.	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Freshman	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
8th Grade	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
7th Grade	5	2,341	2,341	2,459	2,577	2,690	2,809	3,220
GIRLS BASKETBALL								
Varsity	1	7,684	7,684	8,076	8,452	8,837	9,221	10,566
Assistant (2)	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Freshman	11	3,898	3,898	4,093	4,290	4,484	4,676	5,361
8th Grade	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
7th Grade	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
GIRLS SOCCER								
Varsity	10	5,283	5,283	5,667	6,051	6,435	6,820	7,924
Assistant	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Freshman	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
SOFTBALL								
Varsity	2	4,435	4,435	4,658	4,878	5,100	5,322	6,098
Assistant	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Freshman	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
CHOIR								
High School*	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Middle School*	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
Elementary*	8	985	985	1,035	1,084	1,133	1,183	1,355
* To be eligible the teacher must work with students a minimum of 20 hours outside the normal school day.								

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,025**			**FISCAL YEAR**		**2028**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
CHEERLEADER ADVISORS								
Varsity	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Reserve	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Freshman	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Middle School	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
STUDENT COUNCIL								
High School	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Middle School	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
YEARBOOK								
High School	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
Middle School	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
THEATER								
Director	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Assistant	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
Set Director(H.S.)	9	739	739	778	813	852	887	1,019
NEWSPAPER								
High School	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
Middle School	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
CLASS ADVISORS								
Senior Class (each 2 persons)	8	985	985	1,035	1,084	1,133	1,183	1,355
Junior Class (each 2 persons)	8	985	985	1,035	1,084	1,133	1,183	1,355
Sophomore Class (1 person)	9	739	739	778	813	852	887	1,019
Freshman Class (1 person)	9	739	739	778	813	852	887	1,019
GOLDEN GIRLS DIRECTOR	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
FLAG DIRECTOR	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
MAJORETTES DIRECTOR	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
SUMMER\FALL STRENGTH COACH	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
WINTER\SPRING STRENGTH COACH	3	4,223	4,223	4,435	4,647	4,859	5,066	5,811
Competitive Academic Enrich. (Minimum 6)	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
ACADEMIC CHALLENGE (3)	8	985	985	1,035	1,084	1,133	1,183	1,355
KEY CLUB ADVISOR	9	739	739	778	813	852	887	1,019

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,025**			**FISCAL YEAR**		**2028**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
ATHLETIC TRAINER (2 x index code 2)	2	8,870	8,870	9,316	9,756	10,200	10,644	12,196
(May be fully or partially contracted out to an outside service provider based upon mutual agreement of the Board and Association)								
FOREIGN LANGUAGE	9	739	739	778	813	852	887	1,019
WEBMASTERS								
District	4	3,573	3,573	3,751	3,932	4,110	4,287	4,911
High School	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Middle School	6	1,873	1,873	1,966	2,060	2,153	2,247	2,575
Elementary (Level 8 x2)	8	1,970	1,970	2,070	2,168	2,266	2,366	2,710
NATIONAL HONOR SOCIETY	9	739	739	778	813	852	887	1,019
LPDC Member	9	739	739	778	813	852	887	1,019
LPDC Chairperson	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
Master Teacher Chairperson	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
LPDC member - not paid in addition to LPDC member stipend)								
(Only paid if there are Master Teacher applicants)								
DISTRICT NEWSLETTER	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
AIMS WEB DISTRICT COORDINATOR	7	1,232	1,232	1,297	1,355	1,419	1,478	1,697
NEWS REPORTER								
High School		300						
Middle School		300						
Elementary		600						
RESIDENT EDUCATOR COORDINATOR		1,500						
RESIDENT EDUCATOR FACILITATOR								
1 - 3 Resident Educators		300						
4 - 6 Resident Educators		350						
7+ Resident Educators		400						
MENTOR YEAR 1								
First Resident Educator		750						
For Each Subsequent Resident Educator		300						
MENTOR YEAR 2								
First Resident Educator		750						
For Each Subsequent Resident Educator		300						
FRIDAY SCHOOL	$75.00 per session.							
THURSDAY SCHOOL	$50.00 per session.							
ATHLETIC CAMP STIPENDS								
Head Coach (maximum)		1,000						
Assistant Coaches (maximum)		500						

ONTARIO LOCAL SCHOOL DISTRICT
SALARY SCHEDULE FOR TEACHERS
EFFECTIVE BEGINNING OF THE 2028-2029 CONTRACT

BASE SALARY - $48,986

	NO DEGREE	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
0	42,383	48,986	49,863	51,166	52,023	53,253	55,001	56,290	57,578
1	42,383	48,986	49,863	51,166	52,023	53,253	55,001	56,290	57,578
2	42,383	48,986	49,863	51,166	52,023	53,253	55,001	56,290	57,578
3	43,681	50,509	51,377	52,689	53,767	55,188	56,936	58,230	59,523
4	45,018	52,038	52,905	54,614	55,702	57,127	58,871	60,160	61,443
5	46,331	53,556	54,835	56,549	57,627	59,062	60,801	62,100	63,393
6	47,644	55,085	56,770	58,494	59,787	61,419	63,118	64,407	65,695
7	49,265	56,951	58,705	60,850	62,124	63,760	65,440	66,734	68,027
8	50,877	58,817	60,919	63,197	64,480	66,112	67,753	69,041	70,334
9	52,537	60,748	63,133	65,558	66,925	68,659	70,070	71,358	72,651
10	54,286	62,746	65,347	67,909	69,384	71,240	72,489	73,788	75,086
11	56,309	65,107	67,708	70,256	71,838	73,788	74,924	76,212	77,496
12	58,700	67,855	70,055	72,602	74,361	76,482	77,687	79,005	80,327
13	61,125	70,667	72,808	75,517	77,168	79,186	80,440	81,802	83,164
14	63,603	73,543	75,703	78,402	80,043	82,017	83,306	84,653	85,995
15	66,082	76,408	78,583	81,341	82,928	84,898	86,181	87,513	88,846
16				84,290	85,868	87,773	89,071	90,374	91,682

Longevity Pay

After 19 years of service add 6% of base - $2,939

After 23 years of service add 4% of base - $1,959

After 28 years of service add 3% of base - $1,470

After 32 years of service add 3% of base - $1,470

19	79,347	81,522	87,229	88,807	90,712	92,010	93,313	94,621
23	81,306	83,481	89,188	90,766	92,671	93,969	95,272	96,580
28	82,776	84,951	90,658	92,236	94,141	95,439	96,742	98,050
32	84,246	86,421	92,128	93,706	95,611	96,909	98,212	99,520

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,986**			**FISCAL YEAR**		**2029**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
FOOTBALL								
Head Varsity	1	7,838	7,838	8,238	8,622	9,013	9,405	10,777
Varsity Asst. (4)	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Freshman (2)	11	3,976	3,976	4,175	4,375	4,574	4,770	5,468
8th Grade (2)	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
7th Grade (2)	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
BASKETBALL								
Head Varsity	1	7,838	7,838	8,238	8,622	9,013	9,405	10,777
Varsity Asst. (2)	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Freshman	11	3,976	3,976	4,175	4,375	4,574	4,770	5,468
8th Grade	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
7th grade	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
INDOOR/OUTDOOR TRACK*								
Head Varsity	10	5,388	5,388	5,780	6,172	6,564	6,956	8,083
Varsity Asst. (4)	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Middle School Head	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Middle School Asst.(2)	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
CROSS COUNTRY								
Head Varsity	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Varsity Asst.	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Middle School	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
GOLF - BOYS								
Head Varsity	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Varsity Asst.	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
GOLF - GIRLS								
Head Varsity	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Varsity Asst.	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
WRESTLING								
Head Varsity	10	5,388	5,388	5,780	6,172	6,564	6,956	8,083
Varsity Asst.	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Varsity Asst. - Girls	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Middle School Head	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Middle School Asst.	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
SWIMMING								
Head Varsity	10	5,388	5,388	5,780	6,172	6,564	6,956	8,083
Varsity Asst.	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
Diving Coach	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Middle School	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
BASEBALL								
Head Varsity	2	4,524	4,524	4,752	4,976	5,202	5,429	6,220
Varsity Asst.	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Freshman	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
* Coaching of indoor track is optional.								

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,986**			**FISCAL YEAR**		**2029**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
TENNIS								
Boys - Head	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Girls - Head	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Boys - Assistant	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
Girls - Assistant	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
ACTIVITY COORDINATOR								
Middle School - Concessions	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
High School (Fall)	11	3,976	3,976	4,175	4,375	4,574	4,770	5,468
Middle School (Fall)	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
High School (Winter)	11	3,976	3,976	4,175	4,375	4,574	4,770	5,468
Middle School (Winter)	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
Ticket Manager	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
MARCHING BAND								
Director	1	7,838	7,838	8,238	8,622	9,013	9,405	10,777
Assistant	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Percussion	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
BOYS SOCCER								
Varsity	10	5,388	5,388	5,780	6,172	6,564	6,956	8,083
Assistant	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Freshman	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
VOLLEYBALL								
Varsity	2	4,524	4,524	4,752	4,976	5,202	5,429	6,220
Varsity Asst.	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Freshman	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
8th Grade	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
7th Grade	5	2,388	2,388	2,508	2,629	2,744	2,865	3,285
GIRLS BASKETBALL								
Varsity	1	7,838	7,838	8,238	8,622	9,013	9,405	10,777
Assistant (2)	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Freshman	11	3,976	3,976	4,175	4,375	4,574	4,770	5,468
8th Grade	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
7th Grade	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
GIRLS SOCCER								
Varsity	10	5,388	5,388	5,780	6,172	6,564	6,956	8,083
Assistant	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Freshman	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
SOFTBALL								
Varsity	2	4,524	4,524	4,752	4,976	5,202	5,429	6,220
Assistant	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Freshman	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
CHOIR								
High School*	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Middle School*	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
Elementary*	8	1,005	1,005	1,056	1,106	1,156	1,207	1,382
* To be eligible the teacher must work with students a minimum of 20 hours outside the normal school day.								

ONTARIO LOCAL SCHOOLS								
EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	$48,986			FISCAL YEAR		2029		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
CHEERLEADER ADVISORS								
Varsity	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Reserve	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Freshman	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Middle School	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
STUDENT COUNCIL								
High School	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Middle School	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
YEARBOOK								
High School	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
Middle School	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
THEATER								
Director	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Assistant	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
Set Director(H.S.)	9	754	754	794	829	870	905	1,039
NEWSPAPER								
High School	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
Middle School	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
CLASS ADVISORS								
Senior Class (each 2 persons)	8	1,005	1,005	1,056	1,106	1,156	1,207	1,382
Junior Class (each 2 persons)	8	1,005	1,005	1,056	1,106	1,156	1,207	1,382
Sophomore Class (1 person)	9	754	754	794	829	870	905	1,039
Freshman Class (1 person)	9	754	754	794	829	870	905	1,039
GOLDEN GIRLS DIRECTOR	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
FLAG DIRECTOR	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
MAJORETTES DIRECTOR	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
SUMMER\FALL STRENGTH COACH	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
WINTER\SPRING STRENGTH COACH	3	4,307	4,307	4,524	4,740	4,956	5,167	5,927
Competitive Academic Enrich. (Minimum 6)	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
ACADEMIC CHALLENGE (3)	8	1,005	1,005	1,056	1,106	1,156	1,207	1,382
KEY CLUB ADVISOR	9	754	754	794	829	870	905	1,039

ONTARIO LOCAL SCHOOLS EXTRACURRICULAR SALARY SCHEDULE								
BASE SALARY	**$48,986**			**FISCAL YEAR**		**2029**		
	INDEX			EXPERIENCE				
	CODE	0	1	2	3	4	5	6
ATHLETIC TRAINER (2 x index code 2)	2	9,048	9,048	9,504	9,952	10,404	10,858	12,440
(May be fully or partially contracted out to an outside service provider based upon mutual agreement of the Board and Association)								
FOREIGN LANGUAGE	9	754	754	794	829	870	905	1,039
WEBMASTERS								
District	4	3,644	3,644	3,826	4,011	4,192	4,373	5,009
High School	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Middle School	6	1,910	1,910	2,005	2,101	2,197	2,292	2,626
Elementary (Level 8 x2)	8	2,010	2,010	2,112	2,212	2,312	2,414	2,764
NATIONAL HONOR SOCIETY	9	754	754	794	829	870	905	1,039
LPDC Member	9	754	754	794	829	870	905	1,039
LPDC Chairperson	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
Master Teacher Chairperson	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
LPDC member - not paid in addition to LPDC member stipend)								
(Only paid if there are Master Teacher applicants)								
DISTRICT NEWSLETTER	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
AIMS WEB DISTRICT COORDINATOR	7	1,256	1,256	1,323	1,382	1,448	1,508	1,731
NEWS REPORTER								
High School		300						
Middle School		300						
Elementary		600						
RESIDENT EDUCATOR COORDINATOR		1,500						
RESIDENT EDUCATOR FACILITATOR								
1 - 3 Resident Educators		300						
4 - 6 Resident Educators		350						
7+ Resident Educators		400						
MENTOR YEAR 1								
First Resident Educator		750						
For Each Subsequent Resident Educator		300						
MENTOR YEAR 2								
First Resident Educator		750						
For Each Subsequent Resident Educator		300						
FRIDAY SCHOOL	$75.00 per session.							
THURSDAY SCHOOL	$50.00 per session.							
ATHLETIC CAMP STIPENDS								
Head Coach (maximum)		1,000						
Assistant Coaches (maximum)		500						