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COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

VAN WERT FEDERATION OF TEACHERS
LOCAL #4088, AFT/OFT

AND

THE BOARD OF EDUCATION

OF

THE VAN WERT CITY SCHOOLS

August 1, 2026

TO

July 31, 2029

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ARTICLE I
RECOGNITION

A. Recognition

The Van Wert City Board of Education recognizes the Van Wert Federation of Teachers, AFT/OFT, as the sole and exclusive bargaining agent for all full-time and part-time certified/licensed employees, including the following positions when employed directly by the Board: school nurses, assistant school nurses, occupational therapists, speech therapists, OT and PT assistants, and social workers, but excluding substitute teachers other than long-term substitutes, administrative and supervisory personnel, and school psychologists.

1. Long-Term Substitutes

   Long-term substitutes are defined as Teachers hired to fill the temporary vacancy of a Teacher on leave in the same assignment for more than sixty (60) days. The employment of long-term substitutes shall automatically expire at the end of the specified period or upon return to duty of the Teacher from an approved leave of absence without any action by the Board or further notice to the Teacher.

   a. Beginning with the 61st day of employment in the same assignment, a long-term substitute shall be placed on the BA column, Step 0 on the salary schedule.

   b. A long-term substitute shall be granted a year of service credit only if employed for a minimum of one hundred twenty (120) days (at least three and one-half [3½] hours per day) in any one school year.

   c. The following contractual and statutory provisions shall not apply to long-term substitutes: Non-renewal rights as found in Section 3319.11 of the Ohio Revised Code; Evaluation rights per Section 3319.111 of the Ohio Revised Code (unless required by OTES); and Reduction in Force rights as found in Article XII and Section 3319.17 of the Ohio Revised Code.

   d. At any time, long-term substitutes may become regular teaching employees in accordance with normal hiring procedures. Subsequent continuous employment of a long-term substitute for the succeeding school year and in the same assignment under another one-year limited contract shall allow the long-term substitute to move to step one (1) of the BA column on the salary schedule.

      The subjects of negotiations will be all matters relating to wages, hours, terms and other conditions of employment and the term of recognition will be continuous unless the Van Wert Federation of Teachers,

AFT/OFT, is removed or replaced in accordance with provisions of the Ohio Revised Code 4117.

B. Definition of Terms

The term "Board" when used herein will refer to the Van Wert City Board of Education, Superintendent, Principal, and supervisory personnel as that term is defined under provisions of Ohio Revised Code 4117.

The term “VWFT” when used herein will refer to the Van Wert Federation of Teachers, affiliated with the Ohio Federation of Teachers and the American Federation of Teachers.

The term "Teacher" when used herein will include all full-time and part-time certified employees in the bargaining unit as defined in Section A. above.

C. Salary Schedule and Contract Application Issues for Non-Classroom Bargaining Unit Members

The terms and conditions of this Contract apply to all bargaining unit members, as specifically provided herein, with the following modifications:

1. The daily schedules for school nurses, assistant school nurses, occupational therapists, and OTA/PTA’s will be as determined by the administration.

2. OTA and PTA employees will be paid in accordance with the salary schedule set forth in Appendix D.

3. OTA and PTA employees will serve under limited contracts for the days and hours set forth in those contracts and are not eligible for continuing contract status.

4. Assistant school nurses will be paid at the rate of 81% of the Teacher salary schedule at the appropriate step and column for such employees.

5. School nurses, assistant school nurses, occupational therapists, and OTA/PTA’s may have contracts suspended in accordance with a reduction in force without the ability to displace employees in other positions

ARTICLE II
NEGOTIATIONS PROCEDURE

A. Statement of Principles

1. The Board and the VWFT state that the principles stated in succeeding sections of this document will govern the negotiations process between the Board and the VWFT.

2. "Good Faith" requires that the Board and the VWFT negotiate at reasonable times and places, with the intention of reaching an agreement. This includes executing a written contract incorporating the terms of any agreement reached. The obligation to bargain collectively does not mean that either party is compelled to agree to a proposal, nor does it require the making of a concession.

B. Subject of Negotiations

Representatives of the Board and the VWFT will negotiate in good faith all matters relating to wages, hours, terms and conditions of employment.

C. Requests for Negotiation

1. Either party may notify the other of its intent to initiate negotiations for a successor agreement not later than three (3) months and not earlier than seven (7) months, prior to the expiration date of this agreement. Notification in writing from the VWFT will be submitted to the Superintendent. Notification in writing from the Board will be addressed to the President of the VWFT. The above notification will include a list of items from each party to be the subjects of negotiations. These lists may be exchanged at a mutually agreed time within one (1) week of notification.

2. Choice of Format - Within ten (10) days after receipt of such notice, an initial meeting will be held between the representatives of the VWFT and the Superintendent and his/her designee(s) to determine the format for negotiations described as either the "Problem Solving Approach" or the "Traditional Collective Bargaining Approach".

3. If the Traditional Approach is chosen, then within fifteen (15) working days after that decision, an initial meeting will be held at which VWFT and the Board will submit in writing their proposals.

4. The items proposed will 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 contract will remain in full force and effect in the successor contract.

D. Negotiation Meetings

1. Negotiation meetings will be scheduled at mutually agreed times and places.

2. Meetings will be scheduled at regular intervals, as a general guideline, bi-monthly meetings are recommended.

3. Either party may recess for caucuses.

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

E. Representation

1. The representatives of the Board will consist of no more than five (5) designees, plus one (1) legal/field representative.

2. The representatives of the VWFT will consist of no more than five (5) designees, plus one (1) legal/field representative.

F. Assistance and Study Committees

Either party may call upon professional and lay persons to consider and make suggestions concerning matters under discussion. No information regarding negotiations will be released by either party to the public or media without giving prior notice to the other party.

G. Information

The Board and the VWFT agree to supply available public information that is specifically requested and routinely prepared.

H. Agreement

1. Tentative agreement on negotiated items will be reduced to writing and initialed by the representatives of each party.

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

3. A final draft will be prepared for review by both parties. The membership of the VWFT must affirm the acceptance of the contract first by a membership vote, and then the same will be presented to the Board for its decision. If approved, the contract will be binding on both parties.

4. Within thirty (30) working days after signing, the contract will be made available to all Teachers and Board members. The VWFT will be responsible for the typing of the final negotiated contract. The Board and the VWFT will share the cost for the duplication and distribution of the contract to bargaining unit personnel as well as administrative personnel and Board members.

I. Dispute Settlement Procedures

1. Mediation: In the event agreement is not reached by the parties after sixty (60) days of bargaining, either party may request the use of mediation in an effort to reach an acceptable settlement. The negotiation teams will request a mediator from the Federal Mediation and Conciliation Services, or from another mutually agreed provider, whose rules and regulations will cover the mediation.

   In the event there are costs and expenses for said services, the costs will be shared equally by the Board and the VWFT. 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 ninety (90) days - from the day of the initial meeting- the total number of days for any one negotiation session.

   Mediation will continue for thirty (30) days unless both parties mutually agree to extend this process.

2. It is agreed that the mutually agreed upon dispute settlement procedure set forth herein shall supersede and replace the impasse procedures contained in §4117.14 (C) of the Ohio Revised Code.

3. The VWFT agrees that they will not participate in any work stoppage of any kind while the provisions of this contract are in effect.

ARTICLE III
AMENDMENT

If agreed to by the Board and the VWFT, this contract or any part thereof may be amended prior to the expiration of the contract.

Issues not covered in a negotiated contract, or which were negotiated but upon which agreements were not reached during the most recent negotiations may be negotiated or renegotiated only with the mutual consent of the Board and the VWFT.

ARTICLE IV
PROVISIONS CONTRARY TO LAW

This collective bargaining contract shall supersede, to the extent permitted by Ohio Revised Code 4117.10 (A), provisions of the Ohio Revised Code which are contrary to the express provisions of this contract.

If any section(s) of this contract is in conflict with federal or state law, except as permitted by Ohio Revised Code 4117.10 (A), then that section is null and void while those sections that are not in conflict with federal or state law remain in full force. Any section(s) found to be in conflict with federal or state law by a court of competent jurisdiction shall be renegotiated by the parties in compliance with the Article III, Amendment of this contract.

ARTICLE V
GRIEVANCE PROCEDURE

The Board and VWFT recognize that for resolving grievances it is necessary that a procedure be established in the interest of effective personnel management.

The primary purpose of the grievance procedure shall be to obtain equitable solutions at the lowest administrative level and in the shortest period of time.

This procedure shall not limit the right of a Teacher having a complaint or problem to discuss the matter informally with members of the administration through normal channels of communications.

Such procedures shall be available to all Teachers and no reprisals of any kind shall be taken against any Teacher or the Board for participating in the grievance procedure.

A. Grievance Definition

A grievance is a complaint involving the alleged violation of the terms of the written adopted negotiated agreement, Board policy and administrative rules. Only a grievance involving the alleged violation of the terms of this written agreement may be taken to Level Six of this procedure.

B. Grievance Provisions

1. An individual grievance shall be initiated by the Teacher so aggrieved.

2. A group grievance shall have arisen out of identical circumstances affecting each member of said group.

3. An alleged violation shall be first discussed informally with the appropriate building administrator prior to initiating the grievance procedure.

4. Written grievances and appeals shall be processed using the grievance forms appearing as Appendix A to this contract. Appendix A shall include (a) the alleged violation; (b) relief sought; and (c) date of initiating procedure. The appropriate form shall be completed at each level of the grievance procedure.

5. Time limits given shall be considered as maximum, unless otherwise extended by mutual written agreement by the parties involved. The parties will agree to reasonable extensions of timelines due to illness or death in the Teacher or Administrator's family, for professional reasons, or similar reasons beyond the control of the Teacher or Administrator.

6. Resolution of a grievance at any level shall apply to the stated grievance and shall in no way infringe on the statutory obligations or other policies of the Board or Administrative rules.

7. A "day" shall mean all days except Saturdays, Sundays, and holidays when the central administrative office is closed for business.

8. A grievance may be withdrawn at any level without prejudice or record.

9. This grievance procedure may be altered provided both the VWFT and the Board agree upon any changes to be implemented.

10. Date of receiving notice of grievance (Day One) shall mean when administration or Treasurer of Board or employee personally received notice or report.

C. Level One

Any Teacher having a complaint shall first discuss such complaint with his/her immediate superior or administrator directly responsible for the complaint within ten (10) days of the cause or basis of the grievance.

D. Level Two

Any Teacher who feels he or she has a grievance shall make contact with the Association Grievance Committee to determine if there is a legitimate grievance, which will be supported by the Association. The Teacher's contact with the Committee and the Committee's decision whether to support the grievance shall be completed within ten (10) days of the Level One conference.

E. Level Three

The written grievance must be filed within ten (10) days of the Level Two Grievance Committee decision with the building Principal or administrator directly responsible for the complaint. If the grievance is filed with the Superintendent or Treasurer as

the administrator responsible for the complaint, the grievance will be considered as filed at Level Four and shall bypass Level Three.

1. a. Written grievance shall contain a concise statement of the basis for the grievance.

   b. Written grievance shall contain a reference to the specific provision of the alleged violation.

   c. Copy of such written grievance shall be filed with the Superintendent of Schools and Treasurer of the Board.

2. Each Teacher shall have the right to request a hearing before the building Principal.

   a. Hearing shall be conducted within ten (10) days after the receipt of such request.

   b. The aggrieved Teacher shall be advised in writing of the time, place and date of such hearing.

   c. The Teacher shall have the right to be accompanied by a representative of the VWFT Grievance Committee.

   d. The Principal shall have the right to be accompanied by a colleague of his/her choice.

3. The building Principal shall take action on grievance as follows:

   a. If no hearing is requested within ten (10) days after receipt of said grievance; or

   b. If a hearing is requested, within ten (10) days after the conclusion of the hearing.

   c. The action taken and the reasons for said action shall be put into writing and copies sent to the employee, to the Superintendent, to the Treasurer of the Board, and to the President of VWFT.

F. Level Four

If the Teacher does not have grievance resolved satisfactorily at Level Three, such Teacher may appeal to the Superintendent as follows:

1. Appeal is to be filed within ten (10) days from receipt of the written report of action taken by building Principal or right of appeal is waived. Appeal is to be

based on facts and references submitted in Level Three.

2. The Teacher shall have the right to request a hearing as follows:

   a. Hearing shall be conducted within ten (10) days after receipt of the request.

   b. The aggrieved Teacher and building Principal shall be advised in writing of the time, place and date of such hearing.

   c. The Teacher shall have the right to be accompanied by a representative of the VWFT Grievance Committee.

   d. The Superintendent shall have the right to be accompanied by a colleague of his/her choice.

3. The Superintendent shall take action on grievance as follows:

   a. If no hearing is requested within ten (10) days after receipt of said grievance; or

   b. If hearing is requested within ten (10) days after the conclusion of the hearing.

   c. The action taken and the reasons for said action shall be put in writing and copies sent to the Teacher, the building Principal, Treasurer of the Board and to the President of VWFT.

G. Level Five

If action taken at Level Four does not resolve the grievance such Teacher may appeal to the Board as follows:

1. Appeal is to be filed within ten (10) days with the Treasurer of the Board and Superintendent from receipt of the written report of action taken by the Superintendent or right of appeal is waived. Appeal is to be based on facts and references submitted at Level Three and Level Four.

2. The Board shall hear the appeal as follows:

   a. Appeal to be held at an executive session within ten (10) days of filing request of appeal.

   b. The Teacher shall have the right to be accompanied by a representative of the VWFT Grievance Committee.

   c. The Board shall have the right to be accompanied by counsel of their

choice.

3. The Board shall take action on grievance as follows:

   a. At a meeting following the executive session or at the next regularly scheduled meeting.

   b. The action taken and the reasons for the action shall be reduced to writing and copies given to the employee, the building Principal, the Superintendent and the President of VWFT.

H. Level Six

If action taken by the Board does not resolve the grievance to the satisfaction of the Teacher, VWFT may make a written request to the Board and the VWFT that the grievance be submitted to arbitration by the American Arbitration Association. This written request must be made within ten (10) days after receiving the Board's written action on the grievance.

The arbitrator shall hold such meetings as he/she determines necessary to make a fair and impartial ruling on the grievance. The jurisdiction and authority of the arbitrator shall be limited to the interpretation of the written provisions of this Agreement. The arbitrator shall have no power to alter, add to, or subtract from or in any way modify the terms and conditions of this Agreement.

The ruling and recommendations of the arbitrator shall be made in writing to the grievant, the Superintendent, the Board, and the VWFT, and shall be final to the limit of the grievance as stated. Decisions of the arbitrator shall be binding on both parties.

Any costs for the services of the arbitrator shall be borne equally by the Board and the VWFT.

ARTICLE VI
BUILDING ADVISORY COMMITTEE

A. For the purpose of improving communications within each building, a Building Advisory Committee will be established.

B. The Committee's size is to be determined by the building Principal and his/her staff except that it will be no larger than eight (8) members.

C. The building Principal and a VWFT building representative are to automatically be members of the Committee and the remaining members are to be elected by the building staff if necessary. A member of the classified staff may be a member of their building committee if they desire.

D. Meetings will be held monthly as called by the Principal and/or the majority of the members of the committee.

ARTICLE VII
MANAGEMENT RIGHTS

The Board shall have the sole and exclusive right to control all functions and operations and set all policies regarding the Van Wert City Schools, including but not limited to, the sole and exclusive right to, except as otherwise provided in this Agreement:

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

B. Direct, supervise, evaluate or hire employees;

C. Maintain and improve the efficiency and effectiveness of educational operations;

D. Determine the overall methods, process, means or personnel by which educational operations are to be conducted;

E. Suspend, discipline, demote or discharge for just cause, or lay-off, transfer, assign, schedule, promote or retain employees;

F. Determine the adequacy of the workforce;

G. Determine the overall mission of the employer as a unit of government;

H. Effectively manage the workforce;

I. Take actions to carry out the mission of the public employer as an educational unit.

ARTICLE VIII
VWFT RIGHTS

A. <u>New Staff Members</u>

Names and addresses of newly employed certified staff will be made available to the VWFT on request. Arrangements are to be made with the office of the Superintendent or Treasurer's Office.

B. Use of School Facilities

The VWFT may have the privilege of using school bulletin boards, mailboxes, interschool mail delivery, school facilities, and e-mail to conduct VWFT business.

Use of school facilities for meetings are to be arranged through the building Principal involved.

Use of school bulletin boards, mailboxes and interschool mail delivery are to be arranged with the building Principal and/or Superintendent.

C. Payroll Deductions

1. The Board agrees to authorize deductions for VWFT dues and VWFT Committee on Political Education (COPE). Salary deductions for professional organization dues will be made if the personnel so requests. The initial request must be made in writing to the Treasurer of the Board before October 1st. Dues deductions will be continuous from year to year unless a Teacher revokes the authorization by October 1st.

   The VWFT indemnifies and holds harmless the Board, its administrators or any employee against any and all claims, demands, suits, or other liability arising out of action taken by, or on behalf of, any member of the bargaining unit regarding the deduction of dues and/or other union fees of any type.

2. The Board further agrees to authorize deductions for the Van Wert County United Way, tax-sheltered annuities, savings bonds, credit unions, and payroll savings, plus other deductions mutually agreed upon by the VWFT and the Board. Effective October 1, 1990, there must be five (5) Van Wert employees signed up for a new tax-sheltered annuity before deductions begin and the provider must be able to cooperate with the Information Sharing Agreement requirements and with the District's Third-Party Administrator.

3. No payroll deduction of any kind will be made without the proper and individual authorization of the employee.

ARTICLE IX
LEAVES

A. General Sick Leave Policies

1. Each full-time Teacher shall be granted one and one-fourth (1 1/4) days per month sick leave, accumulative to a maximum of one hundred ninety-five (195) days with full pay.

2. Sick leave earned in other Ohio Schools and/or governmental agencies may be transferred to the Van Wert City Schools.

3. After a new full-time Teacher has completed one (1) complete day, five (5) days of sick leave credit will be advanced until it is earned.

4. Sick leave may be taken in full, one-half (1/2), or one-quarter (1/4) day increments.

5. Immediate family is interpreted to include parent, stepparent, child, stepchild, spouse, in-law, sibling, grandparent, grandchild, foster child, and any individual living in the same household in permanent residency.

B. Personal Leave

1. Teachers will be granted three (3) personal days of which one (1) day may be used as an emergency day.

2. Procedures

   a. Application is to be made seven (7) calendar days in advance of the date of requested personal day. Applications must be made to the Principal, subject to the Superintendent's approval.

   b. Day(s) cannot be used to extend any vacation period at the beginning or end of a scheduled vacation. Requests must be made through email to the Principal, subject to the Superintendent's approval.

   c. In the last four weeks of the contracted school year, use of any personal day must be requested through email to the Principal, subject to the Superintendent's approval.

   d. A substitute teacher must be available for requested personal day.

   e. A guideline of personal days by building will be in effect for any one (1) school day as follows:

1. Early Childhood Center – two (2)
2. Elementary – five (5)
3. Middle School – four (4)
4. High School – four (4)
5. Goedde – one (1)

f. These days may not be used for gainful employment or seeking other gainful employment.

3. Emergency Request

Emergency reasons are defined as the necessity to conduct unanticipated business which must be taken care of during a regular school day.

The following procedure is to be followed and provisions apply:

a. Application is to be made as soon as possible to the Building Principal, subject to the Superintendent's approval.
b. Reason for use of emergency leave is to be provided.
c. Days are not cumulative and are not deductible from sick leave.
d. This day may not be used for gainful employment or seeking other gainful employment.

4. Unused Personal Days

Unused personal leave days will be converted to sick leave unless the Teacher files with the Treasurer by June 15th following the particular school year an election to cash out those unused days. Such payment will be the daily casual substitute rate in effect at the end of that school year plus 10%. Such payment will be made by the second pay in July.

C. Sick Leave for Pregnancy and/or Birth

1. A pregnant unit member may use accumulated sick leave for illness or disability while pregnant. If a Teacher requests sick leave for pregnancy-related reasons, workdays shall be counted from the time a doctor's verification is given that the Teacher cannot continue performing her duties before the delivery of the child.

2. A Teacher may take up to six (6) weeks of accumulated sick leave after termination of the pregnancy or eight (8) weeks of sick leave after a cesarean delivery. A Teacher who has a post-partum medical condition as certified by a physician may be granted additional sick leave as they recover from the condition.

3. Sick leave entitlement begins as of the date of birth. If the birth occurs while

school is not in session, a Teacher may use accumulated sick leave for work days that occur within the six (6) or eight (8) week timeframe.

4. A Teacher who is granted this type of leave under this section and returns in the same school year shall return to the same position.

5. A Teacher who has used all of their accumulated sick leave shall upon request be granted an unpaid leave of absence for the remainder of that school year or until their doctor verifies that they are able to return to their position.

6. If birth occurs between the end of one (1) school year and the beginning of the next school year (summer months), a Teacher shall upon request be granted an unpaid leave of absence not to exceed the following school year.

7. Any extensions of leave beyond the maximums stated herein are at the discretion of the Board and such determinations are not subject to the grievance procedure.

D. Adoption Leave

1. A teacher may take up to six (6) weeks of accumulated sick leave for adoption of a child. If a Teacher requests a leave of absence, workdays shall begin with the date on which the child is placed with the Teacher, or work days immediately preceding placement with the Teacher that are connected with the placement and adoption, whichever is earlier.

2. A leave of absence without pay of up to one (1) year and not to exceed one (1) year may be granted upon request when a child is to be adopted.

3. The effective date of such adoption leave will be that as determined by the regulations of the adoption agency. The Superintendent shall be notified of this date as soon as possible so arrangements for filling the vacated position can be made.

4. Any extensions of leave beyond the maximums stated herein are at the discretion of the Board and such determinations are not subject to the grievance procedure.

E. Leave of Absence

Upon the written request of a Teacher, the Board may grant a leave of absence for a period of not more than two (2) consecutive school years for educational or professional or other purposes, and shall grant such leave where illness or other disability of the Teacher and/or of the immediate family is the reason for the request. Upon subsequent request, such leave may be renewed by the Board. Without request, a Board may grant similar leave of absence or renewals thereof to any Teacher because of physical or mental disability, but such Teacher may have a

hearing on such unrequested leave of absence or its renewals in accordance with Section 3319.16 of the Ohio Revised Code. Upon the return to service of a Teacher at the expiration of a leave of absence, he/she shall resume the contract status which he/she held prior to such leave. On the Teacher's return, the same district assignment is not guaranteed.

Any Teacher on leave of absence who wishes to return to his/her teaching duties the following year shall notify the Superintendent prior to March 1st of the year leave of absence was granted. Failure to notify the Superintendent shall be considered a violation of the terms of the leave of absence and result in loss of leave of absence rights.

F. VWFT Activities and Professional Leave

1. Members of the bargaining unit may have professional leave days of his/her preference which are subject to approval by the building Principal and the Superintendent.

2. VWFT members are awarded the courtesy of professional leave in order to attend a Van Wert City Schools' field trip in which their own children/grandchild (as defined in Article IX Section A.5) will be participating. VWFT members' absences are not to exceed two (2) school days, unless additional days are approved by the Superintendent. Prior communication of seven (7) calendar days with the building principal is required.

3. Elected representatives of the VWFT may use two (2) professional leave days to attend state or national conventions. The Board shall pay the costs of substitutes only.

4. Special Education Teachers shall be granted two (2) days of professional leave per year for collaboration with other Teachers and to write I.E.P.'s.

5. Pre-K Teachers shall be granted one (1) day of professional leave per month in the months of October to April (for a total of six (6)) to complete required paperwork, with such leave to be coordinated with the building administration.

6. VWCS staff may be granted one (1) professional day to further their education to benefit Van Wert City Schools as determined and approved by the Superintendent.

7. Requests for professional leave are to be filed with the Teacher's Building Principal at least seven (7) calendar days previous to the date for which leave is requested.

G. Spousal Leave

Unpaid leave will be granted, upon request, for the purpose of accompanying a spouse. The maximum number of days for this leave will be no greater than five (5) days for one (1) request in a two (2) year period. Teachers may request time other than stated above and it will be the Board's decision to grant this extra time.

H. Jury Duty

A Teacher called for jury duty or subpoenaed to give testimony before any judicial or governmental tribunal shall be compensated at the regular personal per diem rate, provided the pay, if any, for performance of such legally required obligations is turned into the Treasurer's office, except in the following cases:

1. Where the Teacher is a principal in a criminal or civil action;

2. Where the legal action is brought against the Board by the VWFT or any member of the bargaining unit.

   If the Teacher is excused by the Court, the Teacher is expected to return to school during their normal workday, if practicable. A Teacher who is subpoenaed shall receive paid leave not to exceed two (2) days annually, unless additional days are approved by the Superintendent.

I. Bereavement Leave

1. Up to three (3) workdays plus necessary travel time will be granted with pay to attend the funeral/memorial service of a member of the employees' immediate family (as outlined in Article IX Leaves, Section A-5) to take care of family business. It is the employee's responsibility to reasonably determine the number of days that will be necessary. In the event of an additional occurrence within the contract year, up to three (3) days plus necessary travel time may be approved by the Superintendent. These days will not accumulate and will not be deducted from sick leave.

2. If there is a funeral/memorial service for a person not in the immediate family, sick or personal leave may be requested to attend the service. Teachers may be granted one (1) sick day if funeral/memorial services fall outside of the immediate family as approved by the Superintendent. Additional days will be taken from personal leave. These days will not accumulate and will be deducted from sick leave if outside of the immediate family.

J. Assault Leave

1. Leave for employee absences resulting from a physical injury attributable to an assault while the employee is engaged in the performance of job-related duties will be granted without loss of pay and/or benefits.

2. Assault leave will be limited to a maximum of ten (10) workdays per contract year (July 1 through June 30), not chargeable, to sick leave or personal leave, and will be non-accumulative from year to year.

3. If upon exhaustion of the allowed ten (10) assault leave days, the individual is unable to perform his/her work duties, he/she may apply for sick leave, Workers' Compensation (if eligible), an unpaid leave of absence, or disability retirement. Should the individual qualify for Workers' Compensation, he/she shall receive the difference in pay between his/her regular rate of pay and the Workers' Compensation benefit until such time as the benefit terminates.

K. Sick Leave Bank/Donation

1. The parties shall establish a sick leave bank based on donated days (accumulated but unused sick leave days) for a Teacher who has exhausted all accumulated paid sick leave and personal leave days as a result of a catastrophic illness or injury.

2. The term "catastrophic illness or injury" shall include only those illnesses or injuries which are calamitous in nature, constituting a great misfortune. The "catastrophic illness or injury" must be an unusual, extraordinary, sudden, unexpected manifestation of the forces of nature which cannot be prevented by human care, skill, or foresight. Teachers whose sick leave has been inordinately depleted by intermittent and/or patterned use shall not qualify for this benefit.

3. A Teacher is eligible to receive donated sick leave up to a lifetime maximum of ninety (90) days, if all of the following conditions are met:

   a. Only contributors are eligible to apply to withdraw from the bank.

   b. The Teacher, their spouse, child or legal dependents has experienced a catastrophic illness or injury. If a spouse, child or legal dependent has such illness or injury, the Teacher must provide verification that they are/will be a required caregiver in order to be eligible for leave donation.

   c. The Teacher must be out of sick leave and personal days including any advancements.

d. The Teacher has applied for any available paid leave, workers' compensation or benefits program for which the Teacher is eligible.

e. The Teacher has contributed one (1) day of their accumulated sick leave to a District-wide sick leave bank during the enrollment period. The enrollment deadline for the sick leave bank is thirty (30) days after the first calendar day of the school year. To maintain enrollment eligible participants will need to contribute one (1) additional day when the number of days in the bank reaches below fifty (50) days.

4. All newly hired certified/licensed staff members will be eligible to join by donating one (1) day of their sick leave within the first thirty (30) days of employment.

5. Members of the bargaining unit may withdraw from participation at any time but any day(s) contributed are not refundable.

6. Approval Process

   a. Eligible applicants must be approved for donated sick leave by the Sick Leave Bank Committee comprised of the Superintendent, Treasurer, one (1) building administrator selected by the Superintendent, and three (3) Teachers appointed by the VWFT President.

   b. Applications for use of the sick leave bank must be submitted to the Superintendent's Office for the review of the Sick Leave Bank Committee.

   c. All applications will be reviewed by the Committee. Approval of any request will require five (5) votes. The Committee's decision is final and non-grievable.

   d. Applications will include, but not limited to the following information:

      1. The nature of the claimed catastrophic illness or injury;

      2. Physician(s) diagnosis and prognosis of the catastrophic illness or injury;

      3. Where applicable, the necessity of the Teachers role as a primary caregiver;

      4. Projected date of return to duty;

      5. Explanation of previous leave usage; and

6. Any other pertinent information the Teacher may wish to submit to the Committee

e. All information and reports relating to applications submitted under this regulation will remain confidential.

L. Treatment of Leave on a Calamity Day

Members of the bargaining unit will not be assessed sick, compensation and/or professional leave if school is canceled for “calamity” reasons.

M. Changes in Federal Law

Any Federal Law changes throughout the duration of the contract shall uniformly apply as if adopted.

N. Family and Medical Leave

The Family and Medical Leave Act (FMLA) and its associated regulations will apply to all bargaining unit members who meet its eligibility requirements. For purposes of this Section, “12-month period” is defined as the “12-month period measured forward from the date the employee’s first FMLA leave begins” (i.e. the leave year is specific to each employee). The member is entitled to twelve (12) weeks of leave during the 12-month period beginning on the first date FMLA leave is taken. The next 12-month period commences the first time FMLA leave is taken after the completion of any previous 12-month period.

ARTICLE X
WORKING CONDITIONS

A. Contracts

1. A certified Teacher is granted a one (1) year limited contracts for each of the first three (3) years of employment in the Van Wert City Schools or while still enrolled in the resident educator program, upon recommendation of the administration responsible and the Superintendent.

2. A certified Teacher is granted a two (2) year limited contracts beginning with the fourth year of employment in the Van Wert City Schools and two (2) year renewals thereafter, if the Teacher holds a professional license (has advanced from a resident educator license) upon the recommendation of the administrator responsible and the Superintendent.

3. Continuing Contracts

Teachers eligible for a continuing contract are Teachers who have taught (3) of the last five (5) years in the District and those Teachers who have attained

continuing contract status elsewhere and have served two (2) years in the District. Additional requirements for eligibility for a continuing contract are governed by O.R.C. 3319.08 (B):

a. Any Teacher holding a professional, permanent, or life Teacher's certificate.

b. Any Teacher holding a professional educator license who has completed the applicable one of the following:

(1) If the Teacher did not hold a masters degree at the time of initially receiving a Teacher's certificate under former law or an educator's license, thirty (30) semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules of the State Board of Education;

(2) If the Teacher held a masters degree at the time of initially receiving a Teacher's certificate under former law or an educator license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the State Board of Education shall adopt.

4. Teachers shall be evaluated in accordance with Ohio Revised Code Sections 3319.11, 3319.111, 3319.112, and School Counselors will be evaluated in accordance with 3319.113.

5. Filing and Maintenance of Certificates/Licenses

Teachers shall be responsible for filing with the Superintendent or his/her designee all certificates/licenses issued to Teachers by the Ohio Department of Education within fifteen (15) days of receipt of such certificates/licenses. No right or privilege shall be asserted by a Teacher by reason of a certificate/license not filed by the Teacher as provided herein.

As a condition of employment, all Teachers must keep current and file with the Superintendent or his/her designee all Teacher certificates/licenses held at the time of initial employment by the Board and all certificates/licenses received after such employment. It shall be the responsibility of each Teacher to apply and qualify for the renewal of any certificate/license in a timely fashion and to file such certificate/license as herein provided.

The Board is under no legal obligation to continue the employment of any bargaining unit member who fails to maintain appropriate licensure/certification.

6. Extended Limited Contracts

   In the event it is the determination of the Superintendent to recommend an extended limited contract for a tenure-eligible employee, such recommendation may be made directly to the Board, without reference to the procedure set forth in ORC Section 3319.11 (C). Any employee granted an extended limited contract will be provided with written reasons by the Superintendent directed at the professional improvement of the employee on or before April 30.

B. School Year

1. The salary scale is based on a school year of one hundred eighty-two (182) days. The Board may provide additional compensation for special duties and responsibilities over and beyond the normal school year, or the regular school day.

C. School Calendar

1. Prior to the Superintendent's recommendations to the Board about school calendar(s), the Superintendent, or designee, and calendar committee will survey the VWCS staff in regard to the calendar(s) for the next school year(s) and the scheduling of make-up days.

2. Parent/Teacher Conference and Open House/Orientation schedules total 14.5 paid hours per school year. Each building has the flexibility to build its own conference schedules.

3. Certified teaching staff will report to their respective schools from 10:30 am - 3:00 pm, which includes a thirty (30) minute lunch, on calamity days six (6) through ten (10). During these days, time will be set aside for Professional Development and/or Teacher work time. Beginning on day eleven (11), teachers will report at the same times/days the students are required to attend, either in person or remote. Individuals commuting to Van Wert from surrounding areas with level 2-3 emergencies will be handled on a case-by-case situation and will make up that contract day if missed.

4. The calendar for the school year shall start after the 15th of August annually.

D. Pay Periods

The Board will utilize a twenty-six (26) pay system for payment of employee salaries. The Board reserves the right to set up the order of the twenty-six (26) pay periods according to the most convenient procedure in balancing out old contracts and starting new contracts and setting up a schedule of deductions as approved by employees. All employees will receive all payroll payments via direct deposit including electronic check stub notice.

E. Vacancies and Assignments

1. In accordance with state law, the Superintendent shall assign teachers to positions on the best interests of the students enrolled in the district. In assigning, reassigning, or transferring a teacher, whether voluntary or involuntary on the part of the teacher, the Superintendent shall not use seniority or continuing contract status as the primary factor in determining the teacher's assignment.

2. Vacancies are defined as newly created positions, positions for which the required certification has changed, and positions that have become open when staff leave the District's employment for whatever the reason.

3. All vacancies in the District shall be posted on the Internet (District web page and tech page). The building Principal may recommend reassignments within their building staff before a vacancy is posted. A notice of each posting shall be e-mailed to all Teachers. In the case of resignations, the posting will occur as soon as resignation is submitted or no later than two (2) days after such resignation is accepted by the Board.

4. Any currently employed Teacher will have the right to apply for such vacancy subject to the application deadline dates set by the Superintendent for all applications. The application deadline date will be included with notice of vacancy to be posted.

5. Voluntary Transfer

   a. A Teacher may request a transfer in writing by completing the designated forms. Transfers may be made at the request of the employee. Requests for transfer must be resubmitted each year and shall be indicated by the submission of a written statement to the Superintendent and/or Building Principal. Such requests must be submitted prior to the November 1 and/or February 1 commitment dates.

   b. After a voluntary transfer, a transferred employee shall be required to remain in the assignment transferred to for at least two (2) years, unless: 1) the position is eliminated; 2) the employee is involuntarily transferred by the Superintendent and/or Building Principal; or 3) the Superintendent and/or Building Principal, in the exercise of their sole discretion, approves the request of the employee for a subsequent voluntary transfer.

6. Involuntary Transfer

   a. An involuntary transfer is a transfer which is initiated by the Administration and approved by the Superintendent, that in the exercise of their sole discretion, they deem appropriate. The President of VWFT and VWFT Building Representative will be notified of the transfer. At the

request of the Teacher subject to transfer, a conference will be held between the building principal and the employee to explain the transfer. The Teacher may elect to be accompanied by a VWFT representative.

F. Supplemental Pay Periods

All supplemental payments will be within the bi-weekly pay periods.

G. Substitution

If it is necessary for a regular Teacher to cover or fill in for another Teacher, the building Principal will make the assignment taking into consideration availability of staff and consideration of plans previously made by the staff member or members.

If an emergency situation exists, the building Principal may assign staff to cover such emergency as he/she sees fit.

H. Mileage Rate

Teachers that use their personal automobile for approved School District purposes shall be reimbursed at the I.R.S. mileage rate in effect on the date of the trip.

I. Para-Professionals

The past practice of the Board has been to provide para-professionals when a need was shown and funds were available. This decision will be made by the Superintendent and/or the Special Education Team.

J. K-2 / 3-5 Class Size

Class size in Grades K, 1, and 2, will not exceed 23. Class size in Grades 3, 4, and 5 will not exceed 25. If special circumstances exist, the Superintendent in consultation with the Building Advisory Committee in the affected building may decide to exceed any of these numerical limits.

K. Workday

1. Regular Workday: The workday for all full-time Teachers shall not exceed seven (7) hours and fifteen (15) minutes. This time includes planning time and thirty (30) minutes for lunch. Assigned student contact time will not exceed one thousand six hundred fifty (1,650) minutes per week. Teacher preparation time will be a minimum of two hundred (200) minutes per five (5) day full week, including thirty (30) consecutive uninterrupted minutes per day.

2. Intervention/ Title I Teachers: The regular contract days for any Intervention / Title I Teachers shall be scheduled on the same days as for the rest of the

bargaining unit, but the starting and ending times for any Intervention / Title I Teachers may vary according to needs of students so long as the total workday for any intervention/title I Teachers shall be the same as for other Teachers.

3. Three-Hour Delay: If conditions merit, the Superintendent or designee may call for a three-hour delay in the start of school. If a three-hour delay is implemented, the school day will end at the regular time.

L. Drug Free Workplace

No Teacher shall unlawfully manufacture, distribute, dispense, possess or use any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance as defined in Federal and State law, in the workplace.

"Workplace" is the site for the performance of any work done in connection with the school district. The workplace includes any school building, school property, school owned vehicles or school approved vehicles used to transport students to and from school or school activities (at other sites off school property) or any school sponsored or school related activity, event or function, such as a field trip or athletic event in which students are under the jurisdiction of the school authorities.

As a condition of employment, each Teacher shall notify his/her supervisor, in writing, of his/her conviction of any criminal drug statute for a violation occurring in the workplace as defined above, not later than five (5) days after such conviction.

Teachers will be given a copy of the standards of conduct and the statement of disciplinary sanctions and will be notified that compliance with the standards of conduct is mandatory. Teachers who violate the policy shall be subject to disciplinary proceedings in accordance with prescribed school district administrative regulations, local, state, and federal laws and/or the negotiated agreement, up to and including termination.

Teachers will be provided the opportunity to participate in a drug free awareness program to inform them of requirements, services and penalties.

Annually employees will receive a list of local drug and alcohol counseling, rehabilitation and reentry programs and services which are available in the community. Lists will also be available in the central office.

ARTICLE XI
PERSONNEL FILES

Each Teacher shall have only one (1) personnel file which shall be maintained in the Superintendent's office.

A. Material in File

No material derogatory to a Teacher's conduct, service or personality shall be placed in his/her personnel file unless the Teacher has had an opportunity to review the material. The Teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the material with the understanding that such signature in no way indicates agreement with the contents thereof. Refusal to sign the material by the Teacher shall be noted, but not preclude placing it in the file. The Teacher shall have the right to submit a written response to such material and the response shall be attached to the material in question.

B. Access to the File

1. The Teacher shall have the right, within a reasonable time, upon request to the Superintendent, to review and obtain one (1) copy of the material in the file excluding confidential pre-employment information, ratings, reports, or records which were obtained prior to the employment of the Teacher involved.

2. The Superintendent or immediate supervisor who has justifiable employment reason shall be given access to the file. A log shall be kept of person(s) who have examined the file and the date of such examinations. This does not prohibit access to an individual's file by the public as cited in Ohio Revised Code 149.43. If a person other than the Teacher, the Superintendent, or immediate supervisor who has justifiable employment reason requests to have access to a Teacher's file, the Teacher shall be notified of the request.

C. Signing Materials

Any person who places written material or drafts written material for placement in a Teacher's file shall sign the material and signify the date on which such material was drafted. Any written materials placed in a personnel file shall indicate the date of such placement. No material shall be placed in a personnel file without the Teacher receiving a copy. Material not dated or signed shall be withdrawn.

ARTICLE XII
REDUCTION IN FORCE

In the event that a reduction in the number of Teachers becomes necessary, the reduction will be in keeping with the provisions of Section 3319.17 of the Ohio Revised code and this Agreement.

A. Notice to VWFT

No later than fourteen (14) days before the Board meeting at which the Superintendent will recommend a reduction in force, the Superintendent shall notify the VWFT President, in writing, of the intended layoff, the reason for the layoff, all positions to be eliminated and the names of all employees holding those positions, and the effective date of the layoff. Each employee to be recommended for the layoff shall also receive such notice.

B. Suspension of Contracts

In making the reduction, the Board of Education shall act to suspend contracts on the recommendation of the Superintendent. Those contracts to be suspended will be chosen by the following procedures:

Retention of bargaining unit members and recall of eligible Teachers whose contracts have been suspended pursuant to a reduction in force will not be based upon seniority, except in circumstances when choosing between Teachers with comparable evaluations. The application of the term “evaluation” refers to those conducted in accordance with the Board adopted, standards-based Teacher evaluation policy.

Comparability of evaluations will be determined in relation to the effectiveness ratings set forth in Ohio Revised Code Sections 3319.111 and 3319.112.

When the position(s) to be eliminated or reduced in part to accomplish RIF has been determined, the following order shall be followed to determine the order of suspending contracts of bargaining unit employees:

1. If reductions are necessary, limited contract Teachers shall first be reduced in affected teaching fields (certification/licensure) utilizing the following order:

    a. Comparable evaluations.

    b. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior limited contract Teacher in the affected field the first to be suspended.

2. Should the necessary reduction of staff required exceed the number of limited contract Teachers in the affected field, continuing contract Teachers shall be reduced in the affected Teacher fields (certification/licensure) utilizing the following order:

   a. Comparable Evaluations

   b. When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior continuing contract Teacher in the affected teaching field the first to be suspended.

3. When choosing between Teachers with comparable evaluations, if the position of the Teacher in one "Teacher field affected" is eliminated due to reduction in force, and the Teacher in that position is also certified/licensed in another teaching field or fields, the Teacher may move to the seniority list of any area of his/her certification/licensure as long as the Teacher reduced is displacing a Teacher with comparable evaluation. The least senior Teacher in the area of certification/licensure will then be the Teacher whose contract is suspended.

4. If the Teacher in the second area of certification/licensure is also certified/licensed in another teaching field, that Teacher shall have the same option stated above. The process shall continue until all available bumping rights are exhausted.

5. If the full-time position of a Teacher is eliminated due to reduction in force, and a part-time position in the same teaching field is available, the Teacher whose full-time position is eliminated may elect to accept the part-time position. In the event a full-time position subsequently becomes available in that Teacher's area of certification/licensure, the Teacher who had accepted the part-time position shall have the right to transfer into the then available full-time position unless there is a more senior Teacher in the affected field, on the recall list so long as the decision to fill the full-time position is made between Teachers with comparable evaluations. Under the circumstances, if there is a more senior in the recall in the affected field than the part-time Teacher, the most senior Teacher of the two shall receive the full-time position. The other Teacher in that teaching field shall be offered the part-time position, if available.

C. <u>Recall List</u>

Teachers whose contracts are suspended shall have their names placed on a recall list. Teachers will remain on the recall list for up to 24 months from the time of the reduction. Teachers on the recall list will have the following rights and protections:

1. No new Teachers will be employed by the Board while there are Teachers on the recall list who are certificated/licensed from the position in question.

2. A Teacher on the recall list shall be offered a place on the substitute teacher list.

3. A Teacher whose name appears on the recall list shall be offered reemployment under a limited contract to a position for which he/she is certificated/licensed whenever a vacancy occurs through retirement, resignation, death, termination of contract, creation of position or Board approved unpaid leave of absence for a school semester or more.

4. Seniority shall not be a factor in recalling any bargaining unit member unless the decision is between Teachers with comparable evaluations. Teachers on the recall list will be recalled to positions for which they are certificated/licensed in the order of seniority at the time of reduction assuming the selection is among or between Teachers with comparable evaluations.

5. If a vacancy occurs, the Board shall send certified announcements of reemployment to the last address on file in the Treasurer's Office. If a Teacher fails to accept the offer of reemployment within fifteen (15) calendar days or within five (5) calendar days if the offer is delivered within ten (10) days prior to the start of the school year or during a school year, from the date said offer is delivered at the file address of the Teacher, the Teacher shall be considered to have rejected the offer and shall be removed from the recall list.

6. If a limited contract Teacher on the recall list accepts employment for a full school year with another school district, the Teacher shall notify the Superintendent immediately and will be removed from the recall list.

7. A Teacher removed from the recall list, except by recall to employment, must make an application for employment in accordance with established procedure if he/she desires to be considered for employment by the Van Wert City School District.

8. A Teacher on the recall list shall, upon accepting an offer of reemployment, return to the system with the same seniority, accumulation of sick leave, and salary schedule placement as the Teacher would have received in the year following the suspension of contract.

9. Acceptance or rejection of a position other than full-time teaching position shall not, of itself, constitute a waiver of these recall rights.

D. Availability of Recall List

The recall list shall be made available to the Association President and to each building Principal.

E. Number of Persons Affected/Attrition

The number of persons affected by a reduction in force will be kept to a minimum by employing replacements for employees who resign or retire, as is possible.

F. Fringe Benefits During Layoff

Laid-off employees may continue any such insurance programs, except life insurance, at the employee's own expense by paying the premium as prescribed by COBRA.

G. Limited Contract Teachers

Limited contract Teachers whose contracts are not renewed in accordance with Section 3319.11 of the Ohio Revised Code shall not be placed on the recall list.

ARTICLE XIII
RETIREMENT PAY

A. As further described in Appendix E, the Board will pay Teacher severance pay for .257 of unused accumulative sick leave up to a maximum of one hundred ninety-five (195) days of accumulated sick leave at the per diem rate of pay for the Teacher at the time of his/her official retirement from the Van Wert City Schools. Any Teacher with less than ten (10) years of experience in the Van Wert City Schools will be paid severance only on the basis of severance earned as a Teacher in the Van Wert City Schools. The total earned amount will be paid in one lump sum and the employee must make application within ninety (90) days after the last contract day.

B. The maximum number of days for which retirement severance pay will be granted is 50.12 except as follows:

As further described in Appendix E, once a Teacher has accumulated the maximum of one hundred ninety-five (195) days of sick leave, any additional sick leave will be recorded and upon retirement from the Van Wert City Schools such Teacher shall receive one fifth (1/5) of the accumulated days over one hundred ninety-five (195) as additional severance pay up to an additional twenty-five (25) days for a maximum of 75.12 days of severance pay at retirement.

Any days over the one hundred ninety-five (195) of maximum sick leave listed in Article IX Leaves, Section A (General Sick Leave Policies) shall not be available for regular or maternity sick leave payment or purposes.

C. Retirement severance pay shall be paid at the death of a Teacher provided said Teacher was eligible for retirement at the time of death under the rules of the STRS of Ohio.

D. Upon retirement from the Van Wert City School District, the Teacher must provide evidence to the Treasurer of receipt of the first STRS retirement check or verification from STRS of the Teacher's retirement. The Treasurer shall pay the Teacher his/her severance pay within three (3) weeks of verification, or if the Teacher so chooses, unless legal requirements or the Board preclude it, the severance will be paid the first pay in January in the year following the retirement.

ARTICLE XIV
INSERVICE AND ADDITIONAL COLLEGE TRAINING

A. Staff Development

1. The use of the 181st and 182nd days of the work year for in-service/professional development shall be scheduled by the administration and Board as part of the calendar process.

2. The VWFT, in conjunction with the VWCS Administration, shall work cooperatively on professional development activities to mutually meet the needs of all employees. To this end, the District and Building Leadership Teams shall coordinate professional development activities.

3. Completion of Staff Development (A)(1) and (2) does not exempt the Teacher from administratively required meetings.

B. College Training

1. Reimbursement will be paid each year by October 31 for the previous twelve (12) month cycle if the staff member is still employed by the Board.

   Each year the Board shall provide an amount for college training reimbursement equal to ½ of the base Teacher salary to be budgeted equally per semester hour among all Teachers taking course work.

2. Teachers must submit an application for reimbursement for college coursework prior to the inception date of the course. All college coursework must specifically be approved by the Superintendent. Applications are available in the Superintendent's office.

3. Teachers must submit their official transcripts and receipts for tuition payment by August 31. To be reimbursed, Teachers must receive a passing grade. Any transcripts and receipts received after August 31st will be carried into the next

twelve-month cycle beginning September 1st.

4. The appropriate conversions will be made for quarter hours versus semester hours (quarter hours will be multiplied by .667).

5. No one shall be reimbursed more than the cost of the tuition, and no money shall be carried over into the next fiscal year.

ARTICLE XV
INSURANCE

A. Comprehensive Major Medical Insurance

It is hereby agreed by the Van Wert City Schools Board of Education and the Van Wert Federation of Teachers, the duly certified representative for the certified employees of said District, that if and when there is created a jointly administered trust fund for the provision of health insurance and/or other employee benefits for members of the bargaining unit, with equal representation between employers and employees on the Board of trustees of such fund, to be administered under Sections 9.833 and/or 3313.02 of the Ohio Revised Code, and initially called the Van Wert Area School Insurance Group (VWASIG), that:

1. The benefits provided by VWASIG shall replace any similar type of benefits currently being provided under the collective bargaining agreement.

2. The above named employee organization waives any duty which the Board would otherwise have to negotiate concerning the nature of the coverages or benefits provided by VWASIG.

3. The above named employee organization reserves the right to negotiate concerning the amount or percentage of the employees' contribution to any VWASIG benefit plan.

B. Life Insurance

$30,000.00 of life insurance will be provided each Teacher per the VWASIG Plan. Additional life insurance will be available at the option of the Teacher with the Teacher paying the additional cost.

C. Dental Insurance

Dental Insurance will be provided each Teacher per the VWASIG Plan.

D. Payment of Premiums

1. For the plan period running from January 1, 2027 thru December 31, 2029, The Board shall pay 50% and the Teacher shall pay 50% of monthly premiums for part-time Teachers who are eligible for coverage and are employed at least fifteen (15) hours per week. The Board shall pay 25% and the Teacher shall pay 75% of monthly premiums for part-time Teachers who are eligible for coverage and are employed less than fifteen (15) hours per week.

2. For the plan period running from January 1, 2027 thru December 31, 2029 the Board shall pay 80% and the Teacher shall pay 20% of monthly premiums for VWASIG Dental Insurance coverage for all Teachers who elect such coverage. For married couples, the Board shall pay 85% and the Teacher shall pay 15%.

3. For the plan period running from January 1, 2027 thru December 31, 2029 the Board shall pay 100% of monthly Life Insurance Premiums for the employee basic coverage and the Board shall pay 100% and the employee 0% for the dependent basic coverage.

4. For the plan period running from January 1, 2027 thru December 31, 2029 the Board and employee shall pay the monthly premium for the High Deductible Health Plan (HDHP) according to the following:

   a. 92% Board Contribution / 8% Employee Contribution for 2027-2029
   b. 95% Board Contribution / 5% Employee Contribution for Married Couples for 2024-2026

5. For the plan period running from January 1, 2027 thru December 31, 2029 the Board shall fund the employee's Health Savings Account (HSA) according to the following chart:

	* Year 1	Year 2	Year 3+
Family	$2,250.00	$1,400.00	$1,100.00
Employee/Spouse	$1,200.00	$804.00	$600.00
Employee/Children	$1,000.00	$670.00	$500.00
Employee	$600.00	$402.00	$300.00
	* Year 1	Year 2	Year 3+
Married Couples – Family	$3,900.00	$3,750.00	$3,600.00
Married Couples – Emp./Sp.	$3,300.00	$3,200.00	$3,100.00

* - The number associated with the "Year" refers to the number of plan years in which a Teacher is/has been a member of the HDHP.

The Board HSA payments under Article XV, Section D5. Will be made on a month-by-month basis beginning January 2017, based on the 12-month pro-

ration for the enrollment category listed in the chart under Article XV, Section D5.

6. All new employees who elect to enroll in the High Deductible Health Plan (HDHP) whose spouse works in the district will receive the standard Family or Employee/Spouse contribution amount according to the chart under Article XV, Section D5.

7. Upon retirement the retired employee shall retain insurance coverage through the end of the contract year. If the employee electing to retire elects to terminate insurance for the remainder of the contract year, the Board shall pay the employee $600.00/month for FA/ES/EC coverage and $300.00/month for Employee coverage as a non-insurance payment for terminating VWASIG coverage for the remainder of the contract year.

8. All new enrollees into the health care plan will be required to enroll in the HDHP (HSA plan) upon their first year plan renewal (plan year runs from January 1 through December 31).

E. Waiver of Coverage

The Van Wert City Board of Education will establish a Medical Insurance Waiver Pool for the purpose of determining the cash stipend to be paid out to all full-time employees of the Van Wert City Schools who decide to waive their medical insurance coverage provided by the Board. Part of the consideration as to the amount of the stipend will be the coverage provided the eligible employee as of the date of May 1, 1996, and that coverage will be among one of the following: family medical, single medical, and no medical insurance taken. This stipend is not available when both spouses are employed by the Board.

A written waiver must be presented to the Treasurer, no later than the close of the annual open enrollment period. If an employee has need to resume the medical insurance program of the Van Wert City Board of Education, he/she can do so only for the following reasons spelled out by the present carrier: adoption, birth, death, divorce, marriage, legal separation, spouse's employment status from full-time to part-time or vice versa, significant change in the spouse's health coverage at his/her place of employment or loss of other group coverage. These reasons and pre-existing conditions requirements will be provided by the medical insurance carrier. Employees who resume the medical insurance program of the Van Wert City Schools will be ineligible to receive the stipend for that year.

The stipend will be paid out to each participant by the 15th of February (subject to I.R.S. regulations) following the January to December period of participation. New employees will be eligible to waive their medical insurance upon being hired in the District, with the appropriate type of insurance determined at that time. The stipend for eligible new employees will be on a prorated basis effective the first month of

waived insurance eligibility

Each February, the Board will pay $3,000 for family/$1,500 single for coverage waived. Employees who resign to accept employment elsewhere, who are terminated/nonrenewed, or who resign to avoid termination are not eligible for this payment. Employees who resign for other reasons including retirement from the District the previous school year will also be eligible for the benefit on a prorated basis. No amount will be provided by the Board for those employees who as of May 1, 1996, had no insurance coverage, however, they will be accorded single status for the purpose of receiving the stipend.

Employees opting for the Medical Insurance Waiver Pool will not be eligible for dental insurance.

ARTICLE XVI
SALARY SCHEDULE

A. Salary

1. Salaries shall be paid in accordance with the salary schedule adopted by the Board in Appendix B.

2. Supplemental Salaries shall be paid in accordance with the salary schedule adopted by the Board in Appendix C.

3. It is hereby agreed by the Van Wert City Board of Education and VWFT, Local 4088, the duly certified representative for the certified employees of Van Wert City Schools, that salary notices will not be issued for a school year until thirty (30) days following the adoption of the salary schedule for said school year, or July 1st prior to said school year, whichever is later.

4. A member of the bargaining unit who: (1) will be eligible for STRS service retirement by June 30 of said year; (2) gives the Superintendent by December 1 of said year written irrevocable notice of his/her intent to retire at the end of the school year; and (3) remains under contract throughout the school year; shall be eligible for their regular teaching salary for the school year per Appendix B plus $900. The adjustment for the $900 shall be made within a reasonable time after the eligible Teacher gives the Superintendent the written irrevocable notice of intent to retire and shall be spread over the remaining pays in the pay cycle. Pay shall begin no later than the first pay in February.

B. Salary Schedule Provisions

1. A partial year must consist of at least one hundred twenty (120) days as a public-school employee or six (6) months of military service to be credited as one (1) years' experience.

2. Ten (10) hours additional training for BA + 10 must be beyond or after B.A. is received.

3. The 150 semester hour column must include a total of one hundred fifty (150) semester hours and a bachelor's degree.

4. The Master's Degree + 15 and + 30 columns include 15 or 30 semester hours after the master's degree is obtained.

5. The Superintendent shall evaluate the training and experience of each Teacher.

C. Retirement Pick-Up Tax Sheltered

The Board shall "pickup" the Teachers' full contribution to the State Teachers Retirement System as authorized by STRS Rule 3307123, Federal Revenue Ruling No. 77462 and OAG 82097. Under these provisions, the Board upon proper application with STRS, shall not deduct state and federal income tax on the amount of the Teacher's total required contribution to STRS and such shall be noted on or with the individual Teacher's W2 form.

D. Advancement on the Salary Schedule

In order to advance on the salary schedule due to successful completion of college credits, the Teacher must provide the Treasurer with the official college transcript from the college of successful completion. Changes in pay will occur the next pay day after the following three dates: September 1st (raise is effective for the entire year), February 1st (raise is effective for the second semester of the contract year), April 1st (raise is effective for the fourth nine weeks of the contract year).

E. Extended Time

Teachers in the following positions will receive extended time at their per diem rate as follows:

High School Guidance – four weeks (20 days)
Middle School Guidance – four weeks (20 days)
High School Band Director – eight weeks (40 days)
Middle School Band/Assistant High School Director – five weeks (25 days)
Middle School Choir – one week (5 days)
High School Choir – one week (5 days)
Career Education Opportunity (CEO) Program Coordinator/Instructor – six weeks (30 days)
Educational Media Specialist (Librarian) – two weeks (10 days)

F. Summer School

The formula will be as follows: Base/ Days/6.5=Hourly Rate + 20% after 5 (five) years of experience.

G. Tutoring/Detention/Class Coverage

1. Tutoring shall be paid at the hourly rate of $21.00.
2. Detention shall be paid at the hourly rate of $16.00.
3. Class coverage shall be paid at the hourly rate of $21.00.

H. Resident Educator Mentors

Resident Educator Mentors will receive an annual stipend of $500.00.

I. Bus/Van Shuttle Drivers

Teachers who drive a bus or van shuttle will record their time and be paid at a board-adopted hourly rate for the extra duty included in the nonteaching contract. At the agreement of the Superintendent/designee, the teacher may be permitted to arrive late or leave early from their regular assigned day. They will continue to receive their teacher salary as well as pay for the extra duty.

ARTICLE XVII
SAFETY AND HEALTH

A. Cooperation

The Board, the VWFT, and the Teachers will continue to comply with federal, state, and local laws, rules and regulations pertaining to safety and health on the job.

B. Discipline

The administrator and Teachers on each Building Leadership Team shall mutually develop rules and regulations governing student discipline and student conduct.

ARTICLE XVIII
LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

A. Purposes. The purposes of this organization are as follows:

1. to determine if course work and other continuing education activities completed by educators meet the requirement for renewal of certificates and licenses;

2. to promote effective and efficient Teacher training and staff development as it relates to licensure;

3. to promote professional relations and cooperation among professionals.

B. Name. The name of this LPDC shall be the Van Wert City Schools' Local Professional Development Committee.

C. Representation of Members. The Van Wert City Schools' Local Professional Development Committee shall consist of representatives elected by the Van Wert Federation of Teachers and the Van Wert City Schools administration.

D. Structure. The Van Wert City Schools Local Professional Development Committee will consist of one committee with district level scope. The Van Wert City Schools Local Professional Development Committee will be composed of five classroom Teachers employed by the district, one Principal employed by the district, and one other administrator of the district appointed by the district superintendent. The Superintendent and the President of the education association will be ex-officio members of the LPDC. It is recommended that the Teachers represent the areas of early childhood, middle childhood, adolescent/young adult/vocational, and intervention specialists. The LPDC will be established in accordance with any collective bargaining agreement in effect with the district. In the absence of a collective bargaining agreement, the exclusive representative of the district's Teachers will call for volunteers or appointed or elected members to serve on the LPDC and shall designate replacement members in the case of vacancies, unless the collective bargaining agreement specifies a different method of selecting such members. The superintendent shall appoint or call for volunteers of administrators.

In all cases there shall be a majority of Teacher members of the Van Wert City Schools' Local Professional Development Committee. There shall be at least seven total members of the Van Wert City Schools' Local Professional Development Committee.

1. A subcommittee will be formed with a majority of administrators to approve administrative certificates/licenses.

2. Officers will be elected from among the LPDC members and will perform necessary duties including those designated in this agreement.

3. The LPDC committee will establish an appeals process and committee.

4. Compensation will be at the tutor hourly rate of pay with documentation provided by the committee up to a maximum of 60 hours for the chairperson and 25 hours for other committee members.

E. Selection of Officers

1. Officers

The election of chair and chair-elect shall be conducted at the last meeting of the academic year. Candidates receiving the highest number of votes shall be declared elected to a term of office beginning on July first of the ensuing year. The officers to be elected by vote of the LPDC are the Chair and the Chair-Elect. The secretary is an appointed officer. The duties of the officers shall be determined by the LPDC and will include but not be limited to the following:

a. Chair

(1) shall preside at all meetings of the LPDC;
(2) shall call a meeting of the officers within thirty (30) days after election and shall call other meetings which are deemed necessary for the carrying out of the policies and business of the LPDC;
(3) shall appoint the special committees necessary to carry on the business of the LPDC;
(4) shall work closely with any consultant or advisor utilized by the LPDC;
(5) shall represent the LPDC as the liaison to the Ohio Department of Education, and may attend required meetings on behalf of the LPDC;
(6) shall notify the treasurer in writing at the end of the school year the names of the committee members who have fulfilled their duties and are to be paid at the agreed upon hourly rate.

b. Chair-Elect

(1) shall preside in the absence of the Chair;
(2) shall assist the Chair in the fulfillment of the needs of the LPDC;
(3) shall serve as an Executive Officer;
(4) shall serve as Chair the following term;
(5) shall succeed to the office of Chair should that office be vacated.

c. Secretary

(1) shall function as the Secretary for all official proceedings of the LPDC;
(2) shall assist the Chair with all communications;
(3) shall be appointed by the LPDC;
(4) shall take and keep accurate minutes of meetings

F. Terms of Service

The terms of service shall be for two years.

G. Member Replacement.

The district superintendent shall appoint a replacement to fill any vacancy that occurs on the Van Wert City Schools' Local Professional Development Committee, except in the case of vacancies among the elected classroom Teacher members which shall be filled by the President of VWFT. Any member appointed to fill a vacancy prior to the expiration date of the term for which a predecessor was appointed shall hold office as a member for the remainder of that term.

H. Committee Meetings.

The initial meeting of the Van Wert City Schools' Local Professional Development Committee shall be called by a member designated by the district superintendent upon election and/or appointment of all committee members. At this initial meeting, the committee shall select a chairperson, chair-elect, and other such officers the committee deems necessary, and shall adopt rules for the conduct of its meetings. Thereafter the committee shall establish a timeline for regular meetings. Special meetings may be scheduled as necessary.

I. Resolutions

1. A majority of all the LPDC members, including any vacant positions, shall constitute a quorum to transact business. Each member shall have one vote. All legislative action of the LPDC shall be by resolution entered on its records. The affirmative vote of a majority of all committee members present and voting shall be required for the enactment of every resolution. All resolutions shall be effective immediately upon enactment, subject to any authorizations or certifications required by the Ohio Revised Code.

   The Van Wert City Schools' Local Professional Development Committee will follow all rules and regulations as prescribed by Ohio Revised Code.

2. If a Teacher does not have paperwork/documentation accepted by the LPDC at their last meeting of the school year, thus requiring a special meeting to take place, the individual responsible for the special meeting will be expected to compensate the LPDC members in attendance the specified rate per the negotiated agreement.

ARTICLE XIX
HIRING OF RETIRED TEACHER

A. This provision determines all changes in the collective bargaining agreement of the parties in relation to the hiring of retired Teachers. (Note: Rehired in this context means any retired Teacher previously an employee of the Van Wert City Schools.) Any benefit or provision not stated explicitly herein shall remain as stated in the contract for all Teachers in the bargaining unit.

B. There is no guarantee of reemployment of any Van Wert Teacher in the District if the employee retires.

C. Retirement is a break in service and all seniority would revert to zero. Severance would have been earned; therefore, any accumulated sick leave reverts to zero.

D. Any retired Van Wert Teacher who is hired shall be employed under a one-year limited contract, with notification to be given on or before April 30, if he/she is going to be reemployed by the District or if the contract will be non-renewed for the following year.

E. The retired Teacher shall not be eligible for continuing contract status.

F. Retired Teachers shall use an evaluation instrument the district uses for other contract Teachers in the district.

G. Any retired Teachers who are hired shall be placed at 5 years' experience in the appropriate column that reflects their education. If rehired for additional year(s), the Teacher would move up the salary schedule.

H. In a reduction in force, retirees would be in a separate classification and seniority would be among retirees only. Retirees would be reduced prior to other limited contract Teachers.

I. Sick leave shall begin at zero (0) and accumulate up to fifteen (15) days per year. The Board will advance up to five (5) days if needed. Sick leave shall accumulate from year to year after initial employment as a retiree for severance purposes only.

i. If a retiree remains with the District five years as a retiree, the retiree shall be eligible for severance up to one-fourth (1/4) of accumulated sick days, with a maximum of eighteen (18) days to be paid as retiree severance. The retired, but rehired employee is not eligible for any additional retirement severance other than stated herein, retirement bonus or other retirement incentive, whether addressed now or in any future bargaining, unless it is

explicitly stated in the contract provision as being for retirees who have rehired.

K. Rehired employees who are hired are not eligible for tuition reimbursement for continuing education. However, such employees are eligible for workshops in accordance with contract language, with professional leave and payment of workshop expense and any other benefit granted to other Teachers taking any such workshop under the contract.

L. A retired Teacher who is hired will be responsible for all required taxes, including Medicare taxes, as any other new employee, even if the Teacher was exempt prior to retirement.

M. All retirees employed as regular contract Teachers shall be represented by the Van Wert Federation of Teachers.

N. In the event that provisions in this section are rendered invalid by operation of law, or by decision or order of a tribunal of competent jurisdiction, either party may terminate this section, by giving notice, at least thirty (30) days prior to the effective date of such termination.

ARTICLE XX
IMPLEMENTATION

A. Effective Date

It is the purpose of this document to establish the relationship between the Board and the VWFT, and to set forth an orderly procedure for the consideration and efforts to resolve negotiable items. Thus, the parties do hereby enter into this agreement on this 25th day of March 2026, by and between the Board and the VWFT.

B. Successor Contract

The adopted agenda of amendments to this contract shall constitute the total for negotiations. The remaining items of the then current contract shall remain in force and effect and shall be part of any successor agreement. This agreement shall become effective on August 1, 2026 and shall remain in full force and effect through July 31, 2029. This agreement will expire July 31, 2029 except if mutually extended by both parties.

Signed and sealed this 25th day of March 2026.

President, Board of Education

President, VWFT

Treasurer, Board of Education

Secretary, VWFT

Superintendent of Schools

Member, VWFT

APPENDIX A

GRIEVANCE REPORT FORM

NAME OF GRIEVANT: _____ ASSIGNMENT: _____

BUILDING:_____ DATE:_____

LEVEL THREE (3)

DATE GRIEVANCE OCCURRED: _____

GRIEVANCE REPRESENTATIVE CONTACTED:_____
DATE:_____

GRIEVANCE DEEMED LEGITIMATE BY GRIEVANCE REPRESENTATIVE ON: _____
_____, 20____.

STATEMENT OF GRIEVANCE:

_____

_____

_____

RELIEF SOUGHT:

_____

_____

_____

_____ _____
SIGNATURE OF GRIEVANT DATE

_____ _____
SIGNATURE OF ASSOCIATION GRIEVANCE COMMITTEE DATE

DISPOSITION BY SUPERVISOR OR PRINCIPAL:

_____

_____

_____

_____ _____
ADMINISTRATOR OR PRINCIPAL DATE

APPENDIX A

LEVEL FOUR (4)

I HEREBY APPEAL MY GRIEVANCE TO LEVEL FOUR.

_____ _____

SIGNATURE OF GRIEVANT DATE

RECEIVED BY SUPERINTENDENT ON _____ _____, 20_____.

_____

SIGNATURE OF SUPERINTENDENT

DISPOSITION BY SUPERINTENDENT:

_____

_____

_____

_____

_____

_____ _____

SIGNATURE OF SUPERINTENDENT DATE

APPENDIX A

LEVEL FIVE (5)

I HEREBY APPEAL MY GRIEVANCE TO THE BOARD OF EDUCATION.

_____ _____

SIGNATURE OF GRIEVANT DATE

RECEIVED BY TREASURER ON _____ _____, 20_____.

_____ _____

SIGNATURE OF TREASURER DATE

DISPOSITION BY THE BOARD OF EDUCATION:

_____

_____

_____

_____

_____

_____ _____

SIGNATURE OF TREASURER OR BOARD PRESIDENT DATE

APPENDIX A

LEVEL SIX (6)

THE ASSOCIATION REQUESTS ARBITRATION OF THE GRIEVANCE APPEAL DECISION OF THE BOARD OF EDUCATION RECEIVED ON _____ _____, 20____.

_____ _____

ASSOCIATION REPRESENTATIVE DATE

RECEIVED BY _____ON _____ _____, 20_____.

SUPERINTENDENT'S SIGNATURE

APPENDIX B

APPENDIX B

Van Wert City Schools Salary Schedule - INDEXES

YRS	BA 1	10 2	150 3	MA 4	MA+15 5	MA+30 6
0	1.0000	1.0206	1.0412	1.1154	1.1409	1.1661
1	1.0087	1.0295	1.0503	1.1251	1.1509	1.1763
2	1.0175	1.0385	1.0594	1.1349	1.1608	1.1865
3	1.0262	1.0474	1.0685	1.1446	1.1708	1.1966
4	1.0350	1.0563	1.0777	1.1543	1.1808	1.2068
5	1.0712	1.0933	1.1154	1.1947	1.2221	1.2491
6	1.1086	1.1315	1.1543	1.2365	1.2649	1.2928
7	1.1474	1.1711	1.1947	1.2798	1.3091	1.3381
8	1.1875	1.2122	1.2365	1.3246	1.3549	1.3849
9	1.2291	1.2545	1.2798	1.3709	1.4023	1.4333
10	1.2721	1.2984	1.3246	1.4189	1.4514	1.4835
11	1.3166	1.3438	1.3709	1.4685	1.5021	1.5354
12	1.3626	1.3908	1.4189	1.5199	1.5547	1.5892
13	1.3626	1.3908	1.4685	1.5731	1.6091	1.6448
14	1.3626	1.3908	1.4685	1.6281	1.6653	1.7024
15	1.4103	1.4395	1.4905	1.6525	1.6903	1.7279
16	1.4103	1.4395	1.5199	1.6525	1.6903	1.7279
17	1.4103	1.4395	1.5199	1.6850	1.7235	1.7619
18	1.4383	1.4673	1.5199	1.6850	1.7235	1.7619
19	1.4383	1.4673	1.5478	1.6850	1.7235	1.7619
20	1.4383	1.4673	1.5478	1.7130	1.7515	1.7905
23	1.4635	1.4930	1.5749	1.7430	1.7822	1.8219
25	1.4886	1.5187	1.6020	1.7730	1.8128	1.8532
28	1.5035	1.5339	1.6180	1.7907	1.8309	1.8717
30	1.5185	1.5492	1.6342	1.8086	1.8492	1.8904
33			*** Step 30 Index PLUS $500.00 ***			
35			*** Step 33 Index PLUS $500.00 ***			

2026-2027 TEACHER SALARY SCHEDULE (plus 3.0%)

Van Wert City Schools

BASE	$45,345					
YRS	**BA**	**10**	**150**	**MA**	**MA+15**	**MA+30**
	1	**2**	**3**	**4**	**5**	**6**
0	**$45,345**	**$46,279**	**$47,213**	**$50,578**	**$51,734**	**$52,877**
	1.0000	1.0206	1.0412	1.1154	1.1409	1.1661
1	**$45,740**	**$46,683**	**$47,626**	**$51,018**	**$52,188**	**$53,339**
	1.0087	1.0295	1.0503	1.1251	1.1509	1.1763
2	**$46,139**	**$47,091**	**$48,038**	**$51,462**	**$52,636**	**$53,802**
	1.0175	1.0385	1.0594	1.1349	1.1608	1.1865
3	**$46,533**	**$47,494**	**$48,451**	**$51,902**	**$53,090**	**$54,260**
	1.0262	1.0474	1.0685	1.1446	1.1708	1.1966
4	**$46,932**	**$47,898**	**$48,868**	**$52,342**	**$53,543**	**$54,722**
	1.0350	1.0563	1.0777	1.1543	1.1808	1.2068
5	**$48,574**	**$49,576**	**$50,578**	**$54,174**	**$55,416**	**$56,640**
	1.0712	1.0933	1.1154	1.1947	1.2221	1.2491
6	**$50,269**	**$51,308**	**$52,342**	**$56,069**	**$57,357**	**$58,622**
	1.1086	1.1315	1.1543	1.2365	1.2649	1.2928
7	**$52,029**	**$53,104**	**$54,174**	**$58,033**	**$59,361**	**$60,676**
	1.1474	1.1711	1.1947	1.2798	1.3091	1.3381
8	**$53,847**	**$54,967**	**$56,069**	**$60,064**	**$61,438**	**$62,798**
	1.1875	1.2122	1.2365	1.3246	1.3549	1.3849
9	**$55,734**	**$56,885**	**$58,033**	**$62,163**	**$63,587**	**$64,993**
	1.2291	1.2545	1.2798	1.3709	1.4023	1.4333
10	**$57,683**	**$58,876**	**$60,064**	**$64,340**	**$65,814**	**$67,269**
	1.2721	1.2984	1.3246	1.4189	1.4514	1.4835
11	**$59,701**	**$60,935**	**$62,163**	**$66,589**	**$68,113**	**$69,623**
	1.3166	1.3438	1.3709	1.4685	1.5021	1.5354
12	**$61,787**	**$63,066**	**$64,340**	**$68,920**	**$70,498**	**$72,062**
	1.3626	1.3908	1.4189	1.5199	1.5547	1.5892
13	**$61,787**	**$63,066**	**$66,589**	**$71,332**	**$72,965**	**$74,583**
	1.3626	1.3908	1.4685	1.5731	1.6091	1.6448
14	**$61,787**	**$63,066**	**$66,589**	**$73,826**	**$75,513**	**$77,195**
	1.3626	1.3908	1.4685	1.6281	1.6653	1.7024
15	**$63,950**	**$65,274**	**$67,587**	**$74,933**	**$76,647**	**$78,352**
	1.4103	1.4395	1.4905	1.6525	1.6903	1.7279
16	**$63,950**	**$65,274**	**$68,920**	**$74,933**	**$76,647**	**$78,352**
	1.4103	1.4395	1.5199	1.6525	1.6903	1.7279
17	**$63,950**	**$65,274**	**$68,920**	**$76,406**	**$78,152**	**$79,893**
	1.4103	1.4395	1.5199	1.6850	1.7235	1.7619
18	**$65,220**	**$66,535**	**$68,920**	**$76,406**	**$78,152**	**$79,893**
	1.4383	1.4673	1.5199	1.6850	1.7235	1.7619
19	**$65,220**	**$66,535**	**$70,185**	**$76,406**	**$78,152**	**$79,893**
	1.4383	1.4673	1.5478	1.6850	1.7235	1.7619
20	**$65,220**	**$66,535**	**$70,185**	**$77,676**	**$79,422**	**$81,190**
	1.4383	1.4673	1.5478	1.7130	1.7515	1.7905
23	**$66,362**	**$67,700**	**$71,414**	**$79,036**	**$80,814**	**$82,614**
	1.4635	1.4930	1.5749	1.7430	1.7822	1.8219
25	**$67,501**	**$68,865**	**$72,643**	**$80,397**	**$82,201**	**$84,033**
	1.4886	1.5187	1.6020	1.7730	1.8128	1.8532
28	**$68,176**	**$69,555**	**$73,368**	**$81,199**	**$83,022**	**$84,872**
	1.5035	1.5339	1.6180	1.7907	1.8309	1.8717
30	**$68,856**	**$70,248**	**$74,103**	**$82,011**	**$83,852**	**$85,720**
	1.5185	1.5492	1.6342	1.8086	1.8492	1.8904
33	**$69,356**	**$70,748**	**$74,603**	**$82,511**	**$84,352**	**$86,220**
35	**$69,856**	**$71,248**	**$75,103**	**$83,011**	**$84,852**	**$86,720**

2027-2028 TEACHER SALARY SCHEDULE (plus 3.5%)

Van Wert City Schools

BASE	$46,932					
YRS	**BA**	**10**	**150**	**MA**	**MA+15**	**MA+30**
	1	**2**	**3**	**4**	**5**	**6**
0	**$46,932**	**$47,899**	**$48,866**	**$52,348**	**$53,545**	**$54,727**
	1.0000	1.0206	1.0412	1.1154	1.1409	1.1661
1	**$47,340**	**$48,316**	**$49,293**	**$52,803**	**$54,014**	**$55,206**
	1.0087	1.0295	1.0503	1.1251	1.1509	1.1763
2	**$47,753**	**$48,739**	**$49,720**	**$53,263**	**$54,479**	**$55,685**
	1.0175	1.0385	1.0594	1.1349	1.1608	1.1865
3	**$48,162**	**$49,157**	**$50,147**	**$53,718**	**$54,948**	**$56,159**
	1.0262	1.0474	1.0685	1.1446	1.1708	1.1966
4	**$48,575**	**$49,574**	**$50,579**	**$54,174**	**$55,417**	**$56,638**
	1.0350	1.0563	1.0777	1.1543	1.1808	1.2068
5	**$50,274**	**$51,311**	**$52,348**	**$56,070**	**$57,356**	**$58,623**
	1.0712	1.0933	1.1154	1.1947	1.2221	1.2491
6	**$52,029**	**$53,104**	**$54,174**	**$58,031**	**$59,364**	**$60,674**
	1.1086	1.1315	1.1543	1.2365	1.2649	1.2928
7	**$53,850**	**$54,962**	**$56,070**	**$60,064**	**$61,439**	**$62,800**
	1.1474	1.1711	1.1947	1.2798	1.3091	1.3381
8	**$55,732**	**$56,891**	**$58,031**	**$62,166**	**$63,588**	**$64,996**
	1.1875	1.2122	1.2365	1.3246	1.3549	1.3849
9	**$57,684**	**$58,876**	**$60,064**	**$64,339**	**$65,813**	**$67,268**
	1.2291	1.2545	1.2798	1.3709	1.4023	1.4333
10	**$59,702**	**$60,937**	**$62,166**	**$66,592**	**$68,117**	**$69,624**
	1.2721	1.2984	1.3246	1.4189	1.4514	1.4835
11	**$61,791**	**$63,067**	**$64,339**	**$68,920**	**$70,497**	**$72,059**
	1.3166	1.3438	1.3709	1.4685	1.5021	1.5354
12	**$63,950**	**$65,273**	**$66,592**	**$71,332**	**$72,965**	**$74,584**
	1.3626	1.3908	1.4189	1.5199	1.5547	1.5892
13	**$63,950**	**$65,273**	**$68,920**	**$73,829**	**$75,518**	**$77,194**
	1.3626	1.3908	1.4685	1.5731	1.6091	1.6448
14	**$63,950**	**$65,273**	**$68,920**	**$76,410**	**$78,156**	**$79,897**
	1.3626	1.3908	1.4685	1.6281	1.6653	1.7024
15	**$66,188**	**$67,559**	**$69,952**	**$77,555**	**$79,329**	**$81,094**
	1.4103	1.4395	1.4905	1.6525	1.6903	1.7279
16	**$66,188**	**$67,559**	**$71,332**	**$77,555**	**$79,329**	**$81,094**
	1.4103	1.4395	1.5199	1.6525	1.6903	1.7279
17	**$66,188**	**$67,559**	**$71,332**	**$79,080**	**$80,887**	**$82,689**
	1.4103	1.4395	1.5199	1.6850	1.7235	1.7619
18	**$67,502**	**$68,863**	**$71,332**	**$79,080**	**$80,887**	**$82,689**
	1.4383	1.4673	1.5199	1.6850	1.7235	1.7619
19	**$67,502**	**$68,863**	**$72,641**	**$79,080**	**$80,887**	**$82,689**
	1.4383	1.4673	1.5478	1.6850	1.7235	1.7619
20	**$67,502**	**$68,863**	**$72,641**	**$80,395**	**$82,201**	**$84,032**
	1.4383	1.4673	1.5478	1.7130	1.7515	1.7905
23	**$68,685**	**$70,069**	**$73,913**	**$81,802**	**$83,642**	**$85,505**
	1.4635	1.4930	1.5749	1.7430	1.7822	1.8219
25	**$69,863**	**$71,276**	**$75,185**	**$83,210**	**$85,078**	**$86,974**
	1.4886	1.5187	1.6020	1.7730	1.8128	1.8532
28	**$70,562**	**$71,989**	**$75,936**	**$84,041**	**$85,928**	**$87,843**
	1.5035	1.5339	1.6180	1.7907	1.8309	1.8717
30	**$71,266**	**$72,707**	**$76,696**	**$84,881**	**$86,787**	**$88,720**
	1.5185	1.5492	1.6342	1.8086	1.8492	1.8904
33	**$71,766**	**$73,207**	**$77,196**	**$85,381**	**$87,287**	**$89,220**
35	**$72,266**	**$73,707**	**$77,696**	**$85,881**	**$87,787**	**$89,720**

2028-2029 TEACHER SALARY SCHEDULE (plus 3.5%)

Van Wert City Schools

BASE	$48,574					
YRS	**BA**	**10**	**150**	**MA**	**MA+15**	**MA+30**
	1	**2**	**3**	**4**	**5**	**6**
0	**$48,574**	**$49,575**	**$50,575**	**$54,179**	**$55,418**	**$56,642**
	1.0000	1.0206	1.0412	1.1154	1.1409	1.1661
1	**$48,997**	**$50,007**	**$51,017**	**$54,651**	**$55,904**	**$57,138**
	1.0087	1.0295	1.0503	1.1251	1.1509	1.1763
2	**$49,424**	**$50,444**	**$51,459**	**$55,127**	**$56,385**	**$57,633**
	1.0175	1.0385	1.0594	1.1349	1.1608	1.1865
3	**$49,847**	**$50,876**	**$51,901**	**$55,598**	**$56,870**	**$58,124**
	1.0262	1.0474	1.0685	1.1446	1.1708	1.1966
4	**$50,274**	**$51,309**	**$52,348**	**$56,069**	**$57,356**	**$58,619**
	1.0350	1.0563	1.0777	1.1543	1.1808	1.2068
5	**$52,032**	**$53,106**	**$54,179**	**$58,031**	**$59,362**	**$60,674**
	1.0712	1.0933	1.1154	1.1947	1.2221	1.2491
6	**$53,849**	**$54,961**	**$56,069**	**$60,062**	**$61,441**	**$62,796**
	1.1086	1.1315	1.1543	1.2365	1.2649	1.2928
7	**$55,734**	**$56,885**	**$58,031**	**$62,165**	**$63,588**	**$64,997**
	1.1474	1.1711	1.1947	1.2798	1.3091	1.3381
8	**$57,682**	**$58,881**	**$60,062**	**$64,341**	**$65,813**	**$67,270**
	1.1875	1.2122	1.2365	1.3246	1.3549	1.3849
9	**$59,702**	**$60,936**	**$62,165**	**$66,590**	**$68,115**	**$69,621**
	1.2291	1.2545	1.2798	1.3709	1.4023	1.4333
10	**$61,791**	**$63,068**	**$64,341**	**$68,922**	**$70,500**	**$72,060**
	1.2721	1.2984	1.3246	1.4189	1.4514	1.4835
11	**$63,953**	**$65,274**	**$66,590**	**$71,331**	**$72,963**	**$74,581**
	1.3166	1.3438	1.3709	1.4685	1.5021	1.5354
12	**$66,187**	**$67,557**	**$68,922**	**$73,828**	**$75,518**	**$77,194**
	1.3626	1.3908	1.4189	1.5199	1.5547	1.5892
13	**$66,187**	**$67,557**	**$71,331**	**$76,412**	**$78,160**	**$79,895**
	1.3626	1.3908	1.4685	1.5731	1.6091	1.6448
14	**$66,187**	**$67,557**	**$71,331**	**$79,083**	**$80,890**	**$82,692**
	1.3626	1.3908	1.4685	1.6281	1.6653	1.7024
15	**$68,504**	**$69,922**	**$72,400**	**$80,269**	**$82,105**	**$83,931**
	1.4103	1.4395	1.4905	1.6525	1.6903	1.7279
16	**$68,504**	**$69,922**	**$73,828**	**$80,269**	**$82,105**	**$83,931**
	1.4103	1.4395	1.5199	1.6525	1.6903	1.7279
17	**$68,504**	**$69,922**	**$73,828**	**$81,847**	**$83,717**	**$85,583**
	1.4103	1.4395	1.5199	1.6850	1.7235	1.7619
18	**$69,864**	**$71,273**	**$73,828**	**$81,847**	**$83,717**	**$85,583**
	1.4383	1.4673	1.5199	1.6850	1.7235	1.7619
19	**$69,864**	**$71,273**	**$75,183**	**$81,847**	**$83,717**	**$85,583**
	1.4383	1.4673	1.5478	1.6850	1.7235	1.7619
20	**$69,864**	**$71,273**	**$75,183**	**$83,207**	**$85,077**	**$86,972**
	1.4383	1.4673	1.5478	1.7130	1.7515	1.7905
23	**$71,088**	**$72,521**	**$76,499**	**$84,664**	**$86,569**	**$88,497**
	1.4635	1.4930	1.5749	1.7430	1.7822	1.8219
25	**$72,307**	**$73,769**	**$77,816**	**$86,122**	**$88,055**	**$90,017**
	1.4886	1.5187	1.6020	1.7730	1.8128	1.8532
28	**$73,031**	**$74,508**	**$78,593**	**$86,981**	**$88,934**	**$90,916**
	1.5035	1.5339	1.6180	1.7907	1.8309	1.8717
30	**$73,760**	**$75,251**	**$79,380**	**$87,851**	**$89,823**	**$91,824**
	1.5185	1.5492	1.6342	1.8086	1.8492	1.8904
33	**$74,260**	**$75,751**	**$79,880**	**$88,351**	**$90,323**	**$92,324**
35	**$74,760**	**$76,251**	**$80,380**	**$88,851**	**$90,823**	**$92,824**

APPENDIX C
SUPPLEMENTAL PAY SCHEDULE

The percentage factor is based on the bachelor's degree minimum of the adopted Supplemental Salary Schedule for 0 years of experience. At the beginning of year 6 an increase of twenty percent (20%) will be added to the base. In determining the number of years of experience for a sport or activity, the experience must have occurred in the same sport or activity.

Experience

1. 0 - 5 years – Percentage paid on Supplemental Salary Schedule
2. Beginning with year 6 – Increase of 20% paid on supplemental activity

Any supplemental that cannot be filled during a school year due to a shortage of applicants or students may be filled within the same category of the supplemental but at a different level at the discretion of the building administrator or athletic director.

ATHLETIC SUPPLEMENTALS

Athletic Director/Coordinator	
H.S. Site Coordinator (Fall)	5
H.S. Site Coordinator (Winter)	5
M.S. Site Coordinator (Fall)	4
M.S. Site Coordinator (Winter)	4
Athletic Media Coordinator	4
Baseball	
Boys H.S. Head	11.5
Boys H.S. Assistant	8
Boys JV	6
Boys H.S. 9th	6
Basketball	
Boys H.S. Head	19
Boys H.S. Assistant	11.5
Boys H.S. Reserve	11.5
Boys H.S. 9th	9
Boys M.S. 8th	8
Boys M.S. 7th	8
Girls H.S. Head	19
Girls H.S. Reserve	11.5
Girls H.S. Asst.	11.5
Girls H.S. 9th	9
Girls M.S. 8th	8

Girls M.S. 7th	8

Bowling

Boys/Girls Varsity	6
Boys/Girls High School Assistants (2)	4 (each)

Cheerleading

H.S. Cheerleader (Football)	6
H.S. Cheerleader (Basketball)	8
M.S. Cheerleader (Football)	4
M.S. Cheerleader (Basketball)	6
H.S Cheerleader Assistant (Football)	3

Cross Country

Boys H.S. Head	10
Boys M.S. Head	6
Girls H.S. Head	10
Girls M.S. Head	6
Boys/Girls H.S. Head	12 (if combined)
Boys/Girls H.S. Assistant	8 (if combined)

Flex Coach Position – Must be approved by Athletic Council

Fall Coach	3.5
Winter Coach	3.5

Strength and Conditioning

Fall Strength and Conditioning	6
Winter Strength and Conditioning	6
Spring Strength and Conditioning	6
Summer Strength and Conditioning	5

Football

H.S. Head	19
H.S. Assistant (5)	11.5 (each)
Ninth Grade (2)	10 (each)
H.S/M.S. Assistant (4)	8 (each)

Golf

H.S. Head	10

Soccer

Boys Head	10
Boys Assistant	6

Girls Head	10
Girls Assistant	6

Softball

Girls H.S. Head	11.5
Girls H.S. Assistant	8
Girls H.S. 9th	6

Swimming

Head Swimming	14
Assistant Swimming	8

Tennis

Boys H.S. Head	10
Boys Assistant	4
Girls H.S. Head	10
Girls Assistant	4

Track

Boys/Girls H.S. Head	15
Boys/Girls H.S. Assistant (3)	8 (each)
Boys/Girls M.S. (3)	6 (each)

Volleyball

Girls H.S. Head	11.5
Girls H.S. Assistant	8
Girls H.S. 9th	6
Girls M.S. 8th	6
Girls M.S. 7th	6

Wrestling

H.S. Head	14
H.S. Assistant (2)	8 (each)
M.S. (2)	6 (each)

ACADEMIC/NONATHLETIC SUPPLEMENTALS

Coach/Advisor Driving to Contests	$40 driving bus for his/her extracurricular $10 driving van for his/her extracurricular
Concession Stand Manager	2

Cougar Pride Elem	2
Cougar Pride ECC	2
<u>District/Building Leadership Member</u>	
District Leadership Team Member (DLT) (13)	2.5
Building Leadership Team Member (BLT)	2.5
Early Childhood Center (5)	
Elementary School (8)	
Middle School (8)	
High School (8)	
<u>Echo Support Staff</u>	
High School	7
Middle School	5
Elementary	2
Response to Intervention (RTI) Manager (1 per grade level K-8, 6 total in grades 9-12)	1.5
Data Manager (1 per grade level PreK-8)	1.5
E.S. Literacy Leadership Facilitator	2.5
<u>Foreign Language</u>	
German Club	2
Spanish Club	2
High School Art Club	3
High School Chamber Choir	7
Jumpin-Jammers Instructor	2
Junior Class Advisors (2)	4 (each)
Junior Class Advisor (if 1)	8
Marching Band Support Staff	4
M.S. After School Club Manager	2
M.S. Intramurals	3

Multimedia/Marketing Team (1 per building) ECC, Elem, MS, HS (includes Goedde)	2 (each)
National Honor Society	3
Road Runners Instructor	2
<u>Robotics</u>	
H.S. Robotics Club Advisor (2)	10 (each)
H.S. Assistant	6
Middle School Robotics Club Advisor	6
<u>Scholastic Bowl</u>	
HS Scholastic Bowl	4
MS Scholastic Bowl	2
<u>School Musical/Play</u>	
School Plays - Play Director	5 per play
School Plays – Assistant Play Director	2 per play
School Musical - Play Director	6 per play
School Musical - Music Director	4 per play
School Musical - Assistant Director	2 per play
School Musical - Pit Orchestra Director	2 per play
<u>Student Council</u>	
H.S. Student Council (2)	4.5 (each)
M.S. Student Council (3)	3 (each)
Elementary Student Council	2
<u>Student Rewards</u>	
HS Coordinator of PBIS (2)	2 (Each)
MS Coordinator of PBIS (2)	2 (Each)
Elem Coordinator of PBIS	3
ECC Coordinator of PBIS	3
<u>Senior Projects</u>	
Senior Project Counselor (2)	2 (each)
Senior Project Manager	2
Summer Science Camp Instructor	4

Varsity Club	2

Yearbook

H.S. Yearbook (Excalibur)	7
M.S. Yearbook	4

* Supplemental contracts will only be paid if the duties extend beyond the employee's job description.

APPENDIX D

PTA/OTA WAGE SCHEDULE
Van Wert City Schools

	2025-2026	3.0% 2026-2027	3.50% 2027-2028	3.50% 2028-2029
0	$ 28.44	$ 29.29	$ 30.32	$ 31.38
1	$ 29.07	$ 29.94	$ 30.99	$ 32.07
2	$ 29.71	$ 30.60	$ 31.67	$ 32.78
3	$ 30.37	$ 31.28	$ 32.38	$ 33.51
4	$ 31.06	$ 31.99	$ 33.11	$ 34.27
5	$ 31.82	$ 32.77	$ 33.92	$ 35.11
6	$ 32.53	$ 33.51	$ 34.68	$ 35.89
7	$ 33.24	$ 34.24	$ 35.44	$ 36.68
8	$ 33.96	$ 34.98	$ 36.20	$ 37.47
9	$ 34.74	$ 35.78	$ 37.03	$ 38.33
10	$ 35.53	$ 36.60	$ 37.88	$ 39.20
11	$ 36.35	$ 37.44	$ 38.75	$ 40.11
15	$ 36.48	$ 37.57	$ 38.89	$ 40.25
20	$ 36.61	$ 37.71	$ 39.03	$ 40.39
25	$ 36.72	$ 37.82	$ 39.15	$ 40.52

Appendix E

Article XIII Retirement Severance Pay “Sample” Calculation
(subject to Article XIII qualifying provisions)

Article XIII Paragraph A – Severance pay calculation of unused accumulative sick leave up to a maximum of one hundred ninety-five (195) days:
days of accumulative sick leave X 0.257 X per diem rate = severance payment

Article XIII Paragraph B (if applicable) – Additional severance pay calculation of accumulative sick leave over one hundred ninety-five (195) days:
days of accumulative sick leave over 195 days (up to 125 additional days) X 0.20 X per diem rate = additional severance payment

CONSENSUS STATEMENTS

In the collaborative bargaining for a successor agreement held in 2020, the Van Wert Federation of Teachers and the Van Wert City School District Board of Education reached consensus on the following non-contractual items:

1. The parties acknowledged that the school calendar remains an important document for staff, parents and the community at large. As such, transparency, openness and collaboration in the process of developing the calendars was deemed essential to the parties. In that light, consensus emerged around the concept of annually having the Calendar Committee send out a survey with calendar preferences to all staff for input/voting. Thereafter, following this survey, the Committee will make recommendations to the Board on the calendar. In accordance with law, the Board will make the final determinations on the official school calendar.

Consensus Statement

March 11, 2026

The Board and the Association mutually agree that changes made to the Supplemental Pay Schedule in Appendix C are intended to have a net zero effect on the total amount of supplemental pay. Some positions were left in the contract which will likely not be filled during the term of this Agreement. Other positions have been added or adjusted. In the event that new positions are hired, the parties mutually agree that the supplemental pay may be adjusted to ensure that the same amount or less is allocated.

Memorandum of Understanding

This Memorandum of Understanding is entered into by and between the Van Wert City School District Board of Education (Board) and the Van Wert Federation of Teachers (Association) this 14th day of January, 2026.

WHEREAS, the Board and Association have entered into a Collective Bargaining Agreement (CBA) which is effective from July 31, 2023 through August 1, 2026;

WHEREAS, the Board contracted with the Vantage Career Center Governing Board of Education (Vantage) to operate the Project Lead the Way Program ("Program") in 2008; and

WHEREAS, as a condition of this arrangement, Vantage hired a teacher named Bob Spath to operate the Program; and

WHEREAS, prior to 2008 when Vantage hired him, Mr. Spath served as a teacher employed by the Board; and

WHEREAS, the Board has elected to rehire Mr. Spath as a teacher to support a critical career-based program to Van Wert Students, and in so doing, wants to ensure that Mr. Spath receives credit for the continuous service he has provided as a teacher in the District; and

WHEREAS, the Board and Association have mutually agreed to recognize that Mr. Spath has 27 years of experience for placement on the salary schedule in accordance with the CBA and this MOU.

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the following language shall constitute their Agreement as it relates to this matter:

1. Upon rehire with the Board of Education, Mr. Spath will be awarded with service credit of twenty-seven (27) years, which will place him at step 25 in column 5 of the Board adopted salary schedule for teachers pursuant to Article XVI of the CBA. Mr. Spath will be eligible for any step and base increases afforded by the CBA while he remains employed.

2. The parties agree the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties. All other provisions of the CBA not expressly addressed herein shall remain in full force and effect.

3. This MOU shall not expire and will be considered an attachment to the CBA hereafter.

For the Association

BY: 

For the Board of Education

BY: 

Memorandum of Understanding

This Memorandum of Understanding is entered into by and between the Van Wert City School District Board of Education (Board) and the Van Wert Federation of Teachers (Association) this 6th day of May , 2026.

WHEREAS, the Board and Association have entered into a Collective Bargaining Agreement (CBA) which is effective from July 31, 2023 through August 1, 2026, and have also entered into a successor CBA effective from July 31, 2026 through August 1, 2029; and

WHEREAS, beginning in the 2025-2026 school year through the 2028-2029 school year, the Board and Association have mutually agreed to permit teachers who attend the Graduation ceremony to receive credit that allows them to be excused from the afternoon portion of the final professional development workday of the school year, subject to the terms outlined in this MOU.

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the following language shall constitute their Agreement as it relates to this matter:

1. Effective beginning in the 2025-2026 school year through the 2028-2029 school year, teachers that attend the Graduation ceremony within a contract year will be given a half-day credit that can be used on the afternoon of the final professional development/ work day of the school year. If a teacher uses that half-day credit and cannot attend the Graduation ceremony for any reason, a half personal day will be applied. If no personal days are remaining for the year, it will become a half dock day.

2. The parties agree the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties. All other provisions of the CBA not expressly addressed herein shall remain in full force and effect.

3. This MOU will expire August 1, 2029.

For the Association

BY:_____

For the Board of Education

BY:_____

CERTIFICATE
(O.R.C. 5705.412)

RE: CERTIFIED STAFF NEGOTIATED AGREEMENT (August 1, 2026 – July 31, 2029)
MARCH 25, 2026 BOARD MEETING

(SEE ATTACHED)

The undersigned, Treasurer of the Board of Education of the Van Wert City School District, Ohio, certifies that the monies required to meet the obligations of the Board during Fiscal Year 2027 under the attached contract are hereby lawfully appropriated by the Board for such purposes and are in the treasury or in the process of collection to the credit of an appropriate fund, free of any previous encumbrances.

The undersigned, Treasurer and President of the Board of Education of the Van Wert City School District, Ohio, and the Superintendent of Schools of the Van Wert City School District, Ohio, hereby certify that the District has in effect for the term of the contract the authorization to levy taxes including the renewal or replacement of existing levies which, when combined with the estimated revenue from all sources available to the District, at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs, essential to the provision of an adequate educational program, for all the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year, except for any changes in personnel and/or programs made necessary by state and/or federal legislation, or by executive order, which result in decreased funding and/or additional unfunded mandates.

This Certificate is given in compliance with Sections 5705.41, 5705.412, and 5705.44 of the Revised Code.

DATE March 25, 2026

VAN WERT CITY SCHOOL
DISTRICT BOARD OF EDUCATION

BY: _____
Treasurer, Board of Education

BY: _____
Superintendent of Schools

BY: _____
President, Board of Education