Fri, 09/04/2026 10:03:24 AM SERB

2028-01
26-CON-01-2028
47391

AGREEMENT

BETWEEN

THE CLEAR FORK VALLEY LOCAL BOARD OF EDUCATION

AND

THE CLEAR FORK VALLEY EDUCATION ASSOCIATION AFT, OFT Local #4109

EFFECTIVE

JULY 1, 2026

THROUGH

JUNE 30, 2029

TABLE OF CONTENTS

		Page
Article I	**Recognition/Negotiating Procedures**	
	A. Recognition	1
	B. Definitions	1
	C. Procedures	1
	1. Statement of Principles	2
	2. Subjects of Negotiation	2
	3. Requests for Negotiation	2
	4. Negotiation Meetings	2
	5. Representation	3
	6. Assistance and Study Committees	3
	7. Information	3
	8. News Releases	3
	9. Agreement	3
	10. Disagreement	4
	11. No Reprisal Clause	4
Article II	**Grievance Procedure**	
	A. Purpose	5
	B. Definitions	5
	C. Rights	5
	D. General Provisions	6
	E. Procedure	6
	Step I	6
	Step II	6
	Step III	6
	Step IV	7
Article III	**Rights**	
	A. Management Rights	7
	B. Bargaining Unit Privileges	7
	1. Exclusivity	7
	2. Rights	8
	3. Dues Deduction/Payroll	8
	4. Conference/Convention Days	8
Article IV	**Teaching Conditions**	
	A. Normal School Day	9
	B. Lunch Period	9
	C. Teaching and Room Assignments	9
	D. Planning Time/Conference Periods	9
	E. Teaching Duties	10
	1. Building Faculty Meetings	10
	2. Homeroom Assignments	10
	3. Classroom Procedures/Schedules	10
	4. Educational Planning & Planbooks	11
	5. Assigned Periods	11

Article IV Teaching Conditions (Continued) Page

6. Unassigned Periods 11
7. Students' Health & Welfare 11
8. Teachers' Handbook 12
9. Records/Reports 12
10. Foregoing Scheduled Planning Time 12
11. Class Coverage 12

F. Non-Teaching Duties 12
G. Vacancies - Promotions - Transfers 12
H. Building Facilities 13
I. Pupil Teacher Ratio 14
J. School Calendar 14
K. Inclement Weather 14
L. Grade Changes 14
M. Special Needs Students 14
N. Students with Records and Violent Behavior 15

Article V Leaves

A. Sick Leave 15
B. Personal Leave 17
C. Flex Leave 18
D. Parental Leave 18
E. Severance Pay 20
F. Professional Development Leave 21
G. Assault Leave 23
H. Sabbatical Leave 24
I. Jury & Election Poll Worker Leave 25
J. Court Leave 25
K. Family and Medical Leave 26
L. Retirement Incentive 26

Article VI Evaluations 26

Article VII Personnel Records 27

Article VIII Individual Contracts

A. Definitions 28
B. Terms of Employment 29
C. Reduction in Force 30

Article IX Supplemental Contracts

A. Supplemental Contracts 34
B. Supplementary Salary Payment Items 36
C. Change to the Supplemental Pay Schedule 37
D. Committee Service 37
E. Resident Educator Mentor Teachers 37

Article X Professional Activities

A. Meetings 38
B. Employee Participation Council 38
C. Curriculum Management Council 38

Article XI Group Insurance
A. Comprehensive Medical/Hospitalization Plan 39
1. Plan/Coverage 39
2. Employee Contribution – Medical/Hospitalization 39
3. Prescription Drug Reimbursement 39
B. Dental Insurance 40
C. Term Life Insurance 40
D. Vision Care Insurance 40
E. Carriers 40

Article XI Group Insurance
F. Cost Containment/Wellness Provisions/Incentives 41
1. Opt Out 41
2. Family Employee Plan 41
3. Reimbursement 41
4. Changes in Coverage 41
5. Section 125 Plan 41
G. Insurance Study Committee 42

Article XII Salary
A. Salary Schedule Information 42
B. Supplemental Salary Schedule Information 43
C. Salary Payment Information 43
D. Supplemental Pay for College Credit 44
E. Retired Re-employed Teachers from Outside the District 46
F. Retired Re-employed Teachers from Within the District 47
G. Extra-curricular Activity Admission Waiver 48
H. Fingerprinting and Licensure Renewal 48
I. Home Internet Access 48
J. COVID Bonus 48
K. Retroactive Pay 49

Article XIII Attendance & Residency Incentive 48

Article XIV Zipper Clause 49

Article XV Continuous Performance Pledge 49

Article XVI Local Professional Development Committee 49

Article XVII Memorandum of Understandings 50

Article XVIII Controlled Substance and Alcohol Testing 50

Article XIV Duration of Agreement 51

Appendix A – 2022-2025 Salary Schedules 52

Appendix B – 2022-2025 Supplemental Salary Schedules 55

Appendix C – Grievance Report Form 58

ARTICLE I - RECOGNITION/NEGOTIATING PROCEDURES

A. Recognition

1. The Clear Fork Valley Board of Education recognizes the Clear Fork Valley Education Association as the sole and exclusive representative of the certificated/licensed teaching personnel of the Clear Fork Valley Schools. The term of recognition shall be continuous unless the C.F.V.E.A. is removed or replaced as representative in accordance with the provisions of the Ohio Revised Code Chapter 4117. Administrative, supervisory, non-certified personnel and substitutes are not eligible for representation by the C.F.V.E.A.

2. The Treasurer of the C.F.V.E.A. shall submit to the Board Treasurer in writing the names and addresses of the officers and total membership of the C.F.V.E.A. annually by October 1st.

3. Employees have the right to join or refrain from joining an organization of their professional or economic improvement for the advancement of public education. Membership in any organization shall not be required as a condition of employment in the Clear Fork Valley School System. The Janus decision by the U.S. Supreme Court eliminated fair share.

   All payroll deductions for Association dues will be made twice monthly, totaling sixteen (16) per academic school year.

   a) The Treasurer or treasurer's designee shall notify the (Co-) President(s) of the C.F.V.E.A. when an individual new to the CFVLSD has been offered a teaching contract.

B. Definitions

1. Regular full-time employee shall be defined as any bargaining unit employee hired to work seven and one-half (7 ½) hours per school day inclusive of lunch.

2. Regular part-time employee shall be defined as any bargaining unit employee hired to work less than seven and one-half (7 ½) hours a day or less than five (5) days a week.

C. Procedures

1. Statement of Principles

   a. The Board of Education of the Clear Fork Valley Local Schools, hereinafter referred to as the "Board", and the Clear Fork Valley Education Association, Local #4109, hereinafter referred to as the "C.F.V.E.A.", state that the principles stated in succeeding sections of this document shall govern the negotiations process between the Board and the C.F.V.E.A.

b. "Good Faith" requires that the Board and the C.F.V.E.A. be willing to react to each other's proposals. If a proposal is unacceptable, the other side is obligated to give reasons why. Nothing in this Agreement shall compel either party to agree to a proposal or to make a concession.

2. Subjects of Negotiation
Representatives of the Board and the C.F.V.E.A. will negotiate in good faith a salary schedule, fringe benefits, and other terms and conditions of employment.

3. Requests for Negotiation
   a. If either of the parties desires to negotiate changes in salaries or other terms and conditions of employment, it shall notify the other party in writing not later than three (3), months and not earlier than four (4) months prior to the expiration date of any agreement of understanding reached pursuant to the terms of this negotiating procedure unless otherwise agreed upon by both parties. Notification in writing from the C.F.V.E.A. shall be submitted to the Superintendent. Notification in writing from the Board shall be addressed to the (Co-)President(s) of the C.F.V.E.A. The above notifications shall include a list of items from each party to be subject of negotiations.

   b. Within fifteen (15) working days after receipt of such notice, an initial meeting will be held at which the C.F.V.E.A. and the Board will submit in writing their proposals.

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

   d. The items proposed shall constitute the total negotiations. No new items may be submitted unless by mutual agreement of both parties. Any items not submitted for negotiations and in the current agreement, unless affected by a date, shall remain in full force and effect in the successor agreement.

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

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

c. Either party may recess for caucuses up to forty (40) minutes or longer if both parties agree.

d. Minutes of meetings shall be kept by each party only if it deems necessary, and only in such form and detail as it may determine advisable.

5. Representation

a. The representatives of the Board shall consist of not more than five (5) designees. Only one (1) of the five (5) may be an outside consultant.

b. The representatives of the C.F.V.E.A. shall consist of no more than five (5) designees. Only one (1) of the five (5) may be an outside consultant.

c. The use of additional consultants/specialists may be used with the mutual consent of the Board and the C.F.V.E.A. in an effort to create equal representation.

6. Assistance and Study Committees

Either party may call upon professional and lay persons to consider and make suggestions concerning matters under discussion.

7. Information

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

8. News Releases

Neither party shall make a release to the news media, community member, or group regarding negotiations as long as negotiations are in progress without the mutual consent of both parties.

9. Agreement

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

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

c. The Association must affirm the acceptance of the Agreement first by a membership vote, and then the same shall be presented to the Board

for its decision. If approved, the Agreement shall be binding on both parties.

d. Within thirty (30) working days after the signing of the Agreement, it shall be made available to all certified/licensed employees and Board members on the District's website.

10. Disagreement
    a. If agreement is not reached within sixty (60) days following commencement of negotiations; either party may, at anytime 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 C.F.V.E.A. However, if after sixty (60) days from commencement of negotiations should either side request that negotiations be extended before mediation, and if both parties mutually agree to do so, negotiations before mediation will be extended up to thirty (30) additional days making a total number of days for any one (1) negotiating session ninety (90) days from the day of the initial meeting.

    b. The mediator shall be supplied by the Federal Mediation and Conciliation Service or any other source acceptable to both parties.
    If there are any costs directly connected with the mediation services provided by FMCS, SERB, or another ADR Entity, the Board and the Association shall share them equally. The selected mediator shall have the power to call the parties to mediation sessions so long as the parties agree to keep the mediator involved.

11. No Reprisal Clause
    Representatives of the Board and Clear Fork Valley Education Association shall participate in negotiations freely without concern for penalty, sanction, reprisal, or recrimination.

ARTICLE II – GRIEVANCE PROCEDURE

A. Purpose

This grievance procedure has been established to enable employees to seek solutions to violations of specific articles of the Master Agreement.

It is the intent of this procedure to provide solutions at the lowest administrative level.

B. Definitions

1. Employer
   The Clear Fork Valley Local Board of Education

2. Employee
   Member of the bargaining unit employed by the Board.

3. Grievance
   A complaint by an employee and/or group of employees that there has been a violation or a misapplication of a specific article of the Master Agreement.

4. Grievant (Aggrieved)
   Member of the bargaining unit employed by the Board making a complaint, or a group of same, or the C.F.V.E.A.

5. Days
   Actual bargaining unit employee working days unless specified otherwise.

6. Employee Organization
   The Clear Fork Valley Education Association (C.F.V.E.A.) as recognized by the Board.

C. Rights

1. No reprisals of any kind will be taken by the employer, employee, or employee organization during or after the resolution of the grievance.

2. All time limits described within are maximum, but may be extended by mutual agreement. Every effort will be made by all parties to conclude the procedure(s) in a minimum amount of time.

3. The grievant may, at their choice, be represented by the C.F.V.E.A. at any and all steps of the procedure.

4. The fact that an employee files a grievance shall not have any bearing on the employee's future transfer, assignment, promotion, or employment recommendations. Filed grievances do not become part of an employee's personnel file.

5. Failure to communicate the disposition of any grievance within the prescribed time limits will result in the grievance moving directly to the next step in the procedure.

6. An employee must file any grievance within fifteen (15) days after they know of or should have known of the act upon which the grievance is based.

D. General Provisions

1. All grievances will be filed on authorized forms only. (See Appendix C)

E. Procedure

Informal Step

All employees will make an effort to resolve their complaints by first discussing it with their immediate supervisor. If the employee is not granted the redress sought, the employee may then file a formal grievance.

Step I

If the grievance is not resolved within five (5) days of the informal meeting, the aggrieved may present a formal claim to their immediate supervisor by submitting a completed Grievance Report Form. Within five (5) days of receipt of the grievance, the immediate supervisor will meet with the aggrieved and the aggrieved's representative(s), if elected by the aggrieved, in an effort to resolve the matter. The immediate supervisor shall indicate their disposition of the grievance within five (5) days after such meeting by completing the report form and returning it to the aggrieved and the C.F.V.E.A.

Step II

If the grievance is not resolved at Step I, the grievant and/or the C.F.V.E.A. shall complete Grievance Report Form, Step II, and submit the grievance to the Superintendent within ten (10) days after being notified by their immediate supervisor in Step I. Within ten (10) days of receipt, the Superintendent and/or designated representatives will meet with the grievant and/or their representative to resolve this matter. Within ten (10) days of this meeting, the Superintendent shall indicate in writing their disposition of the grievance and forward it to the aggrieved and the C.F.V.E.A.

Step III

If the grievance is not resolved at Step I or II, the grievant and/or the C.F.V.E.A. shall complete the Grievance Report Form, Step III, and the grievant and/or C.F.V.E.A. shall have the right to submit the grievance to the Board of Education within ten (10) days after the Superintendent replies to the grievance in Step II. The Board shall meet with the grievant and/or their representative at its next

regularly scheduled meeting in executive session to resolve the matter. Within ten (10) working days of this meeting, the Board President shall indicate in writing the disposition of the grievance by completing the form and forwarding it to the aggrieved and the C.F.V.E.A.

Step IV

If the aggrieved, with the written concurrence of the C.F.V.E.A., is not satisfied with the disposition of the grievance at Step III, they may within ten (10) days submit the grievance to arbitration by the American Arbitration Association whose rules and regulations shall, likewise, govern the proceedings. The arbitrator may not add to, alter or delete from, the terms of the negotiated items. The arbitrator shall have all power and remedies within lawful statutes to render an award which shall be final and binding on both parties. In cases where arbitration of an issue is questioned, the matter of arbitrability shall be ruled upon by the arbitrator prior to a ruling by the arbitrator on the actual grievance. The cost for services of the arbitrator will be split equally among the parties.

ARTICLE III – RIGHTS

A. Management Rights

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

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

B. Bargaining Unit Privileges

1. Exclusivity

The Board shall accord the privileges enumerated in this Article to the C.F.V.E.A., Local #4109, A.F.T./O.F.T. as the sole and exclusive bargaining agent. These privileges shall not be provided to any other agent who has as its purpose the representation of certified/licensed employees in collective bargaining until such time as a valid and lawful challenge to the certification status of the C.F.V.E.A. is recognized by S.E.R.B.

2. Rights
   The C.F.V.E.A. will have the right to use faculty lounge bulletin boards, mailboxes, inter-school mail delivery, and school facilities for the purpose of meetings.

3. Dues Deduction/Payroll
   The Board agrees to deduct C.F.V.E.A., Local #4109, A.F.T./O.F.T., dues plus other deductions mutually agreed upon by the C.F.V.E.A. and the Board where the employee authorizes the Board. Authorization for these deductions for a school year must be made by the employee in writing to the Treasurer on or before October 1st.

   The CFVLSD Treasurer shall provide to the C.F.V.E.A. a list of all eligible bargaining unit employees annually by September 1st.

   a. The Board recognizes the C.F.V.E.A as a teacher professional organization (TPO) and in accordance with Section 4117.01 Revised Code and STRS Board Rule 3307-6-01, agrees to make C.F.V.E.A. officer stipend payments through the regular CFVLSD payroll at no additional cost of the Board. The C.F.V.E.A. shall reimburse the Board's contribution cost for the STRS payment and the Board's cost for Medicare if applicable on behalf of each C.F.V.E.A. officer who requests this option.

      The treasurer of the C.F.V.E.A shall deposit the stipend and reimbursements to the CFVLSD Treasurer by June 10th of each year, and stipend payments to C.F.V.E.A. officers shall be made by June 30th. The C.F.V.E.A treasurer will itemize the stipend and reimbursement amounts.

      The C.F.V.E.A. officer stipend amount, based upon the C.F.V.E.A. Constitution and By Laws, is for terms of service of one year from July 1st through June 30th.

4. Conference/Convention Days
   a. The Superintendent shall authorize up to a combined total of four (4) days per year to members elected to represent the C.F.V.E.A. or chosen to serve on programs or in any capacity at C.F.V.E.A. meetings, conferences, or conventions.

   b. The (Co-)President(s) of the C.F.V.E.A. will be given one (1) additional professional day, upon request and without Board compensation for expenses (registration fee, travel allowance, etc.), to attend one (1) major O.F.T. conference per year. The Board shall be responsible only for the expense of a substitute.

ARTICLE IV – TEACHING CONDITIONS

A. Normal School Day

The certified/licensed employee day will be seven and one-half (7 ½) hours inclusive of lunch and recess period. Hours are dictated by State Laws and Board Policy. The beginning and ending times will be determined by the respective building principal to reflect State Laws and Board Policy. Special in-service meetings, district-wide staff meetings, building faculty meetings, or conferences with students and/or parents may extend the day without increasing any additional cost to the Board. Said activities are deemed to be part of the job description.

1. Extended Days – Should the CFVLSD drop below the minimum hour threshold set by ODEW, the district will make up through extended days. Any school days extended to make up school hours shall be interpreted as one work day for purposes of paid employee leave.

B. Lunch Period

1. All employees shall have a duty-free thirty (30) minute lunch period.

2. An employee's lunch period shall be within the regular scheduled serving time.

3. Employees may leave the building during their duty-free lunch period with the approval of the building principal or designee, and must notify the main building office.

C. Teaching and Room Assignments

Each certified/licensed employee will receive their teaching and/or room assignment, in writing, no later than July 15th. Should circumstances warrant a change after this date, the respective building principal shall notify the employee of the change(s) immediately and provide assistance as needed to help the teacher make the change successfully.

D. Planning Time/Conference Periods

1. Employees will be provided planning time at least in accordance with the Ohio Department of Education standards. In program planning and student scheduling, building principals will make every attempt to provide opportunities for employees in the same department and/or grade level to have a common planning time.

    a. All employees in grades K through 12 shall have a minimum of forty (40) minutes of preparation time daily on full-session days.

b. On days when school is not in session for a full day, preparation time shall be no less than twenty (20) minutes and no more than forty (40) minutes.

c. Part-time employees shall have preparation time in an amount equal to their part-time as it bears to full-time.

2. Employees will be available to spend time with students needing academic consultation during part of the employee's conference period when necessary and possible. Employees are encouraged to use this time for planning procedures, grading papers, and in research and curriculum development.

3. After the principal has exhausted all means of securing a substitute teacher, teachers/bargaining unit members may be assigned to serve as a substitute teacher during the time they are not scheduled to have pupil contact. This will be done on a rotational basis among those teachers who are available at that time. If a bargaining unit member is assigned to serve as a substitute teacher during their non-contact time, they may seek other bargaining unit members who have non-contact time to serve in their place during that time or other bargaining unit members who are free may volunteer to cover the assignment for them.

E. Teaching Duties

1. *Building Faculty Meetings* – Whenever possible, building faculty meetings will be scheduled one (1) week in advance. Employees shall attend all building faculty meetings called by the principal unless excused by the building principal. Every attempt should be made to limit faculty meetings to one (1) per week, unless unforeseen emergency situations should arise.

2. *Homeroom Assignments* - Employees are subject to homeroom assignments, and when assigned, they shall handle all the details of records, attendance, social activities, and other matters assumed by the homeroom commitment. Employees are also expected to share in supervising non-classroom activities during the school day.

3. *Classroom Procedures/Schedules* - Employees shall keep an outline of class procedures, which should be available at all times for use by the principal or supervisors and as a guide for substitute teachers. Each elementary school employee shall prepare and follow a daily time schedule which has been approved by the principal or Superintendent. A copy of this schedule shall be filed with the principal or Superintendent within two (2) weeks after the beginning of the school term.

4. *Educational Planning and Planbooks* - Planning educational experiences for pupils must be both a continuous and flexible process. This involves pre-planning, the study of each pupil's records and previous experience, as well as assembling materials and organizing resources in their relation to teaching assignments. Long-range planning should involve a statement of goals, methods for achieving these goals, a perfected plan of evaluation, and some estimate of time allotments. Lesson Plans should be available at all times for use by the principal or supervisors and as a guide for substitute teachers.

5. *Assigned Periods* - Employees shall keep their classes in session each day during school hours and assigned periods and shall not dismiss them, for any reason, without permission of the principal or Superintendent.

   Employees shall be responsible for the orderly departure of all pupils generally and specifically for those who have been assigned to them for any class.

   Employees shall give every reasonable assistance to all pupils in their studies.

   Any tickets sold in the Building will be sold only in the Building Office and all fiscal policies will be followed in the handling of funds received.

6. *Unassigned Periods* - Employees shall not be absent from school or any period without permission of the principal or Superintendent except as provided for in ARTICLE V - LEAVES of this Agreement. ARTICLE IV, TEACHING CONDITIONS, B, 3 also permits leaving the building for lunch with the approval of the principal or designee.

7. *Students' Health and Welfare* - Employees shall give careful attention to the health and comfort of the pupils under their care. Employees shall observe the physical conditions of the room relative to heating, ventilation, lighting and cleanliness and shall report abnormal conditions to the principal or Superintendent. Employees shall report any unsatisfactory conditions among students pertaining to personal cleanliness, vision, hearing, etc., to the building principal or other appropriate authority.

   Employees shall not send pupils on errands away from the school property the exception being if the errand is directly related to the curriculum being instructed at that time and the student(s) guardian is on file with the building administrator granting permission. The school administrator shall have the discretion to refuse such privilege.

8. *Teachers' Handbook* - Employees shall become familiar with and follow the instructions outlined in the Teachers' Handbook that is prepared by the building principal and presented at the orientation meeting.

9. *Records/Reports* - Employees shall keep all records and make all reports as directed by the principal or Superintendent. Online grade books shall be updated weekly unless approved otherwise by the Building Administration.

10. *Foregoing Scheduled Planning Time* - When an employee agrees to forego their scheduled planning time each day for the purpose of minimizing student-teacher ratio, and will be instructing an approved graded/accredited class that appears on the master schedule and has a minimum of fifteen (15) students, the employee will be compensated at their hourly rate for that additional instructional time.

11. *Class Coverage* - At the request of the Building Principal, when any Certified Staff is assigned or volunteers to teach another teacher's class, or any part of another teacher's class, for any part of the day (including lunch or planning time/conference period, duties, assemblies, study halls) (a teacher may only claim one paid lunch and one paid prep. per day) as a result of the inability to secure a substitute, that teacher shall be paid a rate of twenty-five dollars ($25.00) per hour in addition to their regular salary. Coverage will be documented through Class Coverage Forms for compensation.

F. Non-Teaching Duties

The primary responsibility of a certified/licensed employee is to teach. It is understood that additional duties must be undertaken to properly supervise students. These duties will be assigned on an equitable basis, and duties will not be invented merely to give the employee something to do. Duties will be assigned in writing (a general list in the Teachers' Handbook as interpreted as in writing) by the appropriate building administrator.

G. Vacancies - Promotions - Transfers

1. All vacancies in certified/licensed staff positions, which the Superintendent intends to fill, shall be posted in each building, through their district email address, and electronic group notification system/app from Building Administration or District Office, and on the district website for a period of seven (7) calendar days. A vacancy is defined as the Superintendent having received a written resignation from a certificated/licensed employee or when a new position is created. The Board reserves the right not to fill any vacancies.

2. In the event that said positions become available during the summer months or holiday periods when school is not in session, defined as that period of time between the last teacher day and the opening staff day of the subsequent school year, a notice of all vacancies specifying the grade level or special subject area will be given to all certificated/licensed employees through their district issued email address, electronic group communication system/app from Building Administration or District Office, and posting on the district website for a period of seven (7) calendar days.

3. In the event a position becomes available during the school year, the union leadership and Superintendent shall work together to fill the position while minimizing the disruption to existing class structure. The Board has the option to place a long-term substitute in the vacant position for the remainder of the school year following the established procedures for substitute hiring.

   At the conclusion of the school year, should the position in question be needed for the following year, it will be regarded as any open position and the procedures as defined in paragraph 1 of this section will apply.

4. Should certain employees have a specific interest in potential openings or new positions, they may file their intent or application in writing or electronically with the Superintendent or the appropriate administrator and be guaranteed an interview for the position of interest, with the understanding that administration makes all final decisions on employment.

5. Employees who wish to transfer within the system may request same in writing to the Superintendent or the appropriate administrator. Said request will be submitted to the affected principal for their recommendation.

6. In the event that it is necessary for the Superintendent to initiate a transfer, said transfer will be reviewed in person with the affected employee prior to the final decision. The employee will be afforded an opportunity to agree or disagree stating reasons for same. No teacher shall be transferred to a position for which he/she does not hold state certification/licensure. Should an involuntary transfer occur, the Administration will make every attempt to make an efficient transfer by securing necessary classroom materials, and ensuring transfer of existing teacher supplies in a timely manner.

H. Building Facilities

1. The Board will continue to make available lunchroom and lavatory facilities for teacher use. At least one (1) room will be made available for use as a teacher lounge.

2. Employees shall properly care for all school property and equipment.

3. An effort will be made to fulfill the need for each teacher to have a facility which can be locked for the private storage of coats, hats, purses, and other personal belongings.

4. The Board shall provide telephone service in each building in an environment conducive to confidentiality for employee use.

I. Pupil Teacher Ratio

The C.F.V.E.A. and the Board understand and agree that class size plays an important part when providing the education for students, particularly as it relates to individual pupil differences.

Both parties are committed to keeping reasonable class sizes in all classes throughout the District. The administration is sensitive to any classroom-related issue and will engage in ongoing constructive dialogue with all parties.

The administration shall be responsible for the pupil-teacher ratio by the assignment of students and staff and for determining the number of teachers to be employed.

J. School Calendar

Annually, prior to December 1st, a calendar committee consisting of CFVEA Co-Presidents, 2-3 CFVEA Union members and 5 administrators will develop a calendar to be recommended to the Board by the Superintendent for consideration. The calendar recommendation shall be submitted to the Board annually by January Board Meeting.

K. Inclement Weather

When schools are officially closed because of inclement weather or other calamity, employees shall be released from duty for five (5) traditional calamity days. After the five (5) traditional calamity days all other calamity days will be made up through remote learning, which may be provided by employees off campus.

L. Grade Changes

The teaching employee shall have the right to determine the grades of students.

M. Special Needs Students

The following shall apply to teachers who have or will have one (1) or more special needs students included into their classes:

1. Each teacher at each grade level shall have the opportunity to meet with the Special Education teacher to discuss and provide input into decisions

affecting special needs students before assignment to the teacher's classroom.

2. The receiving teacher(s) at the appropriate level has the right to be present, and is urged to be present, at any Placement Committee meeting. This includes the annual I.E.P. review.

3. Special needs students assigned to regular classrooms shall, to the extent possible, be equitably assigned by the administration to classrooms at each grade and/or subject level.

4. If more than thirty percent (30%) of the students in an inclusionary classroom are students with an I.E.P., efforts will be made to obtain additional help for the classroom teacher.

5. When medical conditions of a student require services like changing colostomy bags or diapers, cleaning tracheotomy openings or appliances, etc., the Board will address those student needs with additional help.

N. Students with Records of Violent Behavior

In an effort to maintain good communication among all members of the Clear Fork staff procedures will be developed and shared with bargaining unit members at the beginning of each school year to detail how information will be shared with staff members when a student enrolls with a known record of violence, violent acts, or has been involved in sexual misconduct.

ARTICLE V – LEAVES

All substitute teachers shall be secured by the District Office from a list of approved substitutes. Teachers are permitted to submit requests through Kiosk for a desired substitute, but it is understood that requests are subject to substitute availability and are not guaranteed. Teachers shall not personally secure their own substitutes (This language was included for clarifying purposes).

A. Sick Leave

In order to comply with Section 3319.141 of the Ohio Revised Code, the following guidelines shall be followed:

1. Each bargaining unit employee shall be entitled for each completed month of service to sick leave of one and one-fourth (1 1/4) days with pay.
2. Sick leave may not be taken in less than one-half (1/2) day amounts.

3. Unused sick leave shall be cumulative only up to two hundred ninety (290) days. A cap of two hundred eighty (280) days sick leave will be used to calculate severance pay.
4. Employees may use sick leave upon approval of the responsible administrative officer of the Board, for absence due to illness, injury, disability due to pregnancy including post-partum recovery, adoption or fostering of a child under the age of eighteen (18) years of age, or older and incapable of self-care because of a mental or physical disability, exposure to contagious diseases which could be communicated to other employees, and illness, injury or death in the employee's immediate family. Employees will be limited to using three (3) days of sick leave for the purposes of attending a funeral for someone not listed in #5 below. Should extenuating circumstances exist, additional days may be granted by the Superintendent or Superintendent's designee.
5. Immediate family shall be interpreted to include husband, wife, children, brothers, sisters, parents, grandparents, grandchildren, brothers-in-law, sisters-in-law, mother-in-law, father-in-law and anyone living in the same household who is related by blood, marriage, or adoption; or mutual agreement between the Superintendent or designee and the CFVEA.
6. If an absence is for less than one-half (1/2) day and no documentation is recorded in KIOSK for prior approval, the employee may submit a request in writing (email accepted) to the proper building administrator and copied to the payroll department to secure certificated/licensed staff to cover classes at no additional cost to the district and have no time deducted from sick leave. In the event of an extenuating circumstance, the building principal will be notified prior to employee departure.
7. Any bargaining unit employee who has exhausted their sick leave accumulation may be advanced up to fifteen (15) days of sick leave or the maximum of what would be accumulated until the end of the current school year. The Board shall recover any pay due because of sick leave advancement of paid time off upon termination of employment of the employee.
8. Any bargaining unit employee who is absent for five (5) or more consecutive work days, or ten (10) days during a semester, or twenty (20) days in any given school year, shall be required to furnish to the Superintendent or Treasurer, a written statement explaining the cause of the absence. In addition, the Superintendent or Treasurer may request the statement to be prepared by a physician's office. An employee may voluntarily submit a statement from a doctor/physician and that absence would not be counted against the limit in this paragraph.
9. The Board will recognize a maximum of two hundred thirty-five (235) days of cumulative sick days leave for employees transferring from any other agency or agencies of the Government of the State of Ohio provided such earned sick leave has been accumulated in the past ten (10) years. A certificate, executed by the responsible administrative officer of an agency from which an employee

is transferring, must be presented to the Board Treasurer before sick leave earned outside the Clear Fork Valley Local Schools will be recognized.

10. Employees may choose to make a voluntary gift of sick days to another employee who has exhausted their sick days because of a severe condition, illness, or pregnancy. In such cases, the following guidelines will be followed:

    a. Once an employee makes a decision to gift sick days to another employee, and the paperwork has been submitted to the Treasurer's office, the decision is irrevocable.

    b. Gifted sick days cannot be used to enhance severance pay.

    c. A staff member may not gift more than ten (10) sick days per year. A staff member may not receive more than ten (10) donated sick leave days from any one employee per year.

    d. The gifting of sick days can be anonymous if the employee so desires.

        The gifting of sick days can only be for a serious illness or incapacitating health or medical issues of the employee having a prognosis of recovery being thirty (30) work days or longer or to extend maternity/adoption/child care leave. The Superintendent and CFVEA shall ultimately determine whether the employee qualifies for use of donated sick leave days based on appropriate paperwork from the employee's physician.

    e. Gifted sick days shall not be used to repay advanced sick days.

    f. The request to donate or to receive sick days must be submitted to the Treasurer in a timely manner. Gifted sick days shall only be used for current or future sick leave. If the employee wishes to donate sick days anonymously, the Treasurer shall be notified by the donor of such intent via email.

B. Personal Leave Days

1. All bargaining unit employees shall be granted up to four (4) days of personal leave for personal business during each school year without loss of pay and without deduction from sick leave.

2. If the use of personal leave becomes necessary, the request shall be made five (5) days in advance unless it is an emergency.

3. If an absence is for less than one-half (1/2) day and no documentation is recorded in KIOSK for prior approval, the employee may submit a request in writing (email accepted) to the proper building administrator and copied to the payroll department to secure certificated/licensed staff to cover classes at no additional cost to the district and have no time deducted from personal leave. In the event of an extenuating circumstance, the building principal will be notified prior to employee departure.

4. Any unused personal leave as of July 1 of each calendar year shall be added to sick leave.

5. The following conditions shall apply to personal leave:

   a. Personal days cannot be used or permitted to extend winter or spring breaks. Personal days may not be used the first or the last ten (10) student days of the school year or on in-service days without the written approval from the Superintendent upon recommendation of CFVEA.

   b. To accommodate special occurrences, the Superintendent has the authority to give special consideration to and may approve those requests upon recommendation of the CFVEA.

   c. Personal leave may not be used to excuse employees from parent conferences unless approved by the building principal.

   d. Personal leave may not be taken in less than one-half (½) day amounts.

   e. Personal leave may not be used for purposes of gainful employment.

   f. Personal leave may not be used in lieu of sick leave without approval from the Superintendent upon recommendation of CFVEA.

   g. No more than two (2) bargaining unit employees from each of the following buildings may use personal leave on the same day. The buildings are: the High School, the Middle School, Butler Elementary and Bellville Elementary without approval of the Superintendent upon recommendation of the CFVEA.

   h. No more than five (5) personal leave days may be approved for these employees during the months of August and June without approval of the Superintendent upon recommendation of CFVEA.

C. Flex Leave

Flex Leave is defined as days which can be used as either Personal Leave or Sick Leave. Three days per year of Sick Leave may be used as Flex Leave. This will be noted in KIOSK under leave type sub category of Flex.

D. Parental Leave

A teacher who is about to become the parent of an infant child or who is a parent of an infant under one (1) year of age, or who is about to legally adopt or foster a minor child or an individual who is incapable of self- care because of a mental or physical disability, may request and be granted a Parental Leave of Absence with the conditions set forth below.

1. The Parental Leave of Absence may be for the balance of the present school year in which the child is born, or in the case of adoption or foster care, the date the teacher received the child, or for the amount of time to which they are entitled to leave under the Family and Medical Leave Act, whichever amount of time is greater.

2. The teacher seeking Parental Leave shall submit a written request to the Superintendent which shall state the length of absence desired by the teacher and the date of their expected return. Said request shall be at least thirty (30) days in advance of the effective date of said leave except in emergency situations or when thirty (30) days is not feasible, in which event the Superintendent shall immediately be notified of the date of said leave.

3. Teachers are required to use all forms of earned or accrued paid leave (e.g. sick leave, personal leave) concurrently with FMLA leave. If the teacher has not earned or accrued adequate paid leave to encompass the entire period of FMLA leave, then the balance of the Parental Leave will be in unpaid status.

4. At the request of the teacher, and with one-week prior notice, the duration of the teacher's Parental Leave may be shortened by the Superintendent.

5. Parental Leave may be extended upon written request by the teacher if extenuating circumstances exist with adjustment and/or healthcare issues and the teacher's request is supported by a written statement from the child's physician or social worker.

6. The use of available sick or flex leave for Parental Leave shall be for a maximum of thirty (30) contracted/working days, per contract year. Contracted/working days shall not include holiday breaks, calamity days, spring break or summer break.

7. Upon return to service following a Parental Leave of Absence, the teacher shall be entitled to reinstatement to the same contractual status, but not necessarily the same position, which was held prior to the leave. Upon reinstatement, the teacher shall be granted a salary increment only if said teacher has taught one hundred twenty (120) days during the year in which the leave is taken. All other benefits contained in this Agreement, will not be accrued or paid to the teacher during the period of time the teacher is on an unpaid Parental Leave of Absence.

8. A Parental Leave of Absence shall not exempt the teacher from decisions regarding nonrenewal or reductions in force.

9. If both parents are employed by Clear Fork Valley then they may use Parental Leave consecutively within a twelve (12) month period.

10. A teacher on a Parental Leave of Absence and who is otherwise qualified, shall be eligible to utilize FMLA leave and be entitled to continued participation, at Board expense, in the health insurance benefit for up to twelve (12) consecutive workweeks or for the duration of the leave, whichever is shorter. Thereafter, if the group insurance policy permits, a teacher on Parental Leave may continue to participate in such benefits by advance payment, on a monthly basis, of the total premium for such benefits.

E. Severance Pay

Employees may, at the time of their retirement from service with the district, apply for severance pay. Only those employees whose effective date of retirement with the State Teachers Retirement System is no later than ninety (90) calendar days after the last paid day of service shall be eligible for retirement severance pay. The Superintendent may grant a severance payment when extenuating circumstances cause retirement from the district to occur more than ninety (90) calendar days before STRS eligibility for retirement. The maximum severance payment which may be made for employees who have completed ten (10) or more years of service with the district shall be one-fourth (1/4) of two hundred eighty (280) days of unused sick leave days not to exceed seventy (70) days. Such payment shall be based on the employee's full per diem rate of pay at the time of separation. Payment for paid time off on this basis shall eliminate all paid time off credit accrued by the employee at that time. The severance payment shall not be made until the employee submits proof to the Treasurer that the first retirement check has been deposited.

For employees who have completed less than five (5) years of service with the district, no severance payment will be issued. For employees who have completed five (5) to nine (9) years of service with the district, the maximum severance payment which may be made shall be one-tenth (1/10) of two hundred eighty (280) days of unused sick leave days not to exceed twenty-eight (28) days.

The severance pay described above shall be paid to the estate of an employee of the District who dies while still employed by the District. Payment to the estate shall be made in a timely manner. Employees, who have five (5) or more years of service with the District and pass away while employed by the District, shall have a severance payment made to their estate using the retirement severance calculation from the previous paragraph.

Employees separated from the District, by Reduction In Force or elimination of curriculum offerings, may elect to receive severance payment for unused sick leave. The maximum severance payment which may be made shall be one-fourth (1/4) of two hundred eighty (280) days of the unused sick leave days, not to exceed seventy (70) days. Such payment shall be based on the employee's full per diem rate of pay at the time of separation. Payment for sick leave on this

basis shall eliminate all sick leave credit accrued by the employee at that time. Payment of severance because of separation of employment (RIF or curriculum offering elimination) will be made ninety (90) days after the employee receives their last salary payment from the district providing that other employment in the profession has not been obtained during these ninety (90) days.

Any teacher who desires to have their severance pay deposited into an annuity must notify the Treasurer's office in writing thirty (30) days in advance of their effective date of retirement or last day of active service, whichever is earlier. The notification must state either a percentage or dollar amount of the eligible severance pay to be deposited into an annuity upon retirement. Calculations for the amount of the annuity for severance pay will need to be certified by the Treasurer. The maximum amount an employee authorizes to be annuitized will be distributed to the annuity company of their choice on the last payday of their employment. The employee's choice of the annuitized severance pay must be with a company to which the District contributes to annuities for other employees.

The maximum allowable tax sheltered annuity annual contribution amount as determined by the various federal codes sections including, but not limited to 403(b), 402(g), 415, and 457. The service contribution to an employee's 403(b) plan or 457 deferred compensation plan aggregated with any previous contributions made by the employee during their last twelve (12) months of employment, cannot exceed the maximum allowable contribution as determined by law. These provisions can be amended as necessary in order to conform to any applicable federal and state tax laws.

F. Professional Development Leave

1. Professional Development Leave is defined as leave relating to your certified/licensed position. This procedure is not to be used for field trips, supplemental activities, and sporting events which will be entered only in KIOSK as Professional Leave with a description of the event.

2. Each bargaining unit employee may request two (2) professional days per year for professional growth activities. Additional days may be granted upon approval of the Superintendent.

3. The Head Coaches of all varsity teams will be permitted two (2) days only per school year for professional athletic meetings for each sport in which they are Varsity Head Coach and may include attending a state tournament contest of the sport they are Varsity Head Coach subject to yearly review. All other coaches will be granted one (1) day professional leave per school year per sport coached for athletic meetings. Professional athletic meetings shall mean workshops or clinics. The days available to employees for professional meetings for academic class work are not to be used by coaches for athletic meetings. All Athletic Leave requests must include an

Activity Proposal and a Follow-Up Report specifying how such attendance will benefit Clear Fork student athletes. Documentation will be submitted to the Superintendent or designee.

4. Bargaining unit employees that must take a professional exam to secure a licensure related to education will be granted a professional day to take said exam, excluding Pupil Activity Permit/License.

5. In order to apply for said leave, the employee must:

a. Submit a Professional Development Leave Request form to their immediate supervisor on the designated form ten (10) calendar days in advance of said leave.

b. Upon confirmation of approval of said leave, enter information into KIOSK. If attendee expects reimbursement, or to have the District pay for any aspect of the leave, a requisition must be turned into the Treasurer's office two (2) weeks prior to the registration deadline. If extenuating circumstances arise, the Treasurer will consider each request on a case by case basis.

6. Employees granted said leave will be notified in writing or electronically within five (5) working days of the filing of the request. Any requests not granted shall be returned to the employee within the same said time frame with a written explanation for the denial.

7. While on Professional Development Leave, the employee will receive the regular rate of pay, and a substitute will be employed by the Board. Employees on said leave will be reimbursed according to the following rate schedule up to:

Registration fees: 100%
Meals: None
Lodging: $45.00 per night

Travel: (Only applicable if district provided transportation is unavailable and the employee inquired (via e-mail to "Van") if district transportation is available.) Current IRS rate (mileage calculated from employee's building to destination and return). If multiple employees attend the same conference on the same days from the same building, only one employee will receive mileage reimbursement.

8. Employees, for reimbursement, must complete the Travel Expense Form and provide the Treasurer's Office with all receipts. Said forms are to be submitted to the Treasurer's office each month and will be processed with the next batch of checks that are processed after submission. No one will be reimbursed more than five hundred dollars ($500) for any single issuance of said leave.

9. Within ten (10) calendar days after the conclusion of said leave, the employee will file a report with the building principal, listing the highlights and other useful information acquired during said leave. The principal will provide for distribution of this report to staff as they deem necessary. A copy of said report shall be forwarded to the Superintendent once received by the building principal.

10. In-service activities are recognized as an important part of each teacher's professional growth. Visitations are recognized as a form of in-service. Applicants will follow the Professional Development Leave procedure as described above.

G. Assault Leave

1. Notwithstanding Section 3319.143 of the Ohio Revised Code, certificated/licensed employees who are absent from work due to a physical disability resulting from an assault which occurs in the course of Board employment will be maintained on regular status during the period of such absence. In order to qualify for said leave an employee shall:

   a. Within fifteen (15) days of the assault, furnish the Superintendent with a signed statement, on the provided form to justify the use of said leave.

   b. Within a reasonable time after the assault, submit to the Superintendent a certificate from a licensed physician stating the nature of the disability and its duration.

2. In addition to the above the following rules apply:

   a. In order to qualify for Assault Leave, eligibility will be determined by the Superintendent following a notification from the proper building administrator.

   b. Upon receipt of a physician's statement, either party (employee or Superintendent) may request a second opinion to determine when the employee is fit to resume their duties.

   c. All earnings paid under this policy are in lieu of Workers' Compensation Benefits.

   d. Regarding any non-insured medical or property damage costs, the Board or its representatives will be an advocate for due process to facilitate compensation for losses incurred by a teacher.

e. Assault leave benefits will be discontinued upon the following: retirement of the individual, declaration of eligibility for disability retirement benefits, or resignation of an employee.

H. Sabbatical Leave

Sabbatical Leave for study and research may be granted without pay to full-time regular employees subject to the following conditions:

1. The employee applying must have at least five (5) years of full-time continuous teaching service in the District immediately preceding the date of application for the Sabbatical Leave unless otherwise approved by the Superintendent and the Board of Education.

2. Each year up to five percent (5%) of the eligible teaching staff may be granted sabbatical leaves of absence.

3. No employee will be eligible for Sabbatical Leave if they have been granted such a leave from the District within the seven (7) consecutive years of service immediately preceding the application unless otherwise approved by the Superintendent and the Board of Education.

4. The applicant must present an acceptable plan for educational growth to be followed during the Sabbatical Leave. The proposed plan must contribute to the professional effectiveness of the applicant as a teacher in their current areas of certification/licensure.

5. Application(s) for Sabbatical Leave shall be submitted, in writing, to the Superintendent and must be received by March 15th. If approved by the Superintendent, the leave will be acted upon by the Board by May 31st.

6. An employee on Sabbatical Leave shall not render teaching service for compensation in any other Ohio public and/or private educational institution provided, however, this requirement shall not preclude the acceptance of a fellowship or other assistance in research.

7. Within sixty (60) days after completion of the Sabbatical Leave, the employee granted such leave shall file with the Superintendent a written report of their educational pursuits while on Sabbatical Leave.

8. All sabbatical leaves shall be for a period of one (1) school year only. Written notice of the employee's intent to return to a teaching position in the district shall be received by the Superintendent no later than March 31st of the school year the employee is on sabbatical leave. Failure to provide written notice by this date shall result in the termination of the contract of

employment between the Board and the employee and the employee is without further recourse under law or this agreement.

9. An employee on Sabbatical Leave may elect to continue District insurance benefits by paying one hundred percent (100%) of the monthly premium.

10. Upon completion, the employee will return to teach at least one (1) full year in the District or pay to the District the sum of one thousand dollars ($1,000.00).

11. Upon return, the employee will resume the same contract status, but they will not receive an additional step on the salary schedule for the year on leave.

12. Upon return, the employee will be assigned to a position for which he/she is certified/licensed, but there is no guarantee that it will be the same position which he/she previously held.

I. Jury & Election Poll Worker Leave

1. An employee called to jury duty or to be a worker at an election polling place shall be entitled to receive their regular rate of pay while serving provided they pay to the District Treasurer all compensation received as a juror or poll worker.

2. Upon presenting documentation to the Treasurer's office from the responsible court of jurisdiction or appropriate county agency, any funds reimbursed to the employee for meals, travel and/or lodging are not considered a part of the daily pay that must be returned to the district.

J. Court Leave

An employee subpoenaed to appear in any court in an action arising out of their employment, provided such appearance is not in connection with an action the employee has taken against the District, shall be entitled to their regular rate of pay while so appearing provided that any witness fee shall be paid to the District Treasurer. Such absence shall not be considered sick or personal leave.

Employees that are required to appear in any court in relationship to any family law matters involving a spouse and/or child [related by blood or adoption (including the adoption process), or through marriage] shall first exhaust their remaining sick leave.

An employee subpoenaed to appear as a witness or appearing as a party in a criminal trial or legal proceeding in which they are not a defendant, shall be entitled to their regular rate of pay. Such absence shall not be considered sick or personal leave.

K. Family and Medical Leave

In applying for the Family and Medical Leave Act of 1993, employees' leaves shall run concurrently with their FMLA leave any of their accrued sick leave for leave provided under the FMLA for any part of the 12 week period of such family leave. The thirty (30) day advance notice required by the Act shall be tolled from the date the individual first submits the form to their supervisor. As allowed by the law, the thirty (30) day advanced notice need not be given if the circumstances necessitating the leave do not permit it. Employees may obtain complete details of the Family and Medical Leave provisions by requesting them from the Superintendent's office.

All references to FMLA in this section and elsewhere in the agreement will follow Board adopted policy and current laws regarding FMLA should the law contradict the negotiated agreement or Board Policy.

L. Retirement Incentive

Employees who choose to retire with retirement benefits during or at the end of the current school year shall be eligible for the retirement incentive provided the employee submits a letter of retirement along with a letter from STRS verifying the employees eligible date of retirement within forty-five (45) calendar days of the eligible retirement date with STRS but no later than February 28th.

The retirement incentive will be a one-time lump sum payment in the amount of five thousand dollars ($5,000.00). The retirement incentive will be paid to the employee by December 31st of the calendar year in which the retirement effective date occurs.

The retirement incentive applies only to employees eligible for service retirement who retire when they first become eligible for retirement benefits with STRS, and is not to be construed as severance pay (Article V Section C) which applies to all retiring employees.

ARTICLE VI – EVALUATIONS

A. Evaluators may make electronic recordings (audio, still picture, video, or any combination) provided that the teacher has agreed to such recordings prior to the observation or walk-through.
B. The observation and evaluation forms must be signed by the employee indicating that conferences were held at each step of the procedure, the employee has seen, but not necessarily agreed with the evaluation, and that copies of the forms have been given to the employee.
C. The Clear Fork Teacher Evaluation Handbook (C.F.T.E.HB) shall include the evaluation timelines and necessary forms and shall be agreed upon by C.F.V.E.A. President(s) and the Superintendent, signified by an agreement date. The C.F.T.E.HB shall be reviewed yearly with the administration and C.F.V.E.A.

for compliance purposes for the Ohio Department of Education. The faculty representatives to the committee shall be selected by the C.F.V.E.A.

D. Employees shall have the right to request C.F.V.E.A. representation at any evaluation conference.
E. When evaluations are being used to determine employment contract renewals, RIF lists, and employment status and performance pay only State data made up of tested students shall be used.
F. Evaluations will be conducted in accordance with the Clear Fork Teacher Evaluation Handbook (C.F.T.E.HB) developed by an ad-hoc committee during the school year. The handbook should be updated as necessary by the committee and recommended for approval each year by September 1st or as needed due to additional requirements set forth by Ohio Revised Code and/or the Ohio Department of Education.
G. Evaluations, Improvement Plans, and Professional Development Plans will be completed in accordance to the Clear Fork Teacher Evaluation Handbook (C.F.T.E.HB), Ohio Revised Code, Clear Fork Valley LPDC, and Ohio Evaluation Systems set forth by the Ohio Department of Education and Workforce.

ARTICLE VII – PERSONNEL RECORDS

The Board believes that in order to avoid interrupting the educational program and to maintain the individual rights of each employee, a uniform procedure for the inspection of public records should be maintained.

A. Any person seeking to examine a public record maintained by this District shall submit a request, in writing, to the Superintendent on a form to be supplied by the Superintendent. The form shall require that the person seeking access to the public record give their name and address, and specifically identify the public record maintained by this District, which they seek to examine. The records will be made available during regular business hours and copies of such records will be made available at cost within a reasonable amount of time.

B. Personnel folders will contain records and information relative to compensation, payroll deductions, evaluations, and such information as may be required by the State or Federal Government or considered pertinent by the Superintendent. Anonymous material or material from an unidentified source will not be placed in an employee's file.

C. A personnel folder for each employee will be accurately maintained in the District in accordance with administrative regulations incorporating the requirements set forth under the Ohio Privacy Act for the protection of employees. All personnel folders will be stored in a locked filing cabinet. Keys will be maintained by the Superintendent/designee and the District Treasurer.

D. The public will have access to all records in the personnel file with the following exceptions:

1. Medical records.
2. Records pertaining to adoption, probation or parole proceedings.
3. Trial preparation records.
4. Confidential law enforcement investigatory records.
5. Records of which the release is prohibited by State or Federal law.

E. Each employee has the right to review the contents of their personnel file. Requests to review a personnel file shall be made in writing to the Superintendent, and the Superintendent shall allow an employee to review the entire contents of their personnel file at the time of such request.

F. Employees may make written objections to any information contained in the file. Any written objection must be signed by the staff member and will become part of the employee's personnel file after the appeal procedure outlined in the Ohio Revised Code. Employees shall have the right to union representation at any conference concerning their personnel files with exception of pre-employment materials. The appeal procedure permits any employee who disputes the accuracy, relevance, timeliness, or the completeness of information maintained in their file to compel the District to investigate the current status of the information. Employees shall receive a copy of the form completed by the person requesting the inspection of their file.

G. Personnel records shall be reviewed only in the confines of the Superintendent's office in the presence of the Superintendent or Superintendent’s designee.

H. Employees shall be notified when any individual, who is not an employee of the Clear Fork Valley Local School District, has made a request for personal information.

ARTICLE VIII – INDIVIDUAL CONTRACTS

A. Definitions

1. A beginning teacher is an employee with no previous experience. Beginning teachers shall be hired for one (1) year.

2. A limited contract is a contract for a definite period of time.

3. A continuing contract is a contract that remains in force and effect until the teacher resigns, elects to retire, or until it is terminated or suspended as provided by law.

B. Terms of Employment

Contracts are by and between the individual and the Board.

"Probationary" employees are teachers who have not yet completed four (4) full years under a limited contract with the District. It is understood that "Probationary" employees will be carefully observed.

1. "Probationary" teachers shall be issued a one (1) year or new limited contract.

2. "Probationary" teachers or any new bargaining unit member will be placed on the level of pay in accordance with their educational level. i.e. A teacher hired that holds a Master's Degree will fall under that level when salary is being determined.

3. If re-employed, the second**,** third and fourth contract(s) issued to an employee shall be another one (1) year limited contract.

4. If re-employed and evaluations are satisfactory, the Board shall offer a two (2) or three (3) year limited contract.

5. If re-employed and evaluations are satisfactory, or if not eligible for a continuing contract, the Board shall offer three (3) year limited contracts hereafter.

6. If the above sequence is not followed, written reasons will be given to the employee by the Superintendent.

7. Upon recommendation by the principal, that an employee not be re-employed, the employee may upon request, be granted a conference with the Superintendent. The employee may have the right to be represented at such conference.

8. Applications of this section shall be concurrent with NEOLA Board Policy 3220.

9. To be eligible for a continuing contract, an employee must meet each of the following:
    a. Hold a five (5) or eight (8) year professional or permanent license
    b. Have at least six (6) years of teaching experience in the Clear Fork Valley Local School District
    c. Maintain two consecutive years of a Final Summative Rating of Skilled or above on the Teacher Evaluation at the time of contract recommendation.

    Employees who have had a continuing contract in another school district in Ohio shall become eligible for a continuing contract after serving a three (3)

year period in the Clear Fork Valley Local District and maintain two consecutive years of a Final Summative Rating of Skilled or above on the Teacher Evaluation at the time of contract recommendation.

10. A teacher who becomes eligible for a continuing contract during the term of a multi-year contract may be considered for a continuing contract at the end of the multi-year cycle.

11. If an employee is absent without leave for five (5) consecutive school days, a long-term substitute will be hired and the regular teacher salary will be suspended. Upon returning to the District within the same school year, a hearing will be scheduled within forty-eight (48) hours with the Board, Superintendent, Building Administrator, CFVEA Leadership, and/or legal counsel to justify the absence and make a determination regarding the future employment status. If the absence is justified, back pay will be granted to the employee. No further action will be taken against the employee's contract.

    If an employee fails to arrive to work within the first five (5) school days of the school year, salary will be suspended and the employee will be considered on an unpaid leave of absence. Within five (5) school days prior to the next regularly scheduled board meeting, the contract of employment will be recommended for termination.

12. Receipt of a "developing" rating for four years in a row, receipt of an "ineffective" rating for two years in a row; or receipt of a combination of "developing" and "ineffective" ratings for three years in a row based on the on-site observation section of the summative rating of the Ohio Teacher Evaluation System shall result in the nonrenewal of a teacher's limited contract regardless of the contractual term. Teachers with a recent "ineffective" or "developing" rating on their on-site observation may request an additional on-site observation and/or an on-site observation performed by a different evaluator, other than the one assigned to them.

13. Failure to pass the deficient portions of the performance based assessment while teaching under a one year extension of the resident educator license or alternative resident educator license or a one year interim license shall result in the non-renewal of a teacher's limited contract regardless of the contractual term.

C. Reduction in Force

1. If it becomes necessary to reduce the number of employees due to a decrease in pupil enrollment, the return to duty of teachers from leaves of absence, a suspension of schools or territorial changes, or for identified financial reasons, the following provisions shall apply. Such RIF will be in keeping with the provisions of this article and pursuant to section 3319.17 of the Ohio Revised Code.

The CFVEA and certified staff shall be notified as soon as possible and no later than April 1st of any proposed teacher reduction. Such notice shall include:

a. The positions for reductions being considered.
b. Reasons for such decisions.

2. Upon receipt of notification of a proposed teacher reduction, the CFVEA has had the right to present its views at an executive session of a Board meeting.

3. The Board shall proceed to reduce teachers based on their performance as indicated on their evaluations in the following sequence:

a. The Board shall handle all teacher reductions first through normal attrition which shall be employees who leave the District by reason of retirement, resignation, death or those whose limited contracts are not renewed.

b. A list shall be prepared of all employees each year by November 1st according to certification and licensure and final summative evaluation scores (for RIF purposes only) for the last two evaluations cycles completed within the last five (5 school years with each final summative rating being assigned point(s) based upon the following scale:

i. Accomplished = 4 points
ii. Skilled = 3 points
iii. Developing = 2 points
iv. Ineffective = 1 point

The sum of the points assigned for the two (2) most recent evaluations cycles completed in the last five (5) years shall result in a total that places the teacher in one of the following Categories:

i. Comparable Category 1 = 0-3 points
ii. Comparable Category 2 = 4-5 points
iii. Comparable Category 3 = 6-8 points

Example: A teacher rated Accomplished for his/her last evaluation and Skilled in his/her prior evaluation will have a total of 7 points and therefore will be in Comparable Category 3.

Where only one evaluation is available in the last five (5) school years that summative evaluation rating will be doubled in order to place the teacher in the corresponding Comparable Category.

Example: A teacher rated Skilled for his/her last evaluation cycle will have a total of 6 points and therefore will be in Comparable Category 3.

Where a teacher has previously been evaluated in the District, but not within the last five (5) school years due to being on an approved leave of absence, the summative evaluation rating for the teacher's last evaluation cycle will be doubled in order to place the teacher in the corresponding Comparable Category.
Where no evaluation in the District is available, the teacher will be placed in Comparable Category 1.

The list shall be sequenced to include the following:

i. Areas of certification/licensure in effect by August 31 of each school year.
ii Identification of the Comparable Category
iii. The date of the Board meeting at which the employee was hired, and then by the date on which the employee submitted a completed job application if multiple teachers were hired on the same Board meeting date. (All approved "leaves of absence" will be applied towards continuous service for seniority purposes.)

c. A list shall be prepared indicating the position(s) and/or part positions to be abolished.

d. Reductions in Force shall be made by suspending teacher contracts based upon the Superintendent's recommendations who shall give preference first to teachers on continuing contracts as follows:

i. Limited contract teachers by using the following order:

1. Area of licensure/certification within the affected teaching assignment.

2. Rating as determined by the performance evaluation.

3. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. When performance ratings are comparable, seniority by date of employment with Clear Fork Valley Local Schools will govern.

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

1. Area of licensure/certification within the affected teaching assignment.
2. Rating as determined by the performance evaluation.
3. When performance ratings are comparable, by date of employment with Clear Fork Valley Local Schools.

4. Notice of Layoffs - An employee laid off as a result of a RIF program shall be given written notification stating the reason for such layoff within fifteen (15) days following Board action of suspension of the employee's contract.

5. Rights While on Suspension

a. If reemployed, the teacher shall have the right to return to the same contract status, seniority level, total sick leave accumulation, and any other benefits of employment that had accrued to the teacher prior to suspension.

b. The teacher shall have the right to any and all insurance benefits provided by the Board for a period of 24 months. Said premium shall be paid by the teacher by money order or bank draft made payable to the insurance company and received in the office of the Treasurer by the first of the month.

c. The Board shall support the teacher's rights to unemployment benefits while under suspension.

6. Recall Rights

a. Teachers whose continuing contracts are suspended shall be retained on the recall list~~,~~ during which time they must be offered reemployment in their area{s) of certification.

b. Teachers whose limited contracts are suspended shall be retained on the recall list for 24 months, during which time they must be offered reemployment in their area(s) of certification.

c. A teacher may be removed from the recall list if he/she:

i. Waives their recall rights in writing
ii. Resigns
iii. Fails to accept recall to a substantially equivalent position, or
iv. Fails to report to work within ten (10) working days after receipt, by certified mail, of the notice of recall unless sick or injured.

7. Seniority shall not be the basis for rehiring a teacher, except when making a decision between teachers who have comparable evaluations.

8. Employees laid off as a result of the RIF program will be given preferential consideration for appointments as substitute teachers.

9. Nothing in this section shall be construed to diminish in any way the legal rights of continuing contract employees.

10. Administrative and supervisory personnel are excluded-from the provisions of this Article.

11. The administration will provide letters of recommendation for employees affected by a reduction in force, and will attempt to provide other forms of assistance, where possible, upon the request of the employee.

12. On a case-by-case basis, in lieu of suspending a contract in whole, the Board may suspend a contract in part, so that an individual is required to work a percentage of the time the employee otherwise is required to work under the contract and receives a commensurate percentage of the full compensation the employee otherwise would receive under the contract.

ARTICLE IX – SUPPLEMENTAL CONTRACTS

A. Supplemental Contracts

1. Supplemental positions are those that are listed on the Supplemental Salary Schedule. The supplemental contract will state the duties and the amount of salary for the position. All supplemental contracts shall be for one (1) year. Job descriptions for supplemental positions will be made available to employees upon request.

2. All supplemental contracts shall automatically expire at the end of their one-year term without further action or notice by the Board.

3. Certificated/licensed employees who are qualified and currently employed shall be given first consideration for supplemental contracts. Building principals will provide for equitable opportunity to fill such positions as summer school, Friday/Saturday school, home tutoring, etc. After initial positions are filled by certificated/licensed employees, remaining positions will be reposted for an additional five (5) days to certified/licensed employees before being posted to non-certified/licensed employees or a person not employed by the Board. If no certified/licensed employee is awarded the position, the Board may offer the position to a non-certified/non-licensed employee or a person not employed by the Board in accordance with State rules and regulations.

4. Positions on the Supplemental Salary Schedule may be added or deleted by action of the Board. Compensation for any of the positions added by the Board will be negotiated with the C.F.V.E.A.

   The Superintendent is authorized to offer an additional number(s) of existing supplemental contracts to other individuals when the activities require more

adult supervision. Such authority will be used on a case-by-case basis for existing supplemental contractual positions only.

Each season will begin with the number of coaching positions listed in the agreement.
Requests for additional coaches will be made to the AD, who will contact the Superintendent and C.F.V.E.A. President(s) to explain the need. The Superintendent may make a recommendation to the Board.

In such cases, the Superintendent will discuss these decisions with the union leadership to ensure they are aware of the details of the situations and circumstances.

In addition, Supplemental Contract positions identified on the Supplemental Contract Salary Schedule may be split/added by athletic sport season as necessary depending upon the specific requirements of that sport or supervision.

5. Years of service on the Supplemental Salary Schedule shall be defined as the total number of years in the same or comparable position.

6. Employees may be offered extended time contracts if duties are required which extend beyond that of one hundred eighty-four (184) days. Extended programming provides career-technical education teachers opportunities to increase student learning outside of the school day, week, and year. Extended programming can occur after school hours, on weekends, during holidays, and during summer months. Extended program time does not include regular school contract hours or hours reasonably expected of teachers not receiving extended program time. The majority of all extended program time should be spent on student instructional time, including student activities, professional development, business, industry, lab and community linkages.

The annual contract length for the following teaching positions shall be:

Vocational Agricultural (1)	244 Days
Instrumental Music (1)	209 Days
High School Guidance Counselor (1)	204 Days
Vocational Agricultural/Agricultural Business (1)	204 Days
Vocational Agriculture//Shop (1)	194 Days
Vocational Family Consumer Science (1)	189 Days
Middle School Vocational Agriculture (1)	194 Days
HS/MS Library/Media Specialist (1)	189 Days

The definition of a day on an extended time contract is seven and one-half hours (7 ½ hours).

Documentation of extended time will be on a Clear Fork Treasurer/C.F.V.E.A. approved form.

B. Supplementary Salary Payment Items

1. Athletic supplemental contracts of certificated/licensed personnel shall be paid after all required paperwork, reports, inventory, etc… have been satisfactorily completed and signed off on by the athletic director and/or building principal.

All non-athletic supplemental contracts of certificated/licensed personnel shall be paid after minutes of meetings, activity descriptions, inventory, etc… have been satisfactorily completed and signed off on by the building principal.

Job descriptions and checklists for supplemental contracts were developed during the 22/23 school year and shall be used as the required paperwork for supplemental contract pay moving forward.

2. For supplemental salaries over one thousand five hundred dollars ($1,500.00) an individual will receive payment on the following schedule:

Fall Supplemental – 50% last pay of September, 50% last pay of January (or upon completion of the supplement)

Winter Supplemental – 50% last pay of January, 50% last pay in April (or upon completion of the supplement)

Spring Supplemental – 50% last pay of April, 50% last pay of June (or upon completion of the supplement)

Year Long Supplemental – The next full pay cycle following the 1st semester and the next full pay cycle following the 2nd semester.

Payment preference will be noted on the contract. If no preference is noted, payment will be made at the end of the season/year.

3. The hourly rate for Board approved Friday/Saturday school supervision, summer school instruction/intervention, and home tutoring shall be based upon the following schedule:

a. For one student (a 1:1 ratio), Twenty-Two ($22.00) per hour.

b. For two to nine students, add two dollars fifty cents ($2.50) per hour to the rate determined for one student.

c. For ten or more students, add five dollars ($5.00) per hour to the rate determined for one student.

Before payment will occur, a time sheet and student signed roster/office attendance sheet must be submitted to the building administrator for approval then forwarded to the payroll department.

4. Each title on the Supplemental Salary Schedule indicates one (1) person unless otherwise noted. If there is more than one (1), each receives the amount listed.

C. Changes to the Supplemental Pay Schedule

When changes and revisions are necessary in the Supplemental Salary Schedule, a committee of six (6) (three (3) administrators and three (3) members of C.F.V.E.A.) will meet to discuss the schedule. Of the three (3) C.F.V.E.A. appointees, at least one (1) shall represent the coaching supplementals and at least one (1) shall represent the non-coaching supplementals. That committee will make recommendations to the C.F.V.E.A. and the Board.

D. Committee Service

Certified/Licensed Employees who serve on committees (not otherwise afforded a stipend by that committee's bylaws) established by the administration or otherwise recognized by the Board of Education will receive a stipend payment in the month of June according to the following calculation:

1. Determine the total number of attendance units (one unit for each person that attends each meeting) submitted by the meeting leaders.

2. Divide the result of "a" into the committee pool ($15,000.00) to determine the per-meeting stipend rate.

3. For each individual that attended a committee meeting, multiply the per-meeting rate times the number of meetings attended.

4. The stipend shall not exceed $500.00.

E. Resident Educator Summative Assessment Mentor Teachers

Teachers serving as mentor teachers as part of the Ohio Department of Education's Resident Educator Summative Assessment (RESA) program will be paid once the mentor meets the requirements of the Clear Fork RESA Coordinator.

Amount to be paid is per teacher mentored.

Year 1 Mentors - $750

Year 2 Facilitator - $350

ARTICLE X – PROFESSIONAL ACTIVITIES

A. Meetings

Attendance at the regularly scheduled meetings of the C.F.V.L.S.D. in-service is compulsory when held on school time, unless the Superintendent grants a professional leave to an employee.

B. Employee Participation Council

To aid in communication within the District, to maintain a positive relationship between the C.F.V.E.A. and the Board, and to assist in the realization of the philosophy of the Clear Fork Valley Local Schools, an advisory committee called the Employee Participation Council will exist.

Meetings may be held four (4) times each school year, near the end of each grading period, or as needed at the request of the Superintendent or C.F.V.E.A. President(s). The Council will be composed of the Superintendent, one (1) administrator representing each of the buildings of the District, the C.F.V.E.A. President(s), and members of the C.F.V.E.A. Executive Committee.

The Council shall function through open-minded and free discussion, and be open to, but not limited to, items brought to the attention of its members.

The Council shall adopt an agenda at the initial meeting, which may include unsettled items from previous years. The Superintendent and the President(s) of the C.F.V.E.A. will jointly prepare the agenda for each meeting.

C. Curriculum Management Council

To aid in communications in the District and to facilitate the development and implementation of the curriculum of the District, a Curriculum Management Council was formed in the 1999-2000 school year.

The council will meet as necessary to provide opportunity for teachers to present information or concerns regarding curriculum or academic freedom to the Superintendent or Superintendent’s designee and a Board member representative, if available.

ARTICLE XI – GROUP INSURANCE

A. Comprehensive Medical/Hospitalization Plan

1. Plan/Coverage
The deductibles, co-pays, specific definitions, and limits of coverage of the medical, dental, and vision insurance programs of the District shall be defined by the document titled Clear Fork Valley School District Medical, Dental and Vision Benefits Plan Book.

   A. All full-time employees (as defined in Article I (B) are eligible to participate in The Plan and will contribute their portion of the employee's contribution as stipulated in paragraph 2 of this Article.

   B. Part-time employees hired for one-school year whose positions are funded solely by an annual grant will not be eligible to participate in The Plan.

   C. All regular part-time employees (as defined in Article I (B)) and who do not qualify for Section A, 1, (B) of this article, are eligible to participate in The Plan and will contribute a pro-rated portion of the monthly premium. The calculation to be used to determine the contribution will be: Subtract from the monthly premium the result of the contracted hours per week divided by thirty-seven and one-half (37.5). The result will be the employee's portion of the premium.

2. Employee Contribution **–** Medical/Hospitalization

   Effective July 1, 2026 (collectible in June, 2026), participating full-time regular employees will pay fifteen (15%) percent of the monthly insurance premium cost for a family or single coverage of the comprehensive medical/hospitalization plan. The employee contribution will remain the same for the duration of this contract.

3. Prescription Drug Reimbursement

   The Board will reimburse employees carrying family coverage up to two hundred dollars ($200.00) and employees carrying single coverage up to one hundred dollars ($100.00) per calendar year for prescription drug expenses.

   Printouts from Pharmacy/pharmacies or CVS Caremark from the preceding year for prescription bills may be submitted only once per calendar year, and within sixty (60) days after December 31st. Prescription drug reimbursement to all bargaining unit members will occur once a year between March 1st and April 1st.

B. Dental Insurance

1. The Board will provide dental insurance to all employees of the bargaining unit who work more than eighteen (18) hours per week.

2. Employee Contribution – Dental Coverage

Effective July 1, 2026 (collectible in June, 2026), participating full-time regular employees will pay fifteen (15%) percent of the monthly insurance premium cost for a family or single coverage of the dental insurance plan. The employee contribution will remain the same for the duration of this contract.

C. Term Life Insurance

The Board will provide term life insurance as follows:

1. Twenty-five thousand dollars ($25,000) coverage for regular full-time employees.

2. Fifteen thousand dollars ($15,000) coverage for employees working between fifteen (15) and thirty (30) hours per week.

Certified/licensed staff members may purchase additional supplemental life insurance. Additional insurance premiums will be deducted from regular paychecks.

D. Vision Care Insurance

1. Employees who work more than eighteen (18) hours per week will be eligible for participation in the Vision Insurance Plan.

2. Employee/Board Contribution – Vision Coverage

Effective July 1, 2026 (collectible in June, 2026), participating full-time regular employees will pay fifteen (15%) percent of the monthly insurance premium cost for a family or single coverage of the vision insurance plan. The employee contribution will remain the same for the duration of this contract.

E. Carriers

If any change in insurance carriers used during the term of this Agreement for sections A. through D. is contemplated, the change can be made only if the level of benefits is at least equal and upon the mutual agreement of the Board and the C.F.V.E.A.

F. Cost Containment/Wellness Provisions/Incentives

1. Opt Out - Employees choosing to "opt out" of the Comprehensive Medical/Hospitalization Plan may elect Dental and/or Vision Insurance with a 50% monthly premium participation for the cost of family or single coverage.

2. Family Employee Plan - When two employees are from one family, the Board will pay 100% of the premium toward two single Comprehensive Medical/Hospitalization and Dental and Vision policies or 100% of the premium of one family Comprehensive Medical/Hospitalization and Dental and Vision policy if additional dependents are included on the policy. If a family policy is provided, and both were hired prior to the 2016-2017 school year, the employee not designated as the insured employee, will be paid an amount equal to the "opt out" incentive for a single policy.

3. Reimbursement - Employees may between November 1st and November 30th, in any school year, request in writing exemption from the Comprehensive Medical/Hospitalization Insurance in accordance with Section A., 1., of this Article. The request shall be submitted to the Treasurer of the Board accompanied by proof of medical insurance from another source. Full-time employees exercising this option will be paid:

   One thousand, two hundred dollars ($1,200.00) – Family
   Six hundred dollars ($600.00) - Single

   Employees working at least fifteen (15) but less than thirty (30) hours per week exercising this option, will receive one-half (½) of the above cost containment reimbursements. All payments under this section shall be made by January 30th.

4. Changes in Coverage - Employees shall be eligible to change their enrollment status between November 1st and November 30th each year. In cases of a qualifying event as defined in COBRA, an employee may obtain insurance coverage beginning with the first day of the month following the receipt of a written request to the Treasurer.

   The Board shall be entitled to reimbursement of any cost containment payments in accordance with Section F., 1. above, on a pro-rated basis for the portion of the year (September-August) for which insurance coverage is provided in accordance with this Article.

5. Section 125 Plan - The Board shall make available to employees the option to make the employee portion of premium payments on a pre-tax basis by instituting a plan under Section 125 of the Internal Revenue Code.

G. Insurance Study Committee
Changes to the Health Insurance Plan will coincide with recommendations made by the CFVLSD Insurance Committee. The parties agree the Board can explore and implement an HSA, HRA, or other plan for volunteer participation of staff members as early as January 1, 2023. The parties agree to immediately have earnest discussion of insurance cost savings measures utilizing the Insurance Committee and Union Co-Presidents. Any resulting changes to the insurance plan will be committed to an MOU.

ARTICLE XII – SALARY

A. Salary Schedule Information

1. Effective with the 2026-2027 contract year, the base salary will reflect a 5.00% increase above the previous contract year. The BA-0 salary will be thirty-seven thousand, nine hundred seven ($37,907) dollars and staff shall receive steps on the salary scale.

   Effective with the 2027-2028 contract year, the base salary will reflect a 3.50% increase above the previous contract year. The BA-0 salary will be thirty-nine thousand, two hundred thirty-four ($39,234) dollars and staff shall receive steps on the salary scale.

   Effective with the 2028-2029 contract year, the base salary will reflect a 3.00% increase above the previous contract year. The BA-0 salary will be forty thousand, four hundred eleven ($40,411) dollars and staff shall receive steps on the salary scale.

2. To obtain the designation of MA + 30, all coursework must be approved by the LPDC committee. All coursework must be directly related to state-adopted teacher/administrative licensure program

   a. Only Graduate coursework will be accepted to advance education levels on the salary schedule, except in special cases where additional certification/licensure is sought or courses are only available via Two-Year Junior Colleges/Technical Colleges. Coursework in these special cases may be accepted upon written request to and approval by the LPDC PRIOR to commencing the coursework.

3. The Board will provide the following for certified staff members who pursue or obtain their National Board Certification.

   a. Two (2) additional Professional Leave Days to prepare their National Board Certification portfolio.

b. One (1) additional Professional Leave Day for taking the National Board Certification Assessment.

c. A one-time four-hundred dollar ($400.00) stipend upon mailing the National Board Certification portfolio when proof of such mailing has been submitted to the Treasurer. This stipend will be paid during the next payroll cycle following receipt of proof of mailing the portfolio.

d. Upon receiving the National Board Certification designation, and submitting a copy of the National Board Certification to the Treasurer, a payment of
one-thousand dollars ($1,000.00) shall be made in the month of September for a period of ten (10) years providing the teacher returns to employment as a classroom teacher in the District for the subsequent school year.

B. Supplemental Salary Schedule Information

The base amount for the 2026-2029 Supplemental Salary Schedule: $36,500.00

C. Salary Payment Information

1. Employees employed on a yearly basis shall be paid in twenty-four (24) pay periods to be paid on the 5th and 20th of each month. If the payday falls on a weekend or bank holiday, payment shall fall on the preceding day.

2. Employees must accept electronic direct deposit as the method of payment for compensation.

3. Each bargaining unit employee shall have deducted from each pay the full employee rate established by S.T.R.S. The Board shall make the necessary arrangements with S.T.R.S. and not deduct state, federal or local taxes on the amount of the employee's total required contribution to S.T.R.S., and such shall be noted on or with the individual teacher's W-2 form.

4. Each employee is responsible for ensuring their withholdings are current. It is the responsibility of the employee to report any change in tax exemption status. The Treasurer will deduct withholding tax in accordance with the provisions of the Federal Tax Law.

5. At the beginning of each year the Treasurer of the Board will furnish each employee with a statement showing salary, amount of various deductions, and amount of salary.

6. Any employee who is absent from duty for reasons other than those approved by the Board or Superintendent and outlined in this document shall

have deducted from their pay 1/184 of their annual salary times the number of days absent.

7. The Treasurer shall withhold such city income taxes payable by the employee providing the employee notifies the Treasurer, as directed.

8. The Board agrees to deduct Tax Sheltered Annuity Payments where so authorized by the Board and where at least five (5) employees have annuity contracts with a particular company. These deductions will take effect the first pay of each month after the initial billing is received from the annuity company. These deductions may be modified or halted the first pay the month after written notice is supplied to the Treasurer and after the annuity company drops the employee from the billing - whichever occurs last.

   The employee agrees to indemnify and hold harmless from any tax liability penalty or interest imposed upon the Board by the Internal Revenue Service or the Treasurer of the State of Ohio resulting from compliance with the employee's instructions with respect to tax sheltered annuity payments.

D. Supplemental Pay for College Credit

The Board shall appropriate for each fiscal year a sum sufficient to provide twenty-two thousand, five hundred dollars ($22,500) supplemental pay (supplemental pay pool cap) to teachers for earned college credit subject to the following conditions:

1. Courses to be considered for approval:

   a. must be related to the bargaining unit member's teaching assignment and/or related area of responsibility in the Clear Fork Valley Local Schools.
   b. would lead to another area of certification/licensure.
   c. would lead to an advanced degree in the profession of education, and/or
   d. are necessary for the renewal or upgrade of a teaching certificate/license.

2. All credits must be approved in advance by the Superintendent.

3. In order to be eligible for reimbursement during a fiscal year, the college course must be completed between July 1st and June 30th of each year and applications for pre-approval must be submitted to the Superintendent no later than May 1st of each school year. Any course submitted to the Superintendent for approval to receive reimbursement must be previously approved by the LPDC and must include a grade transcript and a receipt

from the college/university showing the tuition amount paid and form of payment used for the college course.

4. For reimbursement an employee must receive at least a grade of B (3.00).

5. Reimbursement payment for the college credit will occur in the month of September and will be paid to those staff members that are employed with the District for the school year following the year when the coursework was completed.

6. Courses taken by correspondence shall be approved by the Local Professional Development Committee.

7. Only courses completed from properly accredited colleges and universities are acceptable for reimbursement.

8. All hours for college work will be converted to semester hour equivalents and the total number of semester hour equivalents will be divided into the supplemental pay pool cap to determine the semester hour reimbursement level. The $22,500 dollars shall be divided evenly among all employees that have taken courses up to the total amount spent on college courses per employee.

9. Procedure for determining the per semester hour payment will be as follows:

    a. Determine the total number of semester hours being submitted by all individuals.

    b. Divide the result of “A” into the supplemental pool cap ($22,500.00) to determine the per-semester hour reimbursement rate.

    c. For each individual that submitted documentation for reimbursement, multiply the per-semester hour reimbursement rate times the number of semester hours submitted to calculate the reimbursement.

    d. Any remaining funds in the supplemental pool will continue to be distributed following the formula as above. Reimbursement may not exceed total amount from submitted documentation.

    A certified employee of the District is entitled to college tuition reimbursement for college course work provided that:

    - All necessary forms were submitted and approved through the LPDC and the superintendent in a timely manner.
    - The class submitted for reimbursement was completed or will be completed before the first day of the next contract year.

- All appropriate documentation for reimbursement is submitted on the last day of work for the employee or the last day of the class and prior to June 30th of their exit year.

10. After reimbursement payment for college credit has been paid out, if the total amount budgeted has not been disbursed, the remainder of the amount will be returned to the supplemental pay pool for the following year.

E. Retired Re-employed Teachers from Outside the District

1. Decisions to rehire a teacher who has retired under the State Teachers Retirement System may be made by the Board.

2. A retired teacher under STRS who is employed by the Board will be placed on the teacher's salary schedule at step zero (0) for each year of their employment and on the appropriate earned education level. The appropriate earned education scale may be adjusted in accordance with the negotiated agreement.

3. Once an employee of the district, the re-employed retired teacher will be placed at the bottom of any RIF list and will be the first employee(s) reduced in that area/certification if RIF procedures are initiated.

4. A retired re-employed teacher shall not be eligible for the Clear Fork Valley Local Schools Health Insurance Plan (including dental and vision plans) unless mandated by the State Retirement System. Under no circumstances will the retired re-employed teacher be eligible for the insurance incentive as defined in the negotiated agreement.

5. A retired re-employed staff member will be reimbursed for the monthly premium paid to STRS for medical, dental and vision insurance benefits. This monthly premium may not exceed $250 for family coverage and $125 for single coverage. A retired re-employed staff member who works less than full time will receive $125 and $68 under the same provisions. These amounts will be discussed with the union and may be changed by mutual agreement. Evidence of the monthly premium paid to STRS must be submitted to the Treasurer each month. Reimbursement will be made to the employee in the next regular budgetary check run after the documentation has been submitted. This provision will not be applicable if STRS subsequently requires participation by the retired-rehired employees in the District health care plan(s).

6. All retired re-employed teachers will be placed on one-year limited contracts and will not follow the sequence of contracts as identified in the negotiated agreement for other teachers. However, the Board may offer the teacher another one-year contract. Notice will be given to the retired re-employed

teacher prior to April 30 of each year if the Board considers non-renewal of the contract. However, the Board may offer the teacher another one-year contract.

7. Retired re-employed teachers will be evaluated in compliance with the pertinent sections of the negotiated contract.

8. A retired re-employed teacher will be considered as a new employee subject to, but not limited to, fingerprinting and TB testing. All retired re-employed teachers will be subject to Medicare payments and deductions.

9. A retired re-employed teacher will begin with zero days of accumulated sick leave. They will be eligible to accumulate sick leave days and be eligible for personal leave days as provided in the negotiated agreement. Retired re-employed teachers will not be eligible for any severance payment.

10. All terms, conditions, rights and responsibilities afforded to members of the bargaining unit shall apply to all retired re-employed teachers unless expressly so stated in this section of the agreement.

F. Retired Re-Employed Teachers from within the District

1. Those employees who are eligible for retirement with the State Retirement System and no lapse of service exists within their last year of teaching may be eligible for the retire/rehire provision for employment in a teaching position.

2. Upon notice by the employee to the State Retirement System of their intention to retire, a letter of intent must be presented to the Superintendent if the employee desires to be eligible for a teaching position the following school year.

3. Teachers returning under this provision will be placed on the salary schedule at step zero (0) and on the appropriate earned education level. Additional years of teaching will not advance steps on the salary schedule. Teachers eligible for the retire/rehire provision for employment must have submitted a letter of retirement resignation with the intent to be rehired prior to February 1st. The employee will be notified in writing of the employment status for the upcoming year within five (5) days following the May Board meeting.

4 Teachers returning under this provision shall be eligible for the group health, dental, and vision plans as well as the insurance incentives.

5. The parties expressly agree that this provision supersedes and replaces any contrary provision of the Ohio Revised Code, including, but not limited to,

Section 3317.13 and any and all other inconsistent or contrary state or federal statutes, laws, and/or regulations.

6. Teachers returning under this provision shall follow the provisions set forth in Article XII, Section E, paragraphs 3, 6, 7, 8, 9, and 10.

G. Extracurricular Activity Admission Waived
Certified/licensed employees will have their charge waived with presentation of proper school/staff ID.

H. Fingerprinting and Licensure Renewal

The Board shall pay for the cost of one (1) fingerprinting during the term of this agreement for certificate/licensed teaching personnel provided the employee has the fingerprinting service performed at the Clear Fork Board of Education Office and provided the purpose of the fingerprinting is to obtain or renew a teaching license. No reimbursement will occur if the fingerprinting service is performed elsewhere.

I. Home Internet Access
Certified employees will have access to hot spots or some type of internet device.

J. Signing Bonus
The Clear Fork Valley Board of Education will offer a signing bonus of $400.00 to all currently employed teachers who are returning for the 2026-2027 school year. Payment will be made with the new contract first pay in September, 2026. Teachers will be expected to attend the Open House event held in their respective buildings prior to the start of each school year.

ARTICLE XIII – ATTENDANCE & RESIDENCY INCENTIVE

Attendance Incentive
The Board recognizes the need of keeping the regular teacher in the classroom as much as possible. Therefore, the following incentive for excellent attendance shall be provided by the Board. The amount proposed will be prorated to employees of less than full-time status.

The Board shall provide the following Attendance incentive pay:

No (0) sick, personal or flex days used in 1st, 2nd or 3rd quarters of school year (aligned with grade card distribution) – 50% of 1/184 of annual salary, computed at the end of each quarter and paid within the next two or three pay cycles.

One (1) sick, personal or flex day used in 1st, 2nd, or 3rd quarters of school year (aligned with grade card distribution) – 25% or 1/184 of annual salary, computed at the end of each quarter and paid within the next two or three pay cycles.

No (0) sick, personal or flex days used in the 4th quarter or school year (aligned with grade card distribution) – 100% of 1/184 of annual salary, computed at the end of the quarter and paid within the next two or three pay cycles.

One (1) sick, personal or flex day used in 4th quarter of school year (aligned with grade card distribution) – 50% of 1/184 of annual salary, computed at the end of each quarter and paid within the next two or three pay cycles.

Residency Incentive

Beginning the 2016-17 school year, all employees, who live within the Clear Fork Valley School District shall receive a residency stipend of $250.00. The stipend shall be paid during the month of December.

ARTICLE XIV – ZIPPER CLAUSE

This Agreement contains the full and complete agreement between the Board and the C.F.V.E.A. 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 Agreement unless otherwise mutually agreed.

ARTICLE XV – CONTINUOUS PERFORMANCE PLEDGE

A. The C.F.V.E.A. and its agents agree not to call, engage in, sanction, or approve any strike, or other work stoppage during the duration of this Agreement.

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

C. The C.F.V.E.A. and the Board will make every reasonable effort to prevent or terminate violations of this pledge.

ARTICLE XVI – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

The Bylaws of the LPDC are placed in this negotiated agreement by reference unless jointly agreed and changed. Changes to the LPDC By-laws and handbook shall be initiated by the LPDC and approved by the C.F.V.E.A. and the Board before taking effect.

ARTICLE XVII – MEMORANDUMS OF UNDERSTANDING

All Memorandums of Understanding that have been agreed upon prior to the effective date of this agreement are incorporated into this agreement and as such, no longer remain in effect as a separate document.

ARTICLE XVIII – CONTROLLED SUBSTANCE AND ALCOHOL TESTING

There will be two types of testing that may occur:

A. Pre-Employment Testing
   Prior to being offered an initial contract of employment with the District, an individual must successfully pass a pre-employment testing procedure for controlled substances and alcohol at the individual's expense.

B. Reasonable Suspicion Testing
   An employee shall submit to and be tested at the request of a Trained Supervisory Employee in the event that sufficient information exists to support a position of reasonable suspicion that the employee may be under the influence of a controlled substance, an illegal substance, and/or alcohol. A "Trained Supervisory Employee" is an employee who has successfully completed a course designed to teach the employee to recognize indicia that another person is under the influence of a controlled substance, illegal substance, or alcohol.

C. Upon the renewal of an employee's teaching or coaching license, an individual must successfully pass a testing procedure for illegal substances at the Board's expense. The testing procedure will be conducted on school premises during a Professional Development day during the second semester or Jan. 1 thru June 30 of the year in which the license expires. If an employee is not available during the planned test conducted at school, they are required upon request to immediately report for testing to a facility of administration's choice. If testing is missed during a school year due to reasons beyond the control of the district, the employee is required to participate in testing the next school year. All results will be considered medical records and will fall under HIPAA regulations.

   In the event an employee tests positive, Board policy will be followed.

Article XIX – DURATION OF AGREEMENT

This agreement shall take effect on the first day of July 1, 2026 and continue in force until June 30, 2029 at which time it will expire.

However, should the State of Ohio vote to abolish property taxes, this agreement shall expire on June 30 following the election date. In such an event, the contract shall be renegotiated in accordance with Article I, C, 3, Requests for Negotiations." The purpose would be to address all financials as a result of being directly affected by the property tax loss.

This agreement attested to this 23 day of June, 2026 by and between the parties shall bind the Board and CFVEA as agreed.

President, Board of Education

Co-President, CFVEA

Superintendent of Schools

Co-President, CFVEA

6-24-26
Date

6-22-26
Date

Salary Schedule 2026-2027				5.00%									
Years	BS		BS +15		150 Hrs		MA		MA +15		MA +30	
0	100%	**$37,907**	104%	$39,423	108%	$40,940	116%	$43,972	120%	$45,489	124%	$47,005
1	104%	$39,423	108%	$40,940	112%	$42,456	120%	$45,489	124%	$47,005	128%	$48,521
2	108%	$40,940	112%	$42,456	116%	$43,972	124%	$47,005	128%	$48,521	132%	$50,037
3	112%	$42,456	116%	$43,972	120%	$45,489	128%	$48,521	132%	$50,037	136%	$51,554
4	116%	$43,972	120%	$45,489	124%	$47,005	132%	$50,037	136%	$51,554	140%	$53,070
5	120%	$45,489	124%	$47,005	128%	$48,521	136%	$51,554	140%	$53,070	144%	$54,586
6	124%	$47,005	128%	$48,521	132%	$50,037	140%	$53,070	144%	$54,586	148%	$56,103
7	128%	$48,521	132%	$50,037	136%	$51,554	144%	$54,586	148%	$56,103	152%	$57,619
8	132%	$50,037	136%	$51,554	140%	$53,070	148%	$56,103	152%	$57,619	156%	$59,135
9	136%	$51,554	140%	$53,070	144%	$54,586	152%	$57,619	156%	$59,135	160%	$60,651
10	140%	$53,070	144%	$54,586	148%	$56,103	156%	$59,135	160%	$60,651	164%	$62,168
11	144%	$54,586	148%	$56,103	152%	$57,619	160%	$60,651	164%	$62,168	168%	$63,684
12	148%	$56,103	152%	$57,619	156%	$59,135	164%	$62,168	168%	$63,684	172%	$65,200
13	152%	$57,619	156%	$59,135	160%	$60,651	168%	$63,684	172%	$65,200	176%	$66,716
14	158%	$59,893	162%	$61,410	164%	$62,168	172%	$65,200	176%	$66,716	180%	$68,233
15	158%	$59,893	162%	$61,410	170%	$64,442	178%	$67,475	182%	$68,991	186%	$70,507
16	158%	$59,893	162%	$61,410	170%	$64,442	179%	$67,854	183%	$69,370	187%	$70,886
17	158%	$59,893	162%	$61,410	170%	$64,442	180%	$68,233	184%	$69,749	188%	$71,265
18	162%	$61,410	166%	$62,926	182%	$68,991	186%	$70,507	190%	$72,023	194%	$73,540
19	162%	$61,410	166%	$62,926	182%	$68,991	187%	$70,886	191%	$72,403	195%	$73,919
20	162%	$61,410	166%	$62,926	185%	$70,128	188%	$71,265	192%	$72,782	196%	$74,298
21	162%	$61,410	166%	$62,926	186%	$70,507	194%	$73,540	198%	$75,056	202%	$76,572
22	162%	$61,410	166%	$62,926	186%	$70,507	195%	$73,919	199%	$75,435	203%	$76,951
23	162%	$61,410	166%	$62,926	186%	$70,507	196%	$74,298	200%	$75,814	204%	$77,330
24	162%	$61,410	166%	$62,926	190%	$72,023	198%	$75,056	202%	$76,572	206%	$78,089
25	162%	$61,410	166%	$62,926	190%	$72,023	199%	$75,435	203%	$76,951	207%	$78,468
26	162%	$61,410	166%	$62,926	192%	$72,782	200%	$75,814	204%	$77,330	208%	$78,847
27	162%	$61,410	166%	$62,926	194%	$73,540	202%	$76,572	206%	$78,089	210%	$79,605
28	162%	$61,410	166%	$62,926	194%	$73,540	203%	$76,951	207%	$78,468	211%	$79,984
29	162%	$61,410	166%	$62,926	194%	$73,540	204%	$77,330	208%	$78,847	212%	$80,363
30	163%	$61,789	167%	$63,305	195%	$73,919	205%	$77,710	209%	$79,226	213%	$80,742
31	164%	$62,168	168%	$63,684	196%	$74,298	206%	$78,089	210%	$79,605	214%	$81,121
32	165%	$62,547	169%	$64,063	197%	$74,677	207%	$78,468	211%	$79,984	215%	$81,500
33	166%	$62,926	170%	$64,442	198%	$75,056	208%	$78,847	212%	$80,363	216%	$81,879
34	167%	$63,305	171%	$64,821	199%	$75,435	209%	$79,226	213%	$80,742	217%	$82,258

Salary Schedule 2027-2028				3.50%								
Years	BS		BS +15		150 Hrs		MA		MA +15		MA +30	
0	100%	**$39,234**	104%	$40,803	108%	$42,373	116%	$45,511	120%	$47,081	124%	$48,650
1	104%	$40,803	108%	$42,373	112%	$43,942	120%	$47,081	124%	$48,650	128%	$50,219
2	108%	$42,373	112%	$43,942	116%	$45,511	124%	$48,650	128%	$50,219	132%	$51,789
3	112%	$43,942	116%	$45,511	120%	$47,081	128%	$50,219	132%	$51,789	136%	$53,358
4	116%	$45,511	120%	$47,081	124%	$48,650	132%	$51,789	136%	$53,358	140%	$54,927
5	120%	$47,081	124%	$48,650	128%	$50,219	136%	$53,358	140%	$54,927	144%	$56,497
6	124%	$48,650	128%	$50,219	132%	$51,789	140%	$54,927	144%	$56,497	148%	$58,066
7	128%	$50,219	132%	$51,789	136%	$53,358	144%	$56,497	148%	$58,066	152%	$59,635
8	132%	$51,789	136%	$53,358	140%	$54,927	148%	$58,066	152%	$59,635	156%	$61,205
9	136%	$53,358	140%	$54,927	144%	$56,497	152%	$59,635	156%	$61,205	160%	$62,774
10	140%	$54,927	144%	$56,497	148%	$58,066	156%	$61,205	160%	$62,774	164%	$64,344
11	144%	$56,497	148%	$58,066	152%	$59,635	160%	$62,774	164%	$64,344	168%	$65,913
12	148%	$58,066	152%	$59,635	156%	$61,205	164%	$64,344	168%	$65,913	172%	$67,482
13	152%	$59,635	156%	$61,205	160%	$62,774	168%	$65,913	172%	$67,482	176%	$69,052
14	158%	$61,989	162%	$63,559	164%	$64,344	172%	$67,482	176%	$69,052	180%	$70,621
15	158%	$61,989	162%	$63,559	170%	$66,698	178%	$69,836	182%	$71,406	186%	$72,975
16	158%	$61,989	162%	$63,559	170%	$66,698	179%	$70,229	183%	$71,798	187%	$73,367
17	158%	$61,989	162%	$63,559	170%	$66,698	180%	$70,621	184%	$72,190	188%	$73,760
18	162%	$63,559	166%	$65,128	182%	$71,406	186%	$72,975	190%	$74,544	194%	$76,114
19	162%	$63,559	166%	$65,128	182%	$71,406	187%	$73,367	191%	$74,937	195%	$76,506
20	162%	$63,559	166%	$65,128	185%	$72,583	188%	$73,760	192%	$75,329	196%	$76,898
21	162%	$63,559	166%	$65,128	186%	$72,975	194%	$76,114	198%	$77,683	202%	$79,252
22	162%	$63,559	166%	$65,128	186%	$72,975	195%	$76,506	199%	$78,075	203%	$79,645
23	162%	$63,559	166%	$65,128	186%	$72,975	196%	$76,898	200%	$78,468	204%	$80,037
24	162%	$63,559	166%	$65,128	190%	$74,544	198%	$77,683	202%	$79,252	206%	$80,822
25	162%	$63,559	166%	$65,128	190%	$74,544	199%	$78,075	203%	$79,645	207%	$81,214
26	162%	$63,559	166%	$65,128	192%	$75,329	200%	$78,468	204%	$80,037	208%	$81,606
27	162%	$63,559	166%	$65,128	194%	$76,114	202%	$79,252	206%	$80,822	210%	$82,391
28	162%	$63,559	166%	$65,128	194%	$76,114	203%	$79,645	207%	$81,214	211%	$82,783
29	162%	$63,559	166%	$65,128	194%	$76,114	204%	$80,037	208%	$81,606	212%	$83,176
30	163%	$63,951	167%	$65,521	195%	$76,506	205%	$80,429	209%	$81,999	213%	$83,568
31	164%	$64,344	168%	$65,913	196%	$76,898	206%	$80,822	210%	$82,391	214%	$83,960
32	165%	$64,736	169%	$66,305	197%	$77,291	207%	$81,214	211%	$82,783	215%	$84,353
33	166%	$65,128	170%	$66,698	198%	$77,683	208%	$81,606	212%	$83,176	216%	$84,745
34	167%	$65,521	171%	$67,090	199%	$78,075	209%	$81,999	213%	$83,568	217%	$85,137

Salary Schedule 2028-2029				3.00%								

Years	BS		BS +15		150 Hrs		MA		MA +15		MA +30	
0	100%	**$40,411**	104%	$42,027	108%	$43,644	116%	$46,877	120%	$48,493	124%	$50,109
1	104%	$42,027	108%	$43,644	112%	$45,260	120%	$48,493	124%	$50,109	128%	$51,726
2	108%	$43,644	112%	$45,260	116%	$46,877	124%	$50,109	128%	$51,726	132%	$53,342
3	112%	$45,260	116%	$46,877	120%	$48,493	128%	$51,726	132%	$53,342	136%	$54,959
4	116%	$46,877	120%	$48,493	124%	$50,109	132%	$53,342	136%	$54,959	140%	$56,575
5	120%	$48,493	124%	$50,109	128%	$51,726	136%	$54,959	140%	$56,575	144%	$58,192
6	124%	$50,109	128%	$51,726	132%	$53,342	140%	$56,575	144%	$58,192	148%	$59,808
7	128%	$51,726	132%	$53,342	136%	$54,959	144%	$58,192	148%	$59,808	152%	$61,425
8	132%	$53,342	136%	$54,959	140%	$56,575	148%	$59,808	152%	$61,425	156%	$63,041
9	136%	$54,959	140%	$56,575	144%	$58,192	152%	$61,425	156%	$63,041	160%	$64,657
10	140%	$56,575	144%	$58,192	148%	$59,808	156%	$63,041	160%	$64,657	164%	$66,274
11	144%	$58,192	148%	$59,808	152%	$61,425	160%	$64,657	164%	$66,274	168%	$67,890
12	148%	$59,808	152%	$61,425	156%	$63,041	164%	$66,274	168%	$67,890	172%	$69,507
13	152%	$61,425	156%	$63,041	160%	$64,657	168%	$67,890	172%	$69,507	176%	$71,123
14	158%	$63,849	162%	$65,466	164%	$66,274	172%	$69,507	176%	$71,123	180%	$72,740
15	158%	$63,849	162%	$65,466	170%	$68,698	178%	$71,931	182%	$73,548	186%	$75,164
16	158%	$63,849	162%	$65,466	170%	$68,698	179%	$72,335	183%	$73,952	187%	$75,568
17	158%	$63,849	162%	$65,466	170%	$68,698	180%	$72,740	184%	$74,356	188%	$75,972
18	162%	$65,466	166%	$67,082	182%	$73,548	186%	$75,164	190%	$76,781	194%	$78,397
19	162%	$65,466	166%	$67,082	182%	$73,548	187%	$75,568	191%	$77,185	195%	$78,801
20	162%	$65,466	166%	$67,082	185%	$74,760	188%	$75,972	192%	$77,589	196%	$79,205
21	162%	$65,466	166%	$67,082	186%	$75,164	194%	$78,397	198%	$80,014	202%	$81,630
22	162%	$65,466	166%	$67,082	186%	$75,164	195%	$78,801	199%	$80,418	203%	$82,034
23	162%	$65,466	166%	$67,082	186%	$75,164	196%	$79,205	200%	$80,822	204%	$82,438
24	162%	$65,466	166%	$67,082	190%	$76,781	198%	$80,014	202%	$81,630	206%	$83,246
25	162%	$65,466	166%	$67,082	190%	$76,781	199%	$80,418	203%	$82,034	207%	$83,650
26	162%	$65,466	166%	$67,082	192%	$77,589	200%	$80,822	204%	$82,438	208%	$84,055
27	162%	$65,466	166%	$67,082	194%	$78,397	202%	$81,630	206%	$83,246	210%	$84,863
28	162%	$65,466	166%	$67,082	194%	$78,397	203%	$82,034	207%	$83,650	211%	$85,267
29	162%	$65,466	166%	$67,082	194%	$78,397	204%	$82,438	208%	$84,055	212%	$85,671
30	163%	$65,870	167%	$67,486	195%	$78,801	205%	$82,842	209%	$84,459	213%	$86,075
31	164%	$66,274	168%	$67,890	196%	$79,205	206%	$83,246	210%	$84,863	214%	$86,479
32	165%	$66,678	169%	$68,294	197%	$79,609	207%	$83,650	211%	$85,267	215%	$86,883
33	166%	$67,082	170%	$68,698	198%	$80,014	208%	$84,055	212%	$85,671	216%	$87,287
34	167%	$67,486	171%	$69,103	199%	$80,418	209%	$84,459	213%	$86,075	217%	$87,692

Supplemental Schedule 2026-2029							
	$36,500.00						
Position	# of contracts	Level	Step 0-2	Step 3-4	Step 5-6	Step 7-8	Step 9+
			0-2	3-4	5-6	7-8	9 plus
			0.205	0.21	0.215	0.22	0.225
Activities Coordinator	1	1	$7,483	$7,665	$7,848	$8,030	$8,213
			0.165	0.170	0.175	0.180	0.185
Varsity Football	1	2	$6,023	$6,205	$6,388	$6,570	$6,753
Varsity Boys Basketball	1	2					
Varsity Girls Basketball	1	2					
			0.105	0.110	0.115	0.120	0.125
Assistant Varsity Boys Basketball	1	3	$3,833	$4,015	$4,198	$4,380	$4,563
Assistant Varsity Girls Basketball	1	3					
JV Boys Basketball	1	3					
JV Girls Basketball	1	3					
Varsity Wrestling	1	3					
Assistant Band Director	1	3					
			0.100	0.105	0.110	0.115	0.120
Assistant Varsity Football	4	4	$3,650	$3,833	$4,015	$4,198	$4,380
Varsity Boys Soccer	1	4					
Varsity Girls Soccer	1	4					
Varsity Volleyball	1	4					
HS Boys Track	1	4					
HS Girls Track	1	4					
Varsity Baseball	1	4					
Varsity Softball	1	4					
Sound & Light Auditorium Manager	1	4					
			0.090	0.095	0.100	0.105	0.110
Varsity Boys Golf	1	5	$3,285	$3,468	$3,650	$3,833	$4,015
Varsity Girls Golf	1	5					
HS Boys/Girls Cross Country	1	5					
Varsity Boys Tennis	1	5					
Varsity Girls Tennis	1	5					
			0.070	0.075	0.080	0.085	0.090
Freshman Football	2	6	$2,555	$2,738	$2,920	$3,103	$3,285
Freshman Boys Basketball	1	6					
Freshman Girls Basketball	1	6					
8th Grade Football	2	6					
7th Grade Football	2	6					
8th Grade Boys Basketball	1	6					
7th Grade Boys Basketball	1	6					
8th Grade Girls Basketball	1	6					

7th Grade Girls Basketball	1	6					
HS Yearbook	1	6					
			0.065	0.070	0.075	0.080	0.085
Assistant Varsity Wrestling	1	7	$2,373	$2,555	$2,738	$2,920	$3,103
JV Wrestling	1	7					
8th Grade Wrestling	1	7					
7th Grade Wrestling	1	7					
Assistant Varsity Boys Soccer	1	7					
Assistant Varsity Girls Soccer	1	7					
JV/Freshmen Boys Soccer	1	7					
JV/Freshmen Girls Soccer	1	7					
Assistant HS Girls Track	1	7					
Assistant HS Boys Track	1	7					
Show Choir Director	1	7					
			0.060	0.065	0.070	0.075	0.080
Assistant Varsity Volleyball	1	8	$2,190	$2,373	$2,555	$2,738	$2,920
JV/Freshmen Volleyball	1	8					
JV/Freshmen Baseball	1	8					
Assistant Varsity Baseball	1	8					
Assistant Varsity Softball	1	8					
JV/Freshmen Softball	1	8					
Middle School Boys Track	1	8					
Middle School Girls Track	1	8					
			0.055	0.060	0.065	0.070	0.075
Assistant MS Boys/Girls Track	1	9	$2,008	$2,190	$2,373	$2,555	$2,738
Project Support HS Advisor	1	9					
Project Support MS Advisor	1	9					
Newspaper/District Newsletter	1	9					
			0.050	0.055	0.060	0.065	0.070
Musical Director	2	10	$1,825	$2,008	$2,190	$2,373	$2,555
Musical Set Construction	1	10					
JV Boys Golf	1	10					
8th Grade Girls Volleyball	1	10					
7th Grade Girls Volleyball	1	10					
Junior Class Advisor	2	10					
Senior Class Advisor	2	10					
			0.040	0.045	0.050	0.055	0.060
Tech Team (High School)	1	11	$1,460	$1,643	$1,825	$2,008	$2,190
Tech Team (Middle School)	1	11					
Tech Team (Bellville)	1	11					
Tech Team (Butler)	1	11					
Freshman Class Advisor	1	11					

Sophomore Class Advisor	1	11					
National Honor Society	1	11					
HS Academic Challenge	1	11					
			0.035	0.040	0.045	0.050	0.055
MS Cross Country	1	12	$1,278	$1,460	$1,643	$1,825	$2,008
HS Cheerleading Basketball	1	12					
HS Cheerleading Football	1	12					
Flag/Majorette Advisor	1	12					
HS Student Council	2	12					
HS Intramurals	1	12					
MS Student Council	1	12					
Bellville Student Council	1	12					
Butler Student Council	1	12					
			0.030	0.035	0.040	0.045	0.050
Art Club Advisor	1	13	$1,095	$1,278	$1,460	$1,643	$1,825
History Club Advisor	1	13					
Spanish Club Advisor	1	13					
Science Club Advisor	1	13					
MS Drama Club Advisor	1	13					
Tri-M Advisor	1	13					
Bellville Elementary Student News Advisor	1	13					
Butler Elementary Student News Advisor	1	13					
Fall Weight Coach	1	13					
Winter Weight Coach	1	13					
Spring Weight Coach	1	13					
Summer Weight Coach	1	13					
Marching Band Section Instructor	1	13					
Asst HS Cheerleading Football/Basketball	1	13					
MS Cheerleading Football/Basketball	1	13					
Musical Set Design	1	13					
Anti Bullying Committee Advisor	1	13					
6th Grade Field Trip Coordinator	1	13					
8th Grade Field Trip Coordinator	1	13					
			0.025	0.030	0.035	0.040	0.045
Debate Team Advisor	1	14	$913	$1,095	$1,278	$1,460	$1,643
SADD Advisor	1	14					
Ski Club Advisor	1	14					
MS Academic Challenge	1	14					
Assistant MS Drama Club Advisor	1	14					
7th grade Field Trip Coordinator	1	14					
Purple Star Liaison	4	14					

GRIEVANCE REPORT FORM

Name of Grievant:_____ Date Filed:_____

A. Date that the cause of grievance occurred:

B. Statement of grievance: (Include specific contract clause alleged to have been violated)

_____

_____

_____

_____

C. Relief sought:

_____

_____

_____

_____

Signature of Grievant:_____
Date Filed:_____

STEP I

Received by:_____
Date:_____

Disposition of the Immediate Supervisor

_____

_____

_____

_____

Signature:_____

Date:_____

(OVER)

STEP II

Received by:_____

Date:_____

Disposition of the Superintendent

_____

_____

_____

_____

_____

Signature:_____

Date:_____

STEP III

Received by:_____

Date:_____

Disposition of the Board of Education

_____

_____

_____

_____

_____

Signature:_____

Date:_____

STEP IV

I request that this grievance be submitted to arbitration.

Grievant:_____

Date:_____

The C.F.V.E.A. agrees that this grievance should be submitted to arbitration.

C.F.V.E.A.

President_____Date:_____

Received

by:_____Date:_____