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MASTER CONTRACT

between the

KALIDA LOCAL BOARD OF EDUCATION

and

KALIDA EDUCATION ASSOCIATION

AUGUST 1, 2026 THROUGH JULY 31, 2029

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ARTICLE I

NEGOTIATIONS AGREEMENT

A. RECOGNITION

The Kalida Local Board of Education, hereinafter called the "Employer" or "Board" or "District" hereby recognizes the Kalida Education Association OEA/NEA-Local, hereinafter called the "Association" as the sole and exclusive bargaining representative, for the purposes of collective bargaining, for other such purposes as set forth herein, and for the purposes and exercise of such rights as defined in Chapter 4117 of the Ohio Revised Code for ALL STAFF members in the employee bargaining unit as set forth below.

B. BARGAINING UNIT

The bargaining unit will be defined as all certificated personnel employed by the Board full or regular part-time, excluding substitute teachers and supervisory management level employees, all non-certificated employees and any person performing as Superintendent, Principal, Treasurer or their assistants (if more than 50% of time associated with administration.)

C. DEFINITIONS

Wherever the term(s) "professional staff member", "staff member", "staff", "employee", or "teacher" appear in this agreement, they shall be taken to mean a member(s) of the bargaining unit covered by this agreement.

A full-time employee shall be defined as an employee who is employed to perform a full day's work as defined by this Contract for a minimum of 120 days or more in a work year.

A part-time employee who works on a regular basis shall be defined as an employee who works less than a full day as defined by this contract and/or less than the minimal standard of 120 work days.

A substitute teacher is defined as a temporary position not to EXCEED 1 continuous year in replacing a regular teacher due to illness or leave of absence.

ARTICLE II

ASSOCIATION RIGHTS

A. USE OF SCHOOL BUILDINGS AND EQUIPMENT

The Association will have the right to use school buildings without cost at reasonable times for meetings. The Association may use school building rooms for the purpose of committee or other similar small meetings provided such meetings will not interrupt or disturb any other previously scheduled activities.

B. DISSEMINATION OF INFORMATION

The Association or its representatives shall have the right to:

1. Use in each building a reasonable amount of space or existing bulletin Boards located in teachers' lounges.

2. Use the school public address system for Association announcements after obtaining permission from the Building Principal.

3. Make brief announcements at faculty meetings after contacting the building Principal and obtaining permission.

C. ASSOCIATION REPRESENTATIVES

Duly authorized representatives of the Association shall be permitted to transact official Association business on Board property so long as the Principal or Superintendent is notified in writing and no disruption of class responsibility.

D. ASSOCIATION LEAVE

The Board shall authorize up to a maximum of two (2) total days of absence without loss of pay per year (September 1st through August 31st) to staff members elected to represent the Association or chosen to serve on programs or in an official representative capacity at Association meetings, conferences, or conventions. Such leave may not be used for meetings, conferences, or conventions of any other organizations. Only one representative will be granted this leave on any one day.

E. ASSOCIATION PRESIDENT SCHEDULE

The president shall be permitted to leave the building during his/her preparation period for purposes of conducting Association business, provided the Principal does not need the person at that time.

ARTICLE III

NEGOTIATIONS PROCEDURES

A. SCOPE OF NEGOTIATIONS

The Board of Education and the Association shall enter into negotiations on matters concerning compensation, hours, terms and conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement and such other matters of concern to the Board and/or the Association.

B. DIRECTING REQUESTS

Requests for negotiations shall be submitted in writing by the recognized Association to the Superintendent or to the President of the recognized Association by the Superintendent on behalf of the Board of Education on or before April 15 of the year the Contract expires, and no earlier than January 1. The Ohio State Employment Relations Board (SERB) shall also be notified at this time. Such notice shall include a copy of the most recent collective bargaining agreement. A mutually convenient meeting date shall be set not later than fifteen (15) days of the date of the request unless all parties agree to a later date.

C. MEETINGS

1. A meeting for the purpose of negotiations may be requested by either the Association or the Superintendent, or his designated representative.

2. Negotiation meetings shall be held in a mutually agreeable location. All parties are obligated to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters.

3. Negotiation meetings shall be held in executive sessions.

4. As negotiation items receive agreement they shall be reduced to writing and initialed by the parties to indicate tentative agreement.

5. Until all negotiation meetings are completed, each meeting should include a decision on an agreed time and place for the next subsequent meeting.

D. NEGOTIATION TEAMS

The Board of Education and the Association shall be represented at all negotiation meetings by a team of negotiators.

1. Representation shall be limited to not more than five (5) representatives of the Board and the Association. Neither party in any negotiations shall have any control over the selection of the negotiation or bargaining representatives of the other party. While no final agreement shall be executed without ratification by the Board and the Association, the teams mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions subject to approval in the cause of negotiations.

2. Each team may call upon professional and lay representatives to consider matters under discussion and to make suggestions. A consultant may be used by each team and in any of the negotiation meetings. Each party is to pay cost of their respective consultant. The names of the consultants to be used shall be made known to other party at least 24 hours before the negotiation meeting takes place.

E. CAUCUS

Upon the request of either party, the negotiation meeting shall be recessed to permit the parties to caucus for a reasonable period of time.

F. EXCHANGE OF INFORMATION

The Association, the Board and the Superintendent agree to furnish each other upon request all available relevant information as will assist in developing intelligent, accurate and constructive agreement.

G. PROGRESS REPORTS

Each negotiating team shall have the right to report negotiation progress to its respective members. The parties may also issue press releases or updates to the public if impasse is declared.

H. AGREEMENT

Final determination is meant to include the following in this order:

1. When all items have been tentatively agreed to or otherwise resolved, the entire agreement shall be reduced to writing and submitted to the membership of the Kalida Education Association for ratification. Ratification shall mean a recorded affirmative vote of a majority of eligible members of the Association.

2. If ratified, said agreement shall be submitted to the Board of Education.

3. If approved by affirmative vote of a majority of the full Board, the agreement shall be signed by both parties and shall become a part of the official minutes of the Board.

    a. FINAL AGREEMENT - Upon approval by both the Association and the Board of Education, three (3) copies of the total agreement shall be signed by the President of the Board of Education, the Superintendent, the Association President, and the Association negotiation chairperson. Both parties shall retain a signed copy of the final agreement, which shall be binding upon both parties. Within thirty (30) days of the execution of the final agreement, the third copy will be submitted to SERB in fulfillment of its rules and regulations.

I. DISAGREEMENT

1. Mutually Agreed Alternate Dispute Resolution Procedure:

The impasse resolution procedures herein shall supersede the dispute settlement procedures set forth under ORC 4117.14.

2. Responsibilities

The parties pledge themselves to negotiate in good faith and in the event of failure to reach agreement, to utilize in good faith such mediatory facilities as are or may be provided.

3. Mediation

If agreement is not reached on matters being negotiated at the end of the negotiating period or not later than thirty (30) calendar days prior to the expiration date of this agreement, either party may declare an impasse and request that an impartial mediator be appointed. The Federal Mediation and Conciliation Service shall be requested to appoint a mediator, and the selection shall be in accordance with the rules of the Federal Mediation and Conciliation Service. If FMCS is not providing mediators to assist in negotiations, the parties will select an agreed upon mediator or mediation service.

~~In the event that the Federal Mediation and Conciliation Service makes a policy not to provide assistance to public school districts or it is otherwise unable to provide services to the parties, either party or the parties jointly shall petition, in writing, the American Arbitration Association to provide a list of seven (7) names. If there are no names acceptable on this list to one of the two parties, that party may request a second list. The parties shall alternately strike a name until one remains, and that person shall serve as the mediator.~~

The mediator shall have the authority to schedule and conduct meetings for the purpose of assisting the parties to reach a settlement of the impasse.

Both parties hereby agree to give, upon request, such information, as the mediator deems necessary.

Except by mutual written consent, the selection and mediation process shall not extend for more than thirty (30) calendar days from the date of the declaration of impasse. The parties shall be permitted to postpone or extend the mediation process by not more than fifteen (15) days and shall not extend beyond the expiration of this agreement except by written agreement of the parties prior to such expiration. All such extensions shall be for a specified period of time. The cost of securing and utilizing the services of a mediator shall be shared equally by the Board and the Association.

ARTICLE IV

GRIEVANCE PROCEDURE

A. DEFINITION

A grievance is an alleged violation, misinterpretation, and/or misapplication of any of the provisions of this agreement.

The term "grievant" or aggrieved shall include any member of the bargaining unit, group of members of the bargaining unit or the Association itself on behalf of itself or for any member or group of members.

"Days" as used in this procedure shall be any calendar day Monday through Friday, exclusive of negotiated, school observed or federally recognized holidays.

"Representation or representative" as provided for in this section shall be any member of the Association, or its affiliates, or any consultant or employee or legal counsel of the Association.

B. PURPOSE

The purpose of this grievance procedure is to secure, at the lowest possible administrative level, proper solutions to grievances. Both parties agree that grievance proceedings shall be kept as informal and confidential as appropriate at all levels of the procedure.

C. GENERAL PROVISIONS

Staff members may present any grievance or complaint with full assurance that such presentation will not result in reprisal or prejudice their standing or status with the school system.

The grievant may be represented at all formal steps of the grievance procedure by any representative as defined above.

A grievance shall be considered settled if it is not carried forward to the next step within the time prescribed in this article. Failure of the administration to respond or comply with the time limits shall result in automatic advancement of the grievance to the next step of the procedure. Time limits may be extended by mutual consent. It shall be the duty of both parties to process all grievances as quickly as possible.

When the grievant is not represented by the Association, the Association shall have the right, at its request, to have its representative present, to state the views of the Association and offer testimony of all stages of such a hearing process or procedure.

Unless the parties mutually agree otherwise, the President of the Association, or his designee, and the "grievant" shall receive prior notice of at least twenty-four (24) hours in advance of each meeting/hearing held with a grievant after the grievance has been formally filed.

The Association on its own may continue to process a grievance originally filed by an individual or group of bargaining unit members.

Grievances may be presented and handled during regular working hours. Other times for hearings and meetings shall be set by mutual agreement of the parties. No reduction in compensation shall occur for any staff member as a result of participation in any grievance or in any grievance proceeding.

The Board, the Administration, and the Association will cooperate with the investigation of any grievance, and further the parties will furnish each other such information as is requested for the processing of any grievance. Should the investigation and/or processing of any grievance require that a staff member and/or an Association representative be released from his regular assignment, he shall be released without loss of pay or benefits.

Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled or required to be present to attend. Formal hearings held under this procedure shall be structured so that due process under the circumstances is accorded to both sides. Each hearing shall have provision for: (1) initial presentation of the grievant's case; (2) presentation of the administration's response/case; (3) cross examination and/or questioning of witnesses or representatives, and (4) final summaries, with either party having the right at its option to waive any or all of the foregoing.

Nothing in this contract shall bind the Association from exercising discretion in resolving to pursue or not to pursue a grievance at any level.

A grievance may be withdrawn at any level without prejudice.

STEP ONE

The grievant shall first discuss the alleged grievance with his/her immediate supervisor or the administrative person who has the authority to bring about a resolution to the alleged problem.

STEP TWO

If the discussion does not resolve the grievance to the satisfaction of the grievant, such grievant shall have the right to lodge a written grievance with such grievant's Building Principal.

No later than twenty (20) working days from the time that the Association becomes aware of the alleged violation giving rise to the grievance, the grievant may, through the Association, submit to the Principal a completed and signed grievance form.

The written grievance shall be on a standard form supplied by the Association and shall contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the contract violated, misinterpreted or misapplied. A copy of such grievance shall be filed with the Superintendent. The grievant shall have the right to request a hearing before the Building Principal. If such a hearing is requested, the Principal and grievant shall mutually agree as to the time, place and date of the hearing which shall be held within seven (7) days of the submission of the written grievance.

The Building Principal shall take action on the written grievance within seven (7) days after the receipt of said grievance, or, if a hearing is requested, within five (5) working days after

the conclusion of said hearing. The disposition to the grievance and the reasons for same shall be reduced to writing and copies sent to the grievant, the Association and the Superintendent.

STEP THREE

If the action taken by the Building Principal does not resolve the grievance, such grievance may be appealed in writing to the Superintendent within seven (7) days from receipt of the written memorandum of the principal's disposition of the grievance. Upon request, a hearing shall be conducted by the Superintendent, or his designee, and the grievant shall mutually agree as to the time, place and date of such hearing which shall be held within seven (7) days of the submission of the written appeal from Step II.

The Superintendent, or his designee, shall take action on the appeal or the grievance within seven (7) working days after receipt of the appeal, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The disposition of the grievance and the reasons for same shall be reduced to writing and copies sent to the grievant, the Association and the Building Principal.

STEP FOUR

If the action taken by the Superintendent, or his designee, does not resolve the grievance, such grievance may be appealed to the Board of Education by submitting such appeal to the Superintendent, or his designee, with a copy filed with the Treasurer of the Board of Education within seven (7) days from receipt of the written memorandum from the Superintendent or his designee. The Superintendent, or his designee, shall place the matter on the agenda for the next regular meeting of the Board of Education in a closed session. If the grievant so desires, he/she may have the matter placed on the agenda for the next Board meeting-hearing to be held in open session.

Within five (5) days after the hearing before the Board, the Board will deliver to the grievant and the Association its written response to the grievance.

STEP FIVE

By mutual agreement, either party may submit the issue to mediation by contacting a mediator with FMCS within five (5) days after the receipt of the written notice of the action in Step IV by the Board of Education. All parties will mutually agree to a mediation date. If no resolution is achieved through this step, the Association may move the grievance to the next step with ten (10) days. The mediation will be conducted by the FMCS mediator at no cost to either party.

STEP SIX

If the aggrieved, with the concurrence of the Association, is not satisfied with the disposition of the grievance by the Board, the grievant through the Association or the Association may submit the grievance to an impartial arbitrator by filing a notice of intent to advance to arbitration with the Treasurer of the Board and the Superintendent within ten (10) days of the receipt of the written response disposition from the Board in Step IV; or if a resolution is not reached using Step V. Within three (3) school days after the submission of the request,

the Association representative and the Superintendent shall meet to select the arbitrator. If no arbitrator is selected within seven (7) days, the demand for arbitration and the request for an arbitrator shall be submitted to the American Arbitration Association in accordance with its rules, which rules (1) the American Arbitration Association rules for voluntary labor arbitration or (2) the American Arbitration Association rules for expedited labor arbitration shall likewise govern the arbitration proceeding. Both parties may be represented at the arbitration hearing.

The jurisdiction and authority of the arbitrator and his opinion and award 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. Claims of violation of law shall be submitted to a court of competent jurisdiction.

In any arbitration proceedings, where a question concerning the arbitrator's jurisdiction over the grievance is raised, the arbitrator shall make a separate decision on the question of his jurisdiction. In his decision the arbitrator shall first rule upon the jurisdictional issues and, if he/she determines that he/she has no jurisdiction, he/she shall make no decision or recommendation concerning the merits of the grievance. Nothing contained herein shall prohibit the arbitrator from taking all evidence of the jurisdictional issues and the merits of the grievance in a single hearing.

The arbitrator will render the decision in writing within thirty (30) days, or such additional time as the parties may in writing agree, after any grievance has been submitted to him/her. The decision, when so rendered as required by law, will be binding upon the parties and may be enforced in any court of competent jurisdiction. In cases where the arbitrability of the issue is questioned, the matter of arbitrability shall be ruled upon by the arbitrator in an expedited fashion prior to a ruling on the merits of the issue.

The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, as well as the related cost of the American Arbitration Association services, shall be borne equally by each of the parties. The expenses of witnesses and other representatives shall be borne by the party they represent. A ~~stenographic~~ record of the arbitration proceedings may be made. Each party shall pay for its own copy of such record, if requested. The party requesting the court reporter shall pay for the court reporter, provided however, that if the other party requests a copy of the record, the parties shall split the cost of the court reporter.

GRIEVANCE PROCEDURE FORM

STEP _____

Aggrieved Person, Persons and/or Association_____

_____

Address_____Phone_____

School_____Principal_____

Date Grievance Occurred_____Date of Formal Filing_____

Person or Persons to Whom Grievance is Directed_____

_____Initiated on Step_____

STATE OF GRIEVANCE: (Give the specific language on specific source of the Master Contract, Board of Education Policies, administrative rules and regulations, past practice or fair treatment that have been misinterpreted, violated, misapplied or infringed upon.)

ACTION REQUESTED:

Have you discussed this with your immediate supervisor? ___yes ___no

GRIEVANCE DECISIONS

STEP TWO (Formal) Decision & Reasons Therefore:_____

_____

_____

_____

Date_____ Signature_____
Administrative Representative

Signature_____
Aggrieved and/or Association Representative*

STEP THREE (Formal) Decision & Reasons Therefore:_____

_____

_____

Date_____ Signature_____
Administrative Representative

Signature_____
Aggrieved and/or Association Representative*

STEP FOUR (Formal) Decision & Reasons Therefore:_____

_____

_____

_____

Date_____ Signature_____
Administrative Representative

Signature_____
Aggrieved and/or Association Representative*

WHERE DECISION REQUIRES ADDITIONAL SPACE, ATTACH PAGES AS NECESSARY.

*Signature of the aggrieved and/or Association Representative indicates only receipt and not necessarily agreement with the decision.

ARTICLE V

EMPLOYMENT PRACTICES

A. SENIORITY

1. Defined:

Seniority shall mean the length of continuous employment in a bargaining unit position as follows:

a) Seniority shall begin to accrue from the first day worked in a bargaining unit position.

b) Seniority shall accrue for all time an employee is on active pay status or is receiving worker's compensation benefits.

c) Time spent on inactive pay status (unpaid leave or layoff) or on a non-bargaining unit position shall not contribute to the accrual of seniority but shall not constitute a break in seniority.

d) No employee shall accrue more than one (1) year of seniority in any work year.

2. Equal Seniority

A tie in seniority shall occur when two (2) or more employees have the same amount of seniority credit as determined by the application of the seniority provisions above.

Ties in seniority shall be broken by the following method to determine the most senior employee:

a) The employee who has the greatest number of accumulated days of substitute or part-time service in the district not previously counted as continuous employment, and then;

b) The employee with the earliest date of hire as determined by the date of the Board meeting at which the staff member was hired, and then;

c) The date the staff member signed his/her initial contract in the district, and then if a tie still remains;

d) By lottery, with the most senior being designated as the employee whose name is drawn first, etc. This procedure shall be implemented in the presence of a designated Association representative.

3. Super-seniority

a) For layoff purposes only, employees employed under continuing contract shall have greater seniority than employees employed under limited contract.

b) Super-seniority shall accrue from the date of initial employment.

4. Loss of Seniority

   Seniority shall be lost when:

   a) An employee retires or resigns

   b) An employee is discharged for cause; or

   c) An employee otherwise leaves the employment of the Employer.

5. Posting of Seniority List

   A current list of the members of the bargaining unit by seniority within areas of certification shall be maintained in the Superintendent's office and available upon request. Such list will be updated annually by October 29th.

B. EVALUATION OF TEACHERS

The Board of Education, in consultation with teachers employed by the Board, adopts this standards-based evaluation procedure in conformance with the framework for evaluation of teachers developed by the State Board of Education under O.R.C. §3319.112.

1. The evaluation of certified/licensed employees will occur by applying Board Policy 3220 (Appendix A).

2. The Board agrees to evaluate limited contract certified/licensed employees in accordance with O.R.C. 3119.111, and 3119.112 and Board Policy 3220.

3. Any amendments or updates to Board Policy 3220 during the duration of this agreement shall not be approved by the Board without prior consultation and written approval in the form of a Memorandum of Understanding (MOU) with the Kalida Education Association (KEA).

C. PERSONNEL FILE

A personnel file for each bargaining unit member shall be maintained in the Superintendent's office. This file shall be considered the only official file.

During normal working hours, and upon reasonable advance request, a bargaining unit member shall have the right to review his/her personnel file in the office of the Superintendent, in the presence of the Superintendent or his/her designee. The bargaining unit member shall have the right to have a representative present with him/her while reviewing the file.

A staff member shall be entitled to a copy of any document or materiel contained in his/her file without cost.

All entries in such personnel files shall be signed and dated by the administrator placing the information in the file.

Prior to placing any document related to a bargaining unit member's job performance in a bargaining unit member's personnel file, the bargaining unit member shall be shown the document, given the opportunity to initial the document, and shall be provided a copy of the document. If the bargaining unit member refuses to initial the document, it may be placed in

the file. The bargaining unit member's initials shall not constitute agreement with the content of the document.

A bargaining unit member shall have the right to attach a written reply to any material being placed in his/her file, and the reply shall be attached to the material in question. Anonymous letters or materials will not be placed in a bargaining unit member's personnel file.

All personnel information shall be maintained with such accuracy, relevance, timeliness, and completeness as is necessary to assure fairness in any determination made with respect to the staff member on the basis of the information. If any materials or information contained in the personnel information system are inaccurate, irrelevant, untimely, or incomplete, they shall be removed from the system.

Material placed in the personnel file may be removed upon mutual agreement of the bargaining unit member and the administrator making the entry or the Superintendent and placed in a separate file or disposed of in accordance with Ohio Law.

The provisions of this section of the contract shall not be construed to limit the rights accorded to a staff member pursuant to ORC 1347.

D. REDUCTION IN FORCE

1. General

   To the extent possible, the number of bargaining unit members affected by a reduction in force will be kept to a minimum by not employing replacements for employees who retire, resign, or go on leave of absence or whose limited contracts are not renewed for reasons other than reduction in force.

2. Reason for Reductions

   To the extent that reductions are not achieved through attrition or the non-renewal of limited contracts for reasons other than reduction in force, and when by reason of decreased enrollment of pupils, return to duty of regular teachers after leaves of absence, by reason of suspension of schools, territorial changes affecting the district, financial reasons, or any other reason(s) set forth in O.R.C. §3319.17, the Board of Education decides that it will be necessary to reduce the number of teachers, it may make a reduction.

3. Suspension - Renewal Suspension

   If staff reduction is deemed necessary for any of the above reasons and all other provisions of this section have been fulfilled, then the reduction shall be made as follows:

   a) Order of Reduction

      i. The Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent, who shall, within each teaching field affected, give preference to teachers on continuing contracts. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations.

ii. Limited contract teachers shall be reduced first utilizing the following order:

(A) Certification/Licensure within the affected teaching field.

(B) Comparable evaluations as defined in this Agreement.

(C) When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior limited contract teacher in the affected teaching field being the first to be suspended.

iii. Should the necessary reduction of teaching positions exceed the number of limited contract teachers in the affected teaching field, continuing contract teachers shall be reduced utilizing the following order:

(A) Certification/Licensure within the affected teaching field.

(B) Comparable evaluations as defined in this Agreement.

(C) When evaluations are comparable, seniority in the District shall prevail, with the contract of the least senior limited contract teacher in the affected teaching field being the first to be suspended.

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

b) Comparable Evaluations

i. Comparable evaluations shall be defined as follows:

(A) All teachers who receive a rating of Accomplished shall be comparable to other Accomplished teachers.

(B) All teachers who receive a rating of Skilled shall be comparable to other Skilled teachers.

(C) All teachers who receive a rating of Developing shall be comparable to other Developing teachers.

(D) All teachers who receive a rating of Ineffective shall be comparable to other Ineffective teachers.

If the legislature adds another evaluation level, it will be incorporated at the beginning of the school year following legislation's effective date.

c) A staff member so affected who possesses certification/licensure in another area(s) may elect to displace another staff member who holds a lower

position on a seniority list for that area of certification/licensure if both staff members have comparable evaluations as determined by the building principal and superintendent. Displacement rights shall be exercised by all staff within their respective contract status (continuing contract – tenured or limited contract) with no non-tenured staff exercising displacement over tenured staff except as outlined above. Displacement shall be limited to areas of the teacher's certification/licensure.

4. Notice of Intent to Reduce Staff/Conference/Hearing

When staff reduction is necessary, the Superintendent shall give notice of the intent to recommend the suspension and/or renewal-suspension of contracts to all teachers so affected and shall also give the complete list of affected individuals to the Association at the earliest practicable time, but not later than April 30th or thirty (30) calendar days prior to Board action to reduce staff whichever comes first. The Association and each teacher whose contract is to be suspended (or renewed-suspended) under provisions of this section shall receive a copy of the entire seniority list at the time of notification of suspension or renewal-suspension. Each professional staff member so notified shall, upon request, be entitled to a conference with the Superintendent or his designated representative as to the reasons for such reduction. Such conference will be scheduled within five (5) days of receipt of notice of the Superintendent's intent to recommend such reduction to the Board. Each such staff member may be accompanied or represented by a person of his or her own choosing.

5. Employee Rights While on Reduction

The above section shall not diminish or void any right or privileges provided staff members in any state or federal laws except as expressly and specifically set forth herein.

The Board shall not contract out any work previously performed by staff member(s) in the bargaining unit unless where mutually agreed upon by the parties after due notice and consultation with the Association. Contracting can occur even though members of bargaining unit who are not certified are on reduction in force.

Staff members whose contracts are suspended (or renewed-suspended) under the terms of this section are to be considered as being reduced in force and awaiting recall and not as being terminated with the system.

Teachers on the recall list will have the following rights:

a) Staff member(s) on reduction are to be recalled as determined by the Superintendent and building principal.

b) The recall list for those staff limited contracts shall be maintained for a period of two (2) years or until the limited contract expires whichever is greater, or the employee takes another teaching position. Thereafter, a limited contract employee on reduction shall lose his/her right to recall.

c) While a reduction continues, no substitute staff member(s) or any other person new to the system will be hired except where:

i. There are no staff member(s) on layoff qualified to fill a vacant position or who become qualified by retraining, or

ii. All qualified staff member(s) on layoff decline the offer to fill the vacancy.

a) Reduced staff members may choose to continue participation in any or all of the group insurance plans available to regular employees by remitting the premiums to the Treasurer of the Board of Education. Such remittance shall not be required more than thirty (30) calendar days in advance. Such employees will be informed of the premium due date and such premium payment must be received by the Treasurer at least one (1) week prior to the insurance company billing date.

6. Notification of Recall

It shall be the responsibility of each teacher to notify the Board of any change of address or change in certification.

The Board shall give written notice of an offer of re-employment by sending a registered or certified letter to the Association and to all qualified said teachers at their last known address. Such notification shall also contain the seniority list for the areas of certification being recalled. Any senior eligible LIMITED CONTRACT teacher that fails to accept the offer of re-employment in writing within fifteen (15) days, excluding Saturdays, Sundays and holidays, from the date said offer is delivered at the last known address of the teacher, shall be considered to have rejected said offer, and shall be removed from the recall list. The most senior of those responding will be given the vacant position.

7. Status Upon Recall

Upon acceptance of the notification to resume active employment status, a teacher on the recall list will return to active employment status with the same seniority as he/she enjoyed at the time of layoff. Such teacher shall be credited with additional sick leave, if any has been earned through interim employment, and be placed on the salary schedule in accordance with their respective training and experience at the time of recall.

8. Transfers Due to Reduction in Force

a) When personnel must be transferred as a result of reduction in force at the particular grade level or class, the Superintendent shall notify all teachers of the necessary reductions by position, grade level and building.

b) The Superintendent will encourage the necessary transfers on a voluntary basis. If this cannot be accomplished, the teachers of the department(s) or grade level(s) affected by the reduction shall be transferred as determined by the Superintendent, based on the best interest of the students.

c) Except in unusual and/or emergency circumstances, the teacher(s) to be transferred involuntarily shall be informed within a reasonable time of the decision to transfer.

d) The teacher(s) to be transferred may schedule a conference concerning the transfer with the Superintendent.

e) Any teacher subject to involuntary transfer due to a reduction in force, who does not wish to be transferred, will have the option of being placed on the recall list or being transferred. When, during such reduction in force, more individuals select voluntary recall than would be required for appropriate staffing purposes, those with greatest seniority shall have first option at selecting voluntary recall.

E. VACANCY POSTING

A vacancy will be defined as any position in the bargaining unit that the Superintendent intends to fill resulting from:

1. An employee's separation from employment as a result of a termination, non-renewal, resignation or death;
2. An employee's transfer to another bargaining unit position;
3. An employee's assumption of a non-bargaining unit position;
4. An employee's leave of absence for more than one (1) year;
5. The creation of a new bargaining unit position.

Within five (5) days of the occurrence of a vacancy, all such vacancies shall emailed to district employees, and posted on the district's website for a period of ten (10) workdays. Said posting shall contain the following information:

1. Description of the positions; duties
2. Location of work
3. Starting date
4. Hours to be worked
5. Entry level qualifications, licensure or certification requirements
6. Deadline for application
7. Any additional pertinent information

Interested bargaining unit members shall apply in writing and be given consideration by the Superintendent, or designee, within the ten (10) day posting period.

Per ORC 3319.173, the superintendent shall assign teachers to positions base on the best interest of the students enrolled in the district. In assigning, reassigning, or transferring a teacher, whether voluntarily or involuntarily 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.

In determining what is in the best interest of the students, the superintendent shall consider relevant education factors, which include:

1. Student learning needs and instructional continuity
2. Programmatic requirements and course offerings
3. Enrollment changes or scheduling needs
4. Teacher licensure, certification, endorsements, and subject-area expertise
5. Specialized training or experience relevant to the assignment
6. Student services and support
7. Documented school improvement goals
8. Equitable access to qualified educators

No single factor shall be determinative.

F. TENURE LANGUAGE

Termination of Contract

The termination of a teachers continuing contract during the term of such contract shall be only for those grounds as set forth in Section 3319.16, Ohio Revised Code. The procedures for termination of a contract shall be as prescribed by Section 3319.16

G. NONRENEWAL OF LIMITED TEACHING CONTRACTS FOR PROBATIONARY EMPLOYEES WHO HAVE BEEN EMPLOYED FOR TWO (2) YEARS OR LESS

1. Limited contract teachers who are employed after July 31, 2014, and who have been employed for two (2) or fewer years shall be notified by the Superintendent if they will not be recommended to the Board for rehiring at the end of their contract. Such notification shall be made at least ten (10) days prior to Board action on their contract. Prior to Board action on their contract, such teachers shall have the right to meet with the Board in executive session with representation to discuss the intended action on their contract.

2. This nonrenewal procedure for such teachers supersedes all provisions of O.R.C. §§3319.11, 3319.111, and 3319.112, and such teachers shall have no right to challenge said nonrenewal pursuant to O.R.C. §§3319.11, 3319.111, or 3319.112, or through the negotiated grievance procedure or other tribunal.

H. LABOR MANAGEMENT MEETINGS

The Superintendent shall meet a minimum of once a grading period with the Association President or his/her designee at the request of either party to discuss matters of concern to either or both parties.

ARTICLE VI

LEAVES OF ABSENCE

A. SICK LEAVE

1. Each full-time professional staff member shall be entitled to fifteen (15) days sick leave with pay for each year under contract and shall accrue sick leave at the rate of one and one-fourth (1 1/4) days for each calendar month under contract. Sick leave shall be cumulative to two hundred thirty two (232) days. Bargaining unit members who have the maximum sick leave balance at the beginning of the year and who use less than the 15 days accumulation during the year, will have an adjustment made at the end of the year to still reflect the maximum balance. It is the responsibility of the bargaining unit member to notify the Treasurer.

2. Each newly hired certified staff member of the Board who has no accumulated sick leave, or any certified staff member who has exhausted their sick leave, will be advanced an accumulation of sick leave of at least five (5) days. Each professional staff member under regular, full-time contract but absent because of paid sick leave, will continue to accumulate sick leave at the rate of one and one-fourth (1 1/4) days per month.

3. Those employees who render part-time, seasonal, intermittent, per diem, or hourly service will be entitled to sick leave in proportion to the time actually worked.

4. Any professional staff member having terminated employment with the Board will have their accumulated sick leave reinstated upon re-employment, in accordance with Ohio Revised Code 3319.141, provided such sick leave has not been used in the employ of another Board of Education or other agency of the State of Ohio covered by such provision.

5. A professional staff member re-employed by the Board who, since leaving the employ of the Board, has been employed by another Board(s) of Education or by state, county, or municipal government(s) in Ohio, will receive full credit up to two hundred thirty two (232) days for sick leave accumulated while in the prior employ of the Board and/or while in the employ of other agencies of the State of Ohio.

6. Any professional staff member being employed by the Board, who, preceding this employment, has been in the employ of another Board of Education, state, county, or municipal government in Ohio, will receive full credit up to two hundred thirty two (232) days for the sick leave accumulated in this previous employment.

7. Professional staff members absent for purposes of sick leave when school is canceled and when staff relieved of their regular teaching duties for that day, will not be charged with sick leave.

8. Professional staff members should notify their immediate superior of any absences as soon as possible so that appropriate arrangements can be made to secure a substitute. Except in emergency situations, lesson plans from the teaching staff must be available to the substitute.

9. Sick leave shall be granted for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury or death in the employee's immediate family.
   a) Injury and/or illness in the immediate family.

      For purposes of injury or illness in one's immediate family, immediate family will be interpreted as spouse, child, father or mother, sister, brother, and in-laws bearing any of these relationships, or any other member of the family unit living in the same household no matter what degree of relationship.

   b) Death in family.

      In the event of death in the employee's family, immediate family shall be defined as parent, child, spouse, sister, brother, grandparent, grandchild, aunt, uncle, niece, nephew, and in-laws bearing any of these relationships, or any other member of the family unit living in the same household no matter what degree of relationship. Use of sick leave in the event of death for an aunt, uncle, niece, or nephew will be permitted at the rate of one day per occurrence, for the purpose of funeral services, for a total of four per school year.

   c) Non-Birth Parent.

      A non-birth parent may use up to four (4) days of sick leave to assist in the care of the birth parent and/or child beginning the day after the birth of the child. These additional sick leave days shall be taken within 10 (ten) calendar days of the birth of the child. This does not preclude further use of sick leave by the non-birth parent if complications arise.

10. Each professional staff member will electronically request leave through the system provided by the Board of Education to justify the use of sick leave. If medical attention is required, the employee shall list, in the request, the name and address of the attending physician and the date when the doctor was consulted. Falsification of a statement is grounds for suspension or termination of employment under section 3319.16 of the Revised Code.

11. If the superintendent suspects falsification or abuse of sick leave, he/she may question the employee regarding their sick leave use.

B. PERSONAL LEAVE

1. Unrestricted

   Employees will be authorized up to three (3) days of unrestricted personal leave annually without loss of salary, to transact personal business or attend to affairs of a personal nature which cannot reasonably be conducted outside the regular school day. Such leave shall be authorized upon notification given to the Superintendent forty-eight (48) hours in advance unless circumstances make it impossible to comply herewith; in such event, the employee shall notify the Superintendent at the earliest possible time. These days of absence shall not be deducted from sick leave.

   The applicant for such leave shall be required to enter the request electronically through the approved system, stating only that the reason for taking such leave is personal business. No more than 10% of the professional employees in each building will be granted unrestricted personal leave on the same day. If more than 10%

request the same day, approval will be based on the date of request. Second tie breaker will be the seniority of the staff members involved.

On June 30th of each year, the balance of unused personal leave will be carried over. A teacher is permitted to carry over up to three (3) unused personal days for a maximum of six (6) personal leave days per year.

C. SICK LEAVE BANK

All donations shall be made by completing the Sick Leave Donation Form. While all members will be given the opportunity to donate to the Sick Leave Bank, it is advised that members with minimal accumulated sick leave be cautious with their decision to donate to the Sick Leave Bank.

A Sick Leave Oversight Committee shall be responsible for handling all transactions related to the operation of said Sick Leave Bank. The committee shall consist of two (2) representatives appointed by the Superintendent and two (2) representatives appointed by the KEA President. The duties of the Oversight Committee shall include the following:

1. Distribution and collection of the Sick Leave Donation Forms each time a solicitation for additional days to the Sick Leave Bank is made;

2. Recording of all donations and submission of a list of all donations to the Board Treasurer's office;

3. Processing of all requests for use of the days in the Sick Leave Bank (receipt of requests, notifications of the Board Treasurer's office, etc.);

4. Monitoring of all usage of days from the Sick Leave Bank;

5. Solicitation of additional days when the Sick Leave Bank is nearing depletion.

The Sick Leave Oversight Committee shall perform its duties in a manner which respects the confidentiality of donors to and receipts from the Sick Leave Bank.

A member must meet all of the following requirements to be eligible to apply and receive days from the Sick Leave Bank, and individual members will be limited to withdrawing twenty (20) sick days per year from the sick leave bank:

1. A member's personal sick leave accumulations must be exhausted;

2. The need for additional sick leave days from the Sick Leave Bank must be based on catastrophic (life-threatening) illness or injury, and/or surgery to a bargaining unit member, but shall not include use for normal pregnancy.

3. A physician must verify, in writing, the member's need to be off work.

4. A member must apply for disability leave and/or disability retirement thru the State Teachers Retirement System (STRS), and be denied disability within 364 days of the initial request for additional requests beyond the initial 20 days.

5. Retired-Rehired teachers are not eligible to receive days from the sick leave bank.

Members who wish to request days from the Sick Leave Bank shall submit a written application to the Oversight Committee. The application shall indicate the date on which the member's personal sick leave accumulation will be exhausted, the reason why the member must be off work, and the number of days up to twenty (20) requested from the Sick Leave Bank. The application must be accompanied by the required written physician's statement. A member may make further requests withdrawals from the Sick Leave Bank in increments of up to twenty (20) days annually. The discretion to approve additional withdrawals from the Sick Leave Bank rests with the Oversight Committee. Sick leave days will not be granted for days beyond the end of the school year. A member, however, may make application for withdrawals from the sick leave bank to commence at the beginning of the next contract year. A member who has been granted disability leave and/or disability retirement by STRS may not apply for additional days from the Sick Leave Bank or use days previously granted by the Oversight Committee from the Sick Leave Bank beyond the starting date of approved coverage for disability leave or disability retirement granted by STRS. However, if a member's disability leave status is revoked or terminated by STRS, a member may apply for withdrawals from the Sick Leave Bank.

Whenever the number of days available in the Sick Leave Bank totals twenty (20) days or less, the Oversight Committee shall solicit donations of additional days from all bargaining unit members. All solicitations by the Oversight Committee for donations to the Sick Leave Bank shall be limited to three (3) days per member, per year and only take place when the days available in the Sick Leave Bank totals twenty (20) days or less.

All days accumulated in the Sick Leave Bank and not used during a given school year shall be carried over to the next school year.

D. CHILD CARE LEAVE OF ABSENCE

Upon written request, any regularly employed staff member, who has been employed two or more years in the school district, will be granted an unpaid leave of absence for child care purposes.

Such leave may begin at any time during the school year and extend for a period of up to one year. This leave may be renewed for an additional one year.

Professional staff on such unpaid leave will not be entitled to accrue any additional sick leave, but may continue participation in any or all District group insurance plan by remitting the premiums to the Board Treasurer. Such remittance will not be required more than thirty days in advance of the Board payment due date.

The professional staff member on such leave may request an early termination of leave by submitting such a request to the Superintendent. The staff member may be returned to service under this provision if a vacancy or new position exists or if such return can otherwise be arranged.

Upon return, the staff member will resume at least the same contract status previously and will be assigned by the Superintendent and Board of Education as to grade and building. Any request for a different assignment, will be acted upon by the Superintendent in accordance with the voluntary transfer procedures of the District.

E. JURY DUTY

Each employee selected for jury duty shall notify his/her building principal and the superintendent in ample time so that arrangements may be made for the time absent. The money received from jury duty, for daily attendance only, will be turned in to the school treasurer. This leave of absence will not be deducted from the teacher's sick leave, personal leave, or other leaves of absence. While on jury duty, the teacher's sick leave, severance pay, and all other

benefits shall accrue to the teacher the same as any other regularly employed classroom teacher.

F. ASSAULT LEAVE

An employee who is physically assaulted while performing his/her work duties and which results in the employee being unable to perform his/her duties shall by entitled to assault leave. Said leave shall be for a maximum of ten (10) days per work year, which shall not be chargeable to the employees' sick leave, or any other leave, and shall not be at no loss of pay. Assault leave shall not be accumulative.

In addition to full disclosure of the circumstances surrounding the assault, a physician's statement verifying the employee's temporary disability may be required by the superintendent when assault leave is requested.

ARTICLE VII

PROFESSIONAL COMPENSATION

A. SALARY PLACEMENT AND PAYROLL PRACTICES

1. The salary of each bargaining unit member covered by this agreement will be adjusted to reflect the rates set forth in the basic salary schedule and/or supplemental salary schedule where applicable.

2. Bargaining unit members on extended service contract shall be paid their per diem rate for each day of such service.

3. Each new teacher employed by the Board shall be given credit for the years of experience documented by STRS, whether private or public, or for up to five (5) years of military service in the Armed Forces of the United States or any combination of both. The parties agree that the Board may employ a teacher and grant the teacher more than ten (10) years of experience. The parties further agree to waive the limits set forth in O.R.C 3317.13.

4. One year's teaching experience shall be defined as not less than one hundred twenty (120) days, as determined by STRS, of teaching experience during a given school year in the same school district. A year of military service shall be defined as twelve months or major fraction thereof.

5. In order to insure proper placement on the salary schedule, each newly employed teacher or any teacher with an advancement in professional training shall furnish an official transcript of credits, a valid teaching certificate, and if Armed Forces credit is to be granted, a copy of discharge or separation form 214 to the Board Treasurer no later than October 1.

6. Each teacher newly employed after July 31, 2014 who is not entitled to the service credit set forth in paragraph 3 will be placed at Step 2 of the salary schedule at the appropriate degree column and remain at Step 2 until the beginning of the teacher's fourth school year of experience. Beginning with the teacher's fourth school year of experience, the teacher will be placed at Step 3 of the salary schedule and will advance each year thereafter in accordance with this Agreement.

B. ADVANCEMENT ON SALARY SCHEDULE - ADDITIONAL TRAINING

A staff member may advance to a higher level on the salary schedule by fulfilling the following:

1. The affected staff member shall provide evidence of completed additional graduate hours from an accredited college or university.

2. Said hours must be verified by transcript or letter from the college or university where the course work was completed. The salary adjustment will be made no later than September 30th of the current school year.

C. PAY PERIODS

1. Salary will be divided into twenty-six equal pay periods. Paydays shall be on alternate Fridays throughout the year. When payday falls on a holiday, payday will be on the day before the holiday.

   All bargaining unit members shall have their paychecks direct deposited into the bank(s) of their choice. Employees will receive pay stub information detailing the amount of their deposit on the pay date electronically.

2. Supplemental contract will be paid as follows:

   a) Staff: Four times a year. The first payroll in the months of October, December, March and May.

   b) Non-staff upon completion of supplemental contract.

D. WAIVER OF SALARY NOTIFICATION

The parties hereby agree that the Board shall not be required to provide annual salary notices pursuant to ORC 3319.12 while negotiations over salaries/wages affecting such notices are underway. However, such salary notices will be sent to all members of the bargaining unit upon conclusion and ratification by the parties of such new salary/wage schedules.

E. PAYROLL DEDUCTIONS

Except where otherwise required by federal law, deductions from pay may be made for the following items:

1. Unauthorized or unpaid absence

2. Withholding tax according to information contained on the exemption certificate filed with the Treasurer and other required federal, state or local taxes.

3. Retirement, dues, and contributions.

4. Annuities

5 Insurances

6. U.S. Savings bonds

7. Credit union/Bank savings account

8. Charitable contributions made to recognized charities.

9. Other deductions as agreed to by the Treasurer and the Bargaining unit member (such as buy back for retirement.)

The employee must sign a payroll deduction form requesting the deduction and submit it to the Treasurer. Withholding as otherwise provided herein, such deductions shall commence with the first check of the next pay period following submission and will continue in effect until such time as employee withdraws the request or leaves the employment position.

F. BASE SALARY DEFINED

Base salary shall be defined as the regular salary paid to a full-time staff member with a bachelor's degree and no experience.

G. DAILY OR PER DIEM RATE DEFINED

1. The daily or per diem rate shall be calculated by dividing the number of work days in the adopted school calendar applicable to the affected assignment into the salary of the individual.

2. Salaries of persons working less than a complete school year shall be calculated on the number of actual days worked times the daily rate.

H. SALARY OF PART-TIME STAFF

Staff employed in part-time positions will be paid as follows:

1. Full day, partial week:

   Schedule staff employed on schedule of full days for less than a full school week will be paid on a per diem basis for each day they are scheduled to work.

2. Partial day schedule:

   Staff employed on a partial day schedule will be paid using one of the following methods of computation:

   a) Part-time high school, junior high staff who do not receive a full planning period shall be paid on the basis of the number of teaching/work assignment periods, excluding planning period(s), for which they are contracted as a fraction of the total teaching/work assignment periods, excluding planning period(s), of a regular full-time staff member assigned to the same or similar position(s).

   b) Part-time high school and junior high staff who receive a full planning period shall be paid on the basis of the total number of teaching/work assignment periods and the planning period as a fraction of the total teaching/work assignment periods including the planning period of a regular full-time staff member assigned to the same or similar position.

   c) Where the staff member is employed and assigned to a part-time position where the school day is not subdivided into periods, the salary will be computed on the basis of the staff member assigned pupil contact time as a fraction of the total pupil contact time required of a full-time staff member assigned to the same or similar position. Part time staff shall be entitled to Board paid fringe benefits prorated to that of full time staff.

I. CERTIFIED SALARY SCHEDULE

Kalida Local School District
2026-2027 Salary Schedule

Degree		BA	BA150	MA	MA15
Step	Hours	0.04	0.044	0.048	0.052
INDEX	0	1.0000	1.0400	1.0950	1.1150
SALARY		43,429	45,167	47,555	48,424
INDEX	1	1.0400	1.0840	1.1430	1.1670
SALARY		45,167	47,077	49,640	50,682
INDEX	2	1.0800	1.1280	1.1910	1.2190
SALARY		46,904	48,988	51,724	52,940
INDEX	3	1.1200	1.1720	1.2390	1.2710
SALARY		48,641	50,899	53,809	55,199
INDEX	4	1.1600	1.2160	1.2870	1.3230
SALARY		50,378	52,810	55,894	57,457
INDEX	5	1.2000	1.2600	1.3350	1.3750
SALARY		52,115	54,721	57,978	59,715
INDEX	6	1.2400	1.3040	1.3830	1.4270
SALARY		53,852	56,632	60,063	61,974
INDEX	7	1.2800	1.3480	1.4310	1.4790
SALARY		55,590	58,543	62,147	64,232
INDEX	8	1.3200	1.3920	1.4790	1.5310
SALARY		57,327	60,454	64,232	66,490
INDEX	9	1.3600	1.4360	1.5270	1.5830
SALARY		59,064	62,365	66,317	68,749
INDEX	10	1.4000	1.4800	1.5750	1.6350
SALARY		60,801	64,275	68,401	71,007
INDEX	11	1.4400	1.5240	1.6230	1.6870
SALARY		62,538	66,186	70,486	73,265
INDEX	12	1.4800	1.5680	1.6710	1.7390
SALARY		64,275	68,097	72,570	75,524
INDEX	13	1.5200	1.6120	1.7190	1.7910
SALARY		66,013	70,008	74,655	77,782
INDEX	14	1.5200	1.6120	1.7190	1.7910
SALARY		66,013	70,008	74,655	77,782
INDEX	15	1.5200	1.6120	1.7190	1.7910
SALARY		66,013	70,008	74,655	77,782
INDEX	16	1.5600	1.6560	1.7670	1.8430
SALARY		67,750	71,919	76,740	80,040
INDEX	17	1.5600	1.6560	1.7670	1.8430
SALARY		67,750	71,919	76,740	80,040
INDEX	18	1.5600	1.6560	1.7670	1.8430
SALARY		67,750	71,919	76,740	80,040
INDEX	19	1.5600	1.6560	1.7670	1.8430
SALARY		67,750	71,919	76,740	80,040
INDEX	20	1.6000	1.7000	1.8150	1.8950
SALARY		69,487	73,830	78,824	82,299
INDEX	21	1.6000	1.7000	1.8150	1.8950
SALARY		69,487	73,830	78,824	82,299
INDEX	22	1.6000	1.7000	1.8150	1.8950
SALARY		69,487	73,830	78,824	82,299
INDEX	23	1.6000	1.7000	1.8150	1.8950
SALARY		69,487	73,830	78,824	82,299
INDEX	24	1.6000	1.7000	1.8150	1.8950
SALARY		69,487	73,830	78,824	82,299
INDEX	25	1.6000	1.7000	1.8150	1.8950
SALARY		69,487	73,830	78,824	82,299
INDEX	26	1.6600	1.7660	1.8870	1.9730
SALARY		72,093	76,696	81,951	85,686
INDEX	27	1.6600	1.7660	1.8870	1.9730
SALARY		72,093	76,696	81,951	85,686
INDEX	28	1.7000	1.8100	1.9350	2.0245
SALARY		73,830	78,607	84,036	87,923
INDEX	29	1.7000	1.8100	1.9350	2.0245
SALARY		73,830	78,607	84,036	87,923
INDEX	30	1.7000	1.8100	1.9350	2.0245
SALARY		73,830	78,607	84,036	87,923
INDEX	31	1.7000	1.8100	1.9350	2.0245
SALARY		73,830	78,607	84,036	87,923
INDEX	32	1.7000	1.8100	1.9350	2.0245
SALARY		73,830	78,607	84,036	87,923
INDEX	33	1.7000	1.8100	1.9350	2.0245
SALARY		73,830	78,607	84,036	87,923

*An additional $750.00 Longevity Step will be paid to all bargaining unit members on Step 33 and after.
To be eligible, a bargaining unit member must have taught in the Kalida Local School system for 20 years.
This longevity step will be payable in a lump sum on the first pay in October of each year.

Kalida Local School District
2027-2028 Salary Schedule

Step	Degree Hours	BA 0.04	BA150 0.044	MA 0.048	MA15 0.052
INDEX	0	1.0000	1.0400	1.0950	1.1150
SALARY		44,732	46,521	48,981	49,876
INDEX	1	1.0400	1.0840	1.1430	1.1670
SALARY		46,521	48,489	51,129	52,202
INDEX	2	1.0800	1.1280	1.1910	1.2190
SALARY		48,310	50,458	53,276	54,528
INDEX	3	1.1200	1.1720	1.2390	1.2710
SALARY		50,100	52,426	55,423	56,854
INDEX	4	1.1600	1.2160	1.2870	1.3230
SALARY		51,889	54,394	57,570	59,180
INDEX	5	1.2000	1.2600	1.3350	1.3750
SALARY		53,678	56,362	59,717	61,506
INDEX	6	1.2400	1.3040	1.3830	1.4270
SALARY		55,468	58,330	61,864	63,832
INDEX	7	1.2800	1.3480	1.4310	1.4790
SALARY		57,257	60,299	64,011	66,158
INDEX	8	1.3200	1.3920	1.4790	1.5310
SALARY		59,046	62,267	66,158	68,484
INDEX	9	1.3600	1.4360	1.5270	1.5830
SALARY		60,835	64,235	68,306	70,811
INDEX	10	1.4000	1.4800	1.5750	1.6350
SALARY		62,625	66,203	70,453	73,137
INDEX	11	1.4400	1.5240	1.6230	1.6870
SALARY		64,414	68,171	72,600	75,463
INDEX	12	1.4800	1.5680	1.6710	1.7390
SALARY		66,203	70,140	74,747	77,789
INDEX	13	1.5200	1.6120	1.7190	1.7910
SALARY		67,992	72,108	76,894	80,115
INDEX	14	1.5200	1.6120	1.7190	1.7910
SALARY		67,992	72,108	76,894	80,115
INDEX	15	1.5200	1.6120	1.7190	1.7910
SALARY		67,992	72,108	76,894	80,115
INDEX	16	1.5600	1.6560	1.7670	1.8430
SALARY		69,782	74,076	79,041	82,441
INDEX	17	1.5600	1.6560	1.7670	1.8430
SALARY		69,782	74,076	79,041	82,441
INDEX	18	1.5600	1.6560	1.7670	1.8430
SALARY		69,782	74,076	79,041	82,441
INDEX	19	1.5600	1.6560	1.7670	1.8430
SALARY		69,782	74,076	79,041	82,441
INDEX	20	1.6000	1.7000	1.8150	1.8950
SALARY		71,571	76,044	81,188	84,767
INDEX	21	1.6000	1.7000	1.8150	1.8950
SALARY		71,571	76,044	81,188	84,767
INDEX	22	1.6000	1.7000	1.8150	1.8950
SALARY		71,571	76,044	81,188	84,767
INDEX	23	1.6000	1.7000	1.8150	1.8950
SALARY		71,571	76,044	81,188	84,767
INDEX	24	1.6000	1.7000	1.8150	1.8950
SALARY		71,571	76,044	81,188	84,767
INDEX	25	1.6000	1.7000	1.8150	1.8950
SALARY		71,571	76,044	81,188	84,767
INDEX	26	1.6600	1.7660	1.8870	1.9730
SALARY		74,255	78,996	84,409	88,256
INDEX	27	1.6600	1.7660	1.8870	1.9730
SALARY		74,255	78,996	84,409	88,256
INDEX	28	1.7000	1.8100	1.9350	2.0245
SALARY		76,044	80,965	86,556	90,560
INDEX	29	1.7000	1.8100	1.9350	2.0245
SALARY		76,044	80,965	86,556	90,560
INDEX	30	1.7000	1.8100	1.9350	2.0245
SALARY		76,044	80,965	86,556	90,560
INDEX	31	1.7000	1.8100	1.9350	2.0245
SALARY		76,044	80,965	86,556	90,560
INDEX	32	1.7000	1.8100	1.9350	2.0245
SALARY		76,044	80,965	86,556	90,560
INDEX	33	1.7000	1.8100	1.9350	2.0245
SALARY		76,044	80,965	86,556	90,560

*An additional $750.00 Longevity Step will be paid to all bargaining unit members on Step 33 and after.
To be eligible, a bargaining unit member must have taught in the Kalida Local School system for 20 years.
This longevity step will be payable in a lump sum on the first pay in October of each year.

Kalida Local School District
2028-2029 Salary Schedule

Degree		BA	BA150	MA	MA15
Step	Hours	0.04	0.044	0.048	0.052
INDEX	0	1.0000	1.0400	1.0950	1.1150
SALARY		46,074	47,917	50,451	51,372
INDEX	1	1.0400	1.0840	1.1430	1.1670
SALARY		47,917	49,944	52,663	53,768
INDEX	2	1.0800	1.1280	1.1910	1.2190
SALARY		49,760	51,971	54,874	56,164
INDEX	3	1.1200	1.1720	1.2390	1.2710
SALARY		51,603	53,999	57,086	58,560
INDEX	4	1.1600	1.2160	1.2870	1.3230
SALARY		53,446	56,026	59,297	60,956
INDEX	5	1.2000	1.2600	1.3350	1.3750
SALARY		55,289	58,053	61,509	63,352
INDEX	6	1.2400	1.3040	1.3830	1.4270
SALARY		57,132	60,080	63,720	65,748
INDEX	7	1.2800	1.3480	1.4310	1.4790
SALARY		58,975	62,108	65,932	68,143
INDEX	8	1.3200	1.3920	1.4790	1.5310
SALARY		60,818	64,135	68,143	70,539
INDEX	9	1.3600	1.4360	1.5270	1.5830
SALARY		62,661	66,162	70,355	72,935
INDEX	10	1.4000	1.4800	1.5750	1.6350
SALARY		64,504	68,189	72,566	75,331
INDEX	11	1.4400	1.5240	1.6230	1.6870
SALARY		66,347	70,217	74,778	77,727
INDEX	12	1.4800	1.5680	1.6710	1.7390
SALARY		68,189	72,244	76,990	80,123
INDEX	13	1.5200	1.6120	1.7190	1.7910
SALARY		70,032	74,271	79,201	82,518
INDEX	14	1.5200	1.6120	1.7190	1.7910
SALARY		70,032	74,271	79,201	82,518
INDEX	15	1.5200	1.6120	1.7190	1.7910
SALARY		70,032	74,271	79,201	82,518
INDEX	16	1.5600	1.6560	1.7670	1.8430
SALARY		71,875	76,298	81,413	84,914
INDEX	17	1.5600	1.6560	1.7670	1.8430
SALARY		71,875	76,298	81,413	84,914
INDEX	18	1.5600	1.6560	1.7670	1.8430
SALARY		71,875	76,298	81,413	84,914
INDEX	19	1.5600	1.6560	1.7670	1.8430
SALARY		71,875	76,298	81,413	84,914
INDEX	20	1.6000	1.7000	1.8150	1.8950
SALARY		73,718	78,326	83,624	87,310
INDEX	21	1.6000	1.7000	1.8150	1.8950
SALARY		73,718	78,326	83,624	87,310
INDEX	22	1.6000	1.7000	1.8150	1.8950
SALARY		73,718	78,326	83,624	87,310
INDEX	23	1.6000	1.7000	1.8150	1.8950
SALARY		73,718	78,326	83,624	87,310
INDEX	24	1.6000	1.7000	1.8150	1.8950
SALARY		73,718	78,326	83,624	87,310
INDEX	25	1.6000	1.7000	1.8150	1.8950
SALARY		73,718	78,326	83,624	87,310
INDEX	26	1.6600	1.7660	1.8870	1.9730
SALARY		76,483	81,367	86,942	90,904
INDEX	27	1.6600	1.7660	1.8870	1.9730
SALARY		76,483	81,367	86,942	90,904
INDEX	28	1.7000	1.8100	1.9350	2.0245
SALARY		78,326	83,394	89,153	93,277
INDEX	29	1.7000	1.8100	1.9350	2.0245
SALARY		78,326	83,394	89,153	93,277
INDEX	30	1.7000	1.8100	1.9350	2.0245
SALARY		78,326	83,394	89,153	93,277
INDEX	31	1.7000	1.8100	1.9350	2.0245
SALARY		78,326	83,394	89,153	93,277
INDEX	32	1.7000	1.8100	1.9350	2.0245
SALARY		78,326	83,394	89,153	93,277
INDEX	33	1.7000	1.8100	1.9350	2.0245
SALARY		78,326	83,394	89,153	93,277

*An additional $750.00 Longevity Step will be paid to all bargaining unit members on Step 33 and after.
To be eligible, a bargaining unit member must have taught in the Kalida Local School system for 20 years.
This longevity step will be payable in a lump sum on the first pay in October of each year.

J. SUPPLEMENTAL SALARIES

Groups	1	2	3	4	5	6	7	8	9	10	11
0-4 years	16%	14%	10.5%	9%	7%	6%	5.5%	4.5%	3.5%	3%	2.5%
5+ years	17%	15%	11.5%	10%	8%	7%	6.5%	5.5%	4%	3.5%	3%

% Based on BS salary schedule, corresponding to supplemental position experience. (Board has option of placing on schedule based on experience at another school or related experience at Kalida or another school.)

Group 1
Athletic Director

Group 2
Varsity Boys Basketball Coach
Varsity Girls Basketball Coach
Strength, Conditioning, Wellness Coac

Group 3

Group 4
Fall Marching Band Director
Musical Director
Varsity Boys Baseball Coach
Varsity Girls Softball Coach
Varsity Boys Soccer Coach
Varsity Girls Soccer Coach
Varsity Girls Volleyball Coach
Varsity Boys Cross Country Coach
Varsity Girls Cross Country Coach
Varsity Golf Coach
Varsity Track Coach
Reserve Boys Basketball Coach
Reserve Girls Basketball Coach

Group 5
Reserve Boys Baseball Coach
Reserve Girls Softball Coach
Reserve Boys Soccer Coach
Reserve Girls Soccer Coach
Reserve Girls Volleyball Coach
Assistant Boys Basketball Coach
Assistant Girls Basketball Coach

Group 6
Fall Auxiliary Band Director
Fall Assistant Marching Band Directo
Assistant Boys Baseball Coach
Assistant Girls Softball Coach
Assistant Boys Soccer Coach
Assistant Girls Soccer Coach
Assistant Girls Volleyball Coach
Assistant Track Coach (a)
Assistant Track Coach (b)
Freshman Boys Basketball Coach
Freshman Girls Basketball Coach
Assistant Musical Director
Weight Room Supervisor
Show Choir Director

Group 7
Freshman Girls Volleyball Coach
Freshman Boys Baseball Coach
Freshman Boys Soccer Coach
7th Grade Boys Basketball Coach
7th Grade Girls Basketball Coach
8th Grade Boys Basketball Coach
8th Grade Girls Basketball Coach
7th & 8th Grade Boys "B-Team" Basketball Coach
7th Grade Girls Volleyball Coach
8th Grade Girls Volleyball Coach
7th Grade Boys Baseball Coach
8th Grade Boys Baseball Coach
Assistant Golf Coach
Junior High Golf Coach
Junior High Cross Country Coach
Junior High Track Coach (a)
Junior High Track Coach (b)
Student Council Advisor
Elementary Early Bus Duty

Group 8
High School Cheerleading Advisor
Competition Squad Cheer Advisor
Academic Team Advisor
High School Early Bus Duty

Group 9
Pep Band Director
Play Director
Annual (Yearbook) Advisor
Junior High Athletic Event Supervisor
Elementary Late Bus Duty

Group 10
Senior Class Advisor
Prom Advisor
National Honor Society Advisor
Junior High Cheerleading Advisor
Junior High Academic Club Advisor
Junior High Student Council Advisor

Group 11
Junior Class Advisor
Foreign Language Club Advisor
Assistant Academic Team Advisor
Service Organization Advisor
Blood Mobile Coordinator
Summer Marching Band Director
Summer Auxiliary Band Director
Summer Assistant Marching Band Director
High School Science Fair Coordinator
Junior High Science Fair Coordinator
Elementary Choir Director
Elementary Volunteer Aide Coordinator
Elementary Safety Patrol Supervisor

Assistant Track Coach (c) is contingent on 80+ high school and junior high participants at the start of the track season.

The Board and the Association hereby agree to the formation of a committee to examine the current supplemental salary schedule and study any possible changes to said schedule. The committee shall be composed of three (3) association members and two (2) administrators. This committee shall report any recommended changes to the Superintendent and to the Association President by October 30, 2026. These recommended changes shall then be negotiated to be included in the successor agreement.

K. EXTENDED SERVICE

1. Staff assigned to the listed areas shall be employed at a per diem/per hour rate of pay. Such hours of employment shall be in addition to those required of other regular teaching staff not employed on an extended service contract.

Vocational Agriculture	275 hours
Band	110 hours
High School Guidance	125 hours
Elementary Guidance	75 hours for 2026-2027 50 hours for 2027-2028; 2028-2029
Technology Assistant	75 hours
Choir	30 hours

2. Intervention/Tutorial Pay - .0007 x (Base Salary [BA-0]) per period of instruction or preparation.

3. The hourly rate paid to teachers will be the same as the Tutorial Rate (no longer per diem) for work performed above and beyond any teaching contracts, extended time contracts, and/or any supplemental contracts.

L. STRS PICK UP

The Board of Education will "pick up" (assume and pay), utilizing the salary reduction method, contributions to the State Teachers Retirement System paid on behalf of bargaining unit employees under the following terms and conditions:

1. The amount to be "picked-up" and paid on behalf of each employee shall be the total bargaining unit member contribution as required in Section 3307.51 of the Revised Code or any statutory increases therein, of the bargaining unit members' gross annual compensation, at no cost to the Board of Education, and upon approval of the retirement system. The bargaining unit member's gross annual compensation shall be reduced for the purpose of State and Federal tax only by an amount equal to the amount "picked-up" and paid by the Board of Education.

2. The Board shall compute and remit all applicable contributions to the STRS based upon annual salary and/or earned compensation which includes the amount of pick-up computed herein, but assumes no further liability.

3. The "pick-up" percentage shall apply uniformly to all members of the bargaining unit as a condition of employment. No bargaining unit member covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer "pick-up."

4. The "pick-up" shall apply to all compensation including supplemental earnings.

5. Payment for all paid leaves, i.e. sick leave, personal leave, severance, supplementals including unemployment and worker's compensation, shall be based on the employee's daily gross pay prior to the reduction for "pick-up" purposes (e.g. gross pay divided by the number of days in a teacher's contract).

M. RETIREMENT SEVERANCE PAY

Any bargaining unit member of the school district with a minimum of ten or more years of accumulated service with the state, any political subdivision, or any combination thereof who elects to retire from service while in the employ of the district, shall be paid 25% of his/her accumulated and unused sick leave. The maximum payment which shall be made is 25% of 232 days or 58 days.

The rate of pay for all such accumulated days shall be the per diem rate of the annual salary as determined by the teacher's salary schedule. The per diem rate shall be computed by dividing the annual salary as per the section above by the number of days of regular required duty. (182)

As used in this section, retirement means disability or service retirement under any state or municipal retirement system in the State of Ohio. Nothing in this policy shall be construed to prevent an employee either sick or disabled from using the accumulated sick leave for the duration of the disability.

Upon receipt of documentation from any of the above named retirement systems authenticating official service retirement and unless the Board receives written notice from the employee electing not to pay severance pay, the Board shall forward such severance payment in one installment at the next regular pay period.

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

Severance will include death. In the case of death, regardless of the years of service, severance will be paid to the beneficiary(ies) designated by the employee on the form attached in this section of this agreement. (See item M1) In the absence of a beneficiary designation, severance is to be paid to the estate of the deceased per 2133.04 O.R.C.

N. EARLY NOTIFICATION BONUS

A $500.00 early notification bonus will be paid to any bargaining unit member whose resignation is submitted to the Superintendent four (4) months prior to the date of resignation. (Ex. February 1 for a June 1 resignation date.) An additional $100.00 per month for each month prior to the four (4) month notification period will also be paid. The maximum early notification bonus will be $1,000.00. See chart below for an example:

Retirement Date:	Resignation needs to be submitted to the Superintendent by:	Early Notification Bonus:
June 1	February 1	$500.00
	January 1	$600.00
	December 1	$700.00
	November 1	$800.00
	October 1	$900.00
	September 1	$1,000.00

O. VICTORY LAP - RETIREMENT INCENTIVE PROVIDING UP TO ONE ADDITIONAL YEAR OF EMPLOYMENT

1. A bargaining unit member eligible to retire pursuant to this Article shall be a bargaining unit member who is eligible for retirement under STRS.

2. Bargaining unit members must submit their application for this incentive by March 1 of the current school year to be considered for employment under this provision for the next school year.

3. The Board will act to accept the bargaining unit member's application and resignation due to retirement. The employee's retirement cannot be effective prior to the end of the student year.

4. For each qualified bargaining unit member, who is eligible for the incentive, and subject to the conditions set forth in paragraph 7 below, said bargaining unit member shall be entitled to employment for two (2) additional semesters beyond the bargaining unit member's retirement date.

5. A bargaining unit member in the incentive program shall maintain all rights contained in the Master Contract, except for the exclusions contained in subsection 7, and shall receive compensation at the appropriate rate and step of the negotiated salary schedule, as well as receiving any negotiated benefits package (to include insurance) for which the bargaining unit member is eligible.

6. The rehiring of a retiree to the same position the retiree held the previous school year shall be contingent on the completion of the requirements set forth in O.R.C. §3307.353.

7. The employment of the bargaining unit member in good standing shall end on June 30th without any further action by the Board. The parties intend the provisions of this Article to supersede the requirements of O.R.C. §§3319.16, 3319.11, and 3319.111. However, the Board must follow the requirements of O.R.C. §3319.16 to terminate an employee's contract prior to the end of the year following retirement established by this Article.

P. REIMBURSEMENT OF PROFESSIONAL TRAINING

1. Any member of the bargaining unit who earns semester hours or quarter hours from a university or college accredited by the Ohio Board of Regents, between September 1 and August 31 shall receive, in addition to the regular salary, the actual cost per credit hour up to $200.00 a semester hour and $150.00 a quarter hour following successful completion of eligible course work and submission of a transcript or record and receipt for payment of same. Total funds for such reimbursement shall not exceed $20,000 per fiscal year for classroom teaching, guidance, or administration classes. Eligible course work shall be that required to maintain, upgrade, or renew current certification or license or that course work applicable to any classroom teaching field. (When reimbursement will be sought, all eligible course work must be pre-approved by the Superintendent in advance of the completion of such work.)

   Reimbursement will be made on a first come first serve basis until the fund is exhausted. Should the reimbursement pool funds be exhausted for a given year, all eligible course work taken by a teacher, at the request of the Board of Education, shall be reimbursed in full by the Board of Education at the aforementioned rates.

Reimbursement will only be made for course work attaining a C+ or higher or a passing grade in a pass/fail course.

Payment shall be made only one time for such earned credit.

Professional growth reimbursement is renewable each year only if additional credit hours are received.

Staff members accepting credit reimbursement must remain on staff for at least one year after reimbursement or repay any reimbursement for the prior year.

2. Teachers requested by the Superintendent to attend any training and/or to take any additional coursework shall be guaranteed to receive their per diem pay. Said teachers shall be paid for an entire day if the time spent, including travel time and a 30 minute lunch or dinner, is more than four (4) hours. If less than four (4) hours then they shall be paid for half a day at their per diem rate.

   The participation is said training and/or coursework shall be voluntary. It is to be entirely optional and no repercussions shall be evidenced toward any staff member for refusing to participate. It is understood that this training is not mandatory.

   All requests for per diem rate shall be preapproved by the Superintendent using the board approved "Requested Training/Coursework" form.

Q. COMPENSATION FOR LECTURE HOURS

The Board will pay $100.00 annually to any teacher who attends the equivalent of five (5), one hour lectures dealing with education or relating to children where such lectures are offered and taken for either CEU's or a minimum of one (1) quarter hour of college credit. Such hourly credit will be cumulative from July 1 to the following June 30th. All lecture series and credits must be pre-approved by the Superintendent.

Payment will be forwarded to the individual in the first paycheck in October, or the last paycheck in January, or the last paycheck in April or the last paycheck in July whichever comes first following such submission of evidence of the completion of the CEU or college credit.

College credit hours submitted for the $100.00 lecture hour payment may not be submitted for the college credit hour reimbursement.

R. ENTRY YEAR PROGRAM

The Kalida Local School District shall incorporate the Entry Year Program as provided by the Putnam County Educational Service Center. The stipend for each mentor shall be seven hundred fifty dollars ($750.00). The Kalida Local School District Board of Education will continue the Entry Year Program should the Putnam County Educational Service Center no longer provide this program.

S. LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

Prior to September 1 of each school year, the Association and Board shall establish a Local Professional Development Committee (LPDC) pursuant to applicable state law (SB 230). The committee shall be comprised of three (3) bargaining unit members selected by the Association and two (2) administrative personnel selected by the Board. When reviewing or

approving an administrative license, one (1) bargaining unit member shall be removed from the committee and an additional appointee of the Board shall be placed on the committee.

A Chairperson shall be elected by majority vote of the LPDC. A Secretary shall be elected by the majority vote of the LPDC and shall be responsible for committee minutes and will assure the secure storage of the confidential materials used by the LPDC.

Decisions shall be made by a majority vote of the LPDC members present and voting. Three (3) members present shall constitute a quorum of which two (2) shall be bargaining unit members.

Appeals of LPDC decisions shall be made to the LPDC within thirty (30) calendar days of the LPDC decision. A second appeal may be made to the County Superintendent within thirty (30) days of the LPDC appeal hearing.

Each committee member except the secretary shall be paid $20.00 per hour up to a maximum of 25 hours for work performed outside the regular work day. The secretary shall be paid $20.00 per hour up to a maximum of 50 hours for work performed outside the regular work day.

Training for the LPDC committee members shall be in addition to other professional leave.

T. HOSPITAL SURGICAL/MAJOR MEDICAL

The Board will provide the insurance benefits offered by the Putnam County Health Insurance Consortium or by another consortium should a consortium change be deemed necessary by the Board, for full time certificated employees now or hereafter employed and his/her family. Full time is considered to be a person working five (5) hours or more per day.

Employees are required to complete enrollment forms indicating the desired coverage, i.e. family coverage, single coverage, etc.

For employees electing a High Deductible Health Plan (HDHP) the Board will contribute the following amounts, 50% payable in January of each year and 50% payable in September of each year, to the individual employee's HSA account:

	Single	Family
Effective 01-01-2027	$1,400.00	$2,500.00
Effective 01-01-2028	$1,400.00	$2,500.00
Effective 01-01-2029	$1,400.00	$2,500.00

Effective 01-01-2027 through 01-01-2029:

- Eighty Five percent (85%) of the full cost of the PPO family plan coverage shall be paid by the Board except as set forth for part time employees. (See Article VIII Section H)
- Eighty Five percent (85%) of the full cost of the HDHP family plan coverage shall be paid by the Board except as set forth for part time employees.(See Article VIII Section H)
- Eighty Five percent (85%) of the full cost of the PPO single plan coverage shall be paid by the Board except as set forth for part time employees. (See Article VIII Section H)
- Eighty Five percent (85%) of the full cost of the HDHP single plan coverage shall be paid by the Board except as set forth for part time employees. (See Article VII Section H)

For those that choose this insurance coverage, the Board shall provide full twelve (12) month coverage commencing with the first day of school (or September 1, whichever is first) and ending twelve (12) months later (or August 31, whichever is last.) This insurance shall continue in effect during absences of illness, as specified in the Ohio Revised Code, for

which the employee may use sick leave. Employees on all other leaves of absence (unpaid) including but not necessarily limited to those on maternity leave, disability leave, sabbatical leave, etc., may choose to continue participation in this group insurance by remitting the premiums to the Treasurer of the Board of Education. Such remittance shall not be required more than thirty (30) days in advance. When necessary, premiums on behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

U. SECTION 125 PLAN

A full scale/spectrum 125 plan with a mutually agreed upon company must continue in force during the duration of this program.

Board Paid Flexible Spending Account

The board will pay to our section 125 company $300.00 flex for single premium employees, with an additional $100.00 matching and $500.00 flex for family premium employees, with an additional $500.00 matching.

The flexible spending money cannot be used to pay the employees share of our health insurance premiums.

V. DENTAL INSURANCE

The Board shall purchase from an insurance carrier licensed by the State of Ohio, dental insurance coverage as agreed to by the Putnam County Insurance Consortium, or by another consortium, for full time certificated employees now or hereafter employed and his/her family. Full time is considered to be a person working five (5) hours or more per day.

Employees are required to complete enrollment forms indicating the desired coverage, i.e. family coverage, single coverage, etc.

Ninety percent (90%) of the full cost of such insurance and ninety percent (90%) of any increases thereof for both the family plan and single plan coverage shall be paid by the Board except as set forth for part time employees. (See Article VIII Section H) The balance of the cost will be borne by the individual employee via payroll deduction. Such deductions will be monthly.

For those that choose this insurance coverage, the Board shall provide full twelve (12) month coverage commencing with the first day of school (or September 1, whichever is first) and ending twelve (12) months later (or August 31, whichever is last.) This insurance shall continue in effect during absences of illness, as specified in the Ohio Revised Code, for which the employee may use sick leave. Employees on all other leaves of absence (unpaid) including but not necessarily limited to those on maternity leave, disability leave, sabbatical leave, etc., may choose to continue participation in this group insurance by remitting the premiums to the Treasurer of the Board of Education. Such remittance shall not be required more than thirty (30) days in advance. When necessary, premiums on behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage

W. HEALTH INSURANCE WAIVER (OPTING OUT PROGRAM)

Any full-time certificated staff member eligible to receive Board paid contributions toward hospitalization, who waives the right to insurance from 1 to 12 months during any one (1) benefit year, will receive the following:

# of Employees Opting Out	Monthly Amount	Annual Amount
12 or less employees (Certified &/or Non-certified)	$170.00	$2,040.00
13 employees (Certified &/or Non-certified)	200.00	2,400.00
14 employees (Certified &/or Non-certified)	250.00	3,000.00
15 employees (Certified &/or Non-certified)	300.00	3,600.00
16 or more employees (Certified &/or Non-certified)	350.00	4,200.00

In the event of a change in the need for coverage due to a COBRA or other qualifying event causing the cessation of the teacher's alternate source of coverage during the waiver year, the teacher may reinstate coverage effective the first day of the following month without having to meet any pre-existing condition requirement provided the proper application card has been completed and submitted to the Treasurer. Such entry into the insurance program will preclude the bargaining unit member from receiving the healthcare insurance waiver payment in lieu of coverage for the months that were not waived as indicated during the benefit year.

Should a teacher elect to participate in the program, the teacher must submit written Notification of Waiver and Verification of Alternative Coverage to the Treasurer by the 10th of the month for the following month(s). (See item V1) The waiver shall remain in force until written notification is received noting the need to change. A newly employed teacher may elect to participate at the time of initial employment. Payment in this instance shall be made on a pro rata basis.

Payment for this health insurance waiver program will be paid twice a year, in December and May.

The Kalida Education Association and the Kalida Local Board of Education agree to an early pay for the insurance opt-out program for bargaining unit members who terminate employment with the Kalida Local Schools due to retirement, other employment, termination or other legitimate reasons. The payment will be made following the final month the member is enrolled in the opt-out program.

This payment in lieu of coverage is not subject to retirement; however, it is subject to IRS tax laws.

X. VISION INSURANCE

Effective January 1, 2018 the Board shall purchase from an insurance carrier licensed by the State of Ohio, vision insurance for full time certificated employees now or hereafter employed and his/her family. Full time is considered to be a person working five (5) hours or more per day.

Employees are required to complete enrollment forms indicating the desired coverage, i.e. family coverage, single coverage, etc.

The Board will pay a set amount each year of the full cost of vision insurance. The balance of the cost will be borne by the individual employee via payroll deduction. Such deduction will be monthly.

Eighty Five percent (85%) of the full cost of such insurance and Eighty Five percent (85%) of any increases thereof for both the family plan and single plan coverage shall be paid by the Board except as set forth for part time employees. (See Article VIII Section H) The balance of the cost will be borne by the individual employee via payroll deduction. Such deductions will be monthly.

For those that choose this insurance coverage, the Board shall provide full twelve (12) month coverage commencing with the first day of school (or September 1, whichever is first) and ending twelve (12) months later (or August 31, whichever is last) as long as the employee maintains employment with Kalida Local Schools. This insurance shall continue in effect during absences of illness, as specified in the Ohio Revised Code, for which the employee may use sick leave. Employees on all other leaves of absence (unpaid) including but not necessarily limited to those on maternity leave, disability leave, sabbatical leave, etc., may choose to continue participation in this group insurance by remitting the premiums to the Treasurer of the Board of Education. Such remittance shall not be required more than thirty (30) days in advance. When necessary, premiums on behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage

Y. LIABILITY INSURANCE

The Board will provide liability insurance for each individual teacher in the amount of $15,000,000 per claim; $17,000,000 aggregate; as long as the employee is working under the scope of assigned duties and as long as the employee is not engaged in illegal activity.

Z. LIFE INSURANCE

The Board will provide life insurance for each individual teacher in the amount of $50,000 for each school year.

M1. **SEVERANCE BENEFICIARY FORM**

I, _____, designate the following beneficiary (ies) for receipt of payment of any severance benefits under this agreement in the event of my death. I understand that, in the absence of a designation, the severance payment would be made to the fiduciary of my estate. I hereby designate as the primary beneficiary (ies) the following person (s):

NAME	RELATIONSHIP	ADDRESS	PHONE #	PERCENTAGE
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

(Total percentage for all beneficiary (ies) should equal 100%)

In the event one of the foregoing precedes me, I hereby designate as secondary beneficiary (ies) the following person(s):

NAME	RELATIONSHIP	ADDRESS	PHONE #	PERCENTAGE
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

(Total percentage for all beneficiary (ies) should equal 100%)

I understand that it is incumbent upon me to keep the Board Treasurer informed of current addresses and telephone numbers of all beneficiary (ies) named by me so that they may be contacted without delay or difficulty in the event of my death.

_____ _____
(Date) (Signature – Employee)

_____ _____
(Date) (Signature – Employee's Spouse)

V1. **NOTIFICATION OF WAIVER AND VERIFICATION OF ALTERNATIVE COVERAGE FORM**

A. **Waived Coverage**: I do NOT want
- ☐ Health Insurance

B. **Current Heath Coverage Status:** I have ....(Check one)
- ☐ Coverage through my Current Employer
  - Other Insurance Company Name:_____
- ☐ Coverage through my Spouse's Employer
  - Spouse's Name:_____
  - Spouse's S.S. #:_____
  - Spouse's Employer:_____
- ☐ Other Coverage
  - Please explain:_____
- ☐ No Coverage

C. **Authorization:** The terms of this waiver are explained in Section D below. I have read and understand those terms.

Print Employee Name _____
SS #

Print Spouse Name _____
SS #

Signature of Employee_____
Date

D. **Explanation of Waiver**

I understand that if I check any of the choices listed under Question A of this Waiver Form that I am choosing not to have those persons covered under the health insurance designated and any later application for enrollment and acceptance will be subject to all underwriting requirements.

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance coverage, you may in the future be able to enroll yourself or your dependents in this plan, provided that your request enrollment within 30 days after your other coverage ends. In addition, if you have a new dependent as a result of marriage, birth, adoption or placement for adoption, you may be able to enroll yourself and your dependents, provided that you request enrollment within 30 days after the marriage, birth, adoption or placement for adoption.

WARNING: Any person who, with intent to defraud or knowing that he or she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud. (Ohio Revised Code Section 3999.21)

ARTICLE VIII

WORKING CONDITIONS

A. WORK YEAR DEFINED

The length of the school year for regular teaching staff and staff not on extended service contracts shall be 182 days or the hourly equivalent. For the purpose of this contract the length of a day shall be 7 hours and 20 minutes as defined in the work day defined section of Article VIII, Section C.

B. WORK WEEK DEFINED

The normal work week for all bargaining unit members shall be Monday through Friday.

C. WORK DAY DEFINED

The normal length of the school day for full-time staff shall be 7 hours 20 minutes. Said workday shall provide for no less than a thirty (30) minute, uninterrupted duty-free lunch period. Except for scheduled after school parent teacher conferences, staff will be permitted to leave immediately after dismissal of students.

The official closing of schools by the Superintendent of Schools on account of severe weather, emergency conditions or other reasons deemed necessary shall not result in loss of pay or additional days of work without pay for the first five (5) days of calamity. After the first five (5) calamity days are depleted, the District will utilize Professional Development and E-Learning days as outlined in the Calamity Days section of this Agreement. E-learning days and Professional Development days shall take the place of the traditional "make-up" days. All days beyond the first five (5) calamity days will be made up and shall be without additional pay. School delays and early releases caused by calamity will not be made up unless the District falls below the state minimum required hours.

When weather conditions necessitate alteration of the starting time for the school day, the Superintendent shall use his/her best judgment in determining the need for a three (3) hour delay for the start of school. In the event of a 3-hour delay, an extended day of one hour will NOT be utilized unless it is necessary to comply with ORC 3313.48.

D. CALAMITY DAYS

Nothing in this Agreement shall require the Board to keep offices and buildings open in the event of inclement weather, or when otherwise prevented by an act of God, or an event that causes the closing of schools. ~~When the schools are closed to students, due to the above conditions, bargaining unit members shall not be required to report to their job assignments.~~

1. **Days 1 through 5:** When the schools are closed to students due to the above conditions for the first five (5) calamity days, bargaining unit members shall not be required to report to their job assignments.

2. **Days 6, 7, and 8 (Professional Development):** The sixth (6th), seventh (7th), and eighth (8th) calamity days shall be designated as Professional Development days. Students will not have assignments on these days.

3. **Day 9 and Beyond (E-Learning):** Beginning with the ninth (9th) calamity day and any subsequent calamity days, the District will implement E-Learning days for students.

4. **Staff Reporting Requirements:** On calamity days six (6) and beyond, bargaining unit members are required to report to their job assignments on a 2-Hour Delay Schedule to fulfill their Professional Development or E-Learning duties.

5. **Level 3 Road emergency Exception:** In the event that Putnam County, or a bargaining unit member's county of residence, is under a level 3 Road Emergency, bargaining unit members shall not be required to report to the physical school building. In such instance, members will fulfill their Professional Development or E-Learning responsibilities remotely from home.

E. CLASS SIZE

Class sizes shall be maintained at reasonable levels as determined by the following:

1. Class sizes shall be maintained at levels not to exceed the state minimum standards.

2. Class size loads will also take into consideration the number of special education or other high "teacher demand" students; subject and student grading requirements as well as the number of preparations for all other classes required of the affected teacher.

F. SUPPLY ORDER

Each staff member shall be permitted to expend up to $100.00 of the Board's educational supply funds toward the discretionary purchase of materials, supplies, books, equipment or any other such teaching/learning materials to be used in conjunction with that teacher's current assignment.

An open purchase order will be issued to Educational Providers of Lima to cover these expenditures each year.

G. PLANNING TIME

Teacher shall be provided sufficient time for designing their work, evaluating student progress, conferencing, and team planning. Time shall be established for teachers to pursue collaborative planning for the development of lesson plans, professional development, and shared learning. The schedule of a full-time equivalent classroom teachers assigned to a school with a teacher day of six (6) hours or longer, excluding the thirty (30) minutes lunch period, shall include at least two hundred (200) minutes per week for these purposes.

ARTICLE IX

OTHER PROVISIONS

A. SEPARABILITY

In the event there is a conflict between a provision of this Agreement and any applicable state law, or valid rule or regulation adopted by a state agency pursuant thereto, the terms of this Agreement shall prevail as to that provision except as may otherwise be provided by ORC 4117.10(A).

If any provision of this agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be null and void.

All other provisions of the Agreement which are not in conflict with any applicable state or federal law, or valid rule or regulation adopted by a federal agency or a state agency pursuant thereto, shall continue in full force and effect in accordance with their terms.

If, during the terms of this Agreement, there is a change in any applicable state or federal law, or valid rule or regulation adopted by a federal agency or a state agency pursuant thereto, which would invalidate any provision of this agreement, the parties will meet to negotiate any necessary change in the Agreement relative to the affected provision within thirty (30) days by demand of either party.

If, during the term of this Agreement, there is a change in any applicable state or federal law, or valid rule or regulation adopted by a federal agency or a state agency pursuant thereto, which requires the Board of Education to develop policies that affect the term(s), condition(s) of employment or working condition(s), then the parties will meet to negotiate the additional term, condition of employment or working condition within thirty (30) days by demand of either party.

B. AMENDMENT

This agreement may be amended by mutual consent of both parties.

C. RIGHTS OF INDIVIDUALS

1. Procedures established pertaining to negotiations shall not abridge the rights of an individual to discuss with the Superintendent or administrative staff or with the Board of Education matters of personal concern.

2. It is recognized that personnel have the right to join or not to join the Association, and that membership shall not be a prerequisite of employment for any of the bargaining unit employees.

3. No action to coerce, censor or penalize any negotiation participant (or member of bargaining unit) shall be made or implied as a result of participation in the negotiation process, membership in the Association, or participation in any of its activities.

D. MANAGEMENT RIGHTS

The KEA recognizes Board of Education is vested exclusively with the sole and exclusive right to direct the operation of the School District and the work of its employees, including but not limited to, the right to determine matters of inherent managerial policy, direct, supervise, evaluate, or hire, determine efficiency and effectiveness of operations, determine overall methods or personnel need, suspend, discipline, demote, or discharge for just cause or layoff, transfer, assign, schedule, promote, or retain employees, determine adequacy of the work force, determine overall mission, effectively manage the work force, and take necessary action to carry out its mission.

The employer is not required to bargain on subjects reserved to the management and direction of the governmental unit except as affect wages, hours, terms and conditions of employment, and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement. A public employee may raise a legitimate complaint or file a grievance based on the collective bargaining agreement.

E. DURATION OF AGREEMENT

This agreement shall become effective and remain in full force and effect from August 1, 2026, through July 31, 2029, both dates inclusive. This agreement shall be the base from which future negotiations shall proceed. If any provision in this agreement is not modified or deleted through future negotiations, it shall be carried forward, automatically, in writing, into each successor agreement.

Nothing in this agreement shall prohibit the parties, by written mutual agreement, to enter into negotiations at an earlier date than indicated in this article.

The policies enacted by this contract, when ratified will supersede any rules, regulations and practices of the Board, which may be contrary or inconsistent with the terms of this contract.

4-8-26
President Date
Kalida Education Association

4.8.26
President Date
Kalida Local Board of Education

4-8-26
Negotiations Chairperson Date
Kalida Education Association

4/8/26
Superintendent Date
Kalida Local Board of Education

Appendix A

School Board Policy 3220 - **STANDARDS-BASED TEACHER EVALUATION**

The Board of Education is responsible for a standards-based teacher evaluation policy which conforms to the framework for evaluation of teachers as approved by the State Board of Education and aligns with the "Standards for the Teaching Profession" as set forth in State law.

The Board adopts the Ohio Teacher Evaluation System ("OTES") model as approved by the State Board of Education. The latest edition is OTES 2.0.

The Board believes in the importance of ongoing assessment and meaningful feedback as a powerful vehicle to support improved teaching performance and student growth, as well as promotion and retention decisions for teachers.
This policy shall be implemented as set forth herein and shall be included in the collective bargaining agreement with the Kalida Education Association and in all extensions and renewals thereof.

This policy has been developed in consultation with teachers employed by the Board.

The Board authorizes the Superintendent to establish and maintain an ongoing KLS OTES Committee, with continuing participation by District teachers represented by the KEA President or delegate, for the express purpose of recommending necessary changes to the Board for the appropriate revision of the policy.

Definitions

"OTES" - Stands for the Ohio Teacher Evaluation System as adopted by the Ohio State Board of Education in 2020, or as otherwise modified by the State Board of Education.

"Teacher" - For purposes of this policy, "teacher" means licensed instructors who spend at least fifty percent (50%) of his/her time providing content-related student instruction and who is working under one (1) of the following:

A. A license issued under R.C. 3319.22, 3319.26, 3319.222 or 3319.226; or

B. A permanent certificate issued under R.C. 3319.222 as it existed prior to September 2003; or

C. A permanent certificate issued under R.C. 3319.222 as it existed prior to September 2006; or

D. A permit issued under R.C. 3319.301.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this policy.

The Superintendent, Treasurer, and any "other administrator" as defined by R.C. 3319.02 are not subject to evaluation under this policy.

"Credentialed Evaluator" - means the appropriately qualified individual, assigned by the District, who is responsible for completing the evaluation process for a teacher. For purposes of this policy, each teacher subject to evaluation will be evaluated by a person who:

A. meets the eligibility requirements under R.C. 3319.111(D); and

B. holds a credential established by the Ohio Department of Education (ODE) for teacher evaluation; and

C. has completed State-sponsored evaluation training and has passed an online credentialing assessment;

D. The goal of the Board is to use evaluators employed by the school district as building and district administrators. Credentialed evaluators must be a full-time employee of the Board.

The Board shall authorize the Superintendent/designee to approve and maintain a list of credentialed evaluators as necessary to effectively implement this policy, and a copy shall go to the KEA president.

"High-Quality Student Data" – means locally-determined data that provides evidence of student learning attributable to the teacher who is being evaluated. When applicable to the grade level or subject area taught, High-Quality Student Data (HQSD) shall include the value-added progress dimension and the teacher shall use at least one other measure of HQSD to demonstrate student learning. HQSD may also include data obtained from the list of Ohio Department of Education approved student assessments.

High-quality student data may not include student learning objectives (SLOs) or shared attribution measures.

"Value-Added" - refers to the EVAAS Value-Added methodology provided by SAS, Inc., which provides a measure of student progress at the District and school level based on each student's scores on State-issued standardized assessments.

"Evaluation Cycle" - means the period of time for the completion of the evaluation procedure. The evaluation cycle is completed when performance assessments are conducted for the current school year and the teacher is assigned a final holistic rating.

"Evaluation Framework" - means the document created and approved by the Ohio Department of Education (ODE) in accordance with R.C. 3319.111(A) that establishes the standards-based framework for the evaluation of teachers developed under R.C. 3319.112.

"Evaluation Instruments" - refers to the forms developed by the ODE, including the "Teacher Performance Evaluation Rubric".

"Evaluation Procedure" - refers to the procedural requirements set forth in this policy are intended to provide specificity to the statutory obligations established under R.C. 3319.111 and R.C. 3319.112 and to conform to the framework for the evaluation of teachers developed under R.C. 3319.112.

"Final Evaluation Rating" - means the final holistic evaluation rating that is assigned to a teacher pursuant to terms of this policy. The evaluation rating is assigned at the conclusion of the evaluation cycle.

Standards-Based Teacher Evaluation

Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based upon teacher performance, student growth, and other locally determined criteria.

Each teacher evaluation will result in an evaluation rating of:

A. Accomplished;

B. Skilled;

C. Developing; or

D. Ineffective.

The specific standards and criteria for distinguishing between these ratings/levels of performance shall be the same as those developed by the State Board of Education, which are incorporated herein by reference.

The Superintendent shall annually cause to be filed a report to the Ohio Department of Education (ODE) the number of teachers for whom an evaluation was conducted as well as the number of teachers assigned each rating as set forth above, aggregated by teacher preparation programs from which and the years in which the teachers graduated. The Board will utilize the ODE's guidelines for reporting this information.

The Board may elect not to evaluate a teacher who was on leave from the School District for fifty percent (50%) or more of the school year.

The Board may elect not to evaluate a teacher who has submitted a notice of retirement that was accepted by the Board no later than December 1st of the year the teacher was scheduled to be evaluated.

The Board may elect not to evaluate a teacher who is participating in the Ohio teacher Resident Educator program in the year during which the teacher takes at least half of the performance-based assessment as prescribed by the State Board of Education for the first time.

Professional Growth Plans

Based upon the results of the annual teacher evaluation, each teacher must develop either a professional growth plan or be placed on a professional improvement plan as follows:

A. A teacher whose final holistic rating is "accomplished" on his/her most recent evaluation will develop a professional growth plan and may choose his/her their credentialed evaluator from those available to the Board for that purpose, utilizing the components determined by the District.

B. A teacher whose final holistic rating is "skilled" will develop a professional growth plan collaboratively with his/her credentialed evaluator and will have input on his/her evaluator for the next evaluation cycle, utilizing the components determined by the District.

C. A teacher whose final holistic rating is "developing" will develop a professional growth plan guided by his/her assigned credentialed evaluator, utilizing the components determined by the District.

D. A teacher whose final holistic rating is "ineffective" will be placed on a professional improvement plan by their assigned evaluator, utilizing the components determined by the District.

E. A teacher who is new to the profession or new to the District will develop a professional growth plan collaboratively with his/her credentialed evaluator, utilizing the components determined by the District.

F. The District administration has discretion to place a teacher on an Improvement Plan in a targeted area at any time based on any individual deficiency exhibited in the evaluation system by the teacher. This targeted improvement plan is to be used in conjunction with the Professional Growth Plan for the balance of the current evaluation cycle.
G. **The Professional Growth Plan should focus on only one or two goals**
H. **The Professional Growth Plan should reflect the evidence available and focus on the most recent evaluation and observation.**
I. **The school district should provide for professional development opportunities and support the teacher by providing resources. (e.g. time and financial)**
J. **Te Professional Growth Plan must be clear and comprehensive. It is aligned to the most recent evaluation results and proposes a sequence of appropriate activities leading to progress towards the goals.**

Professional Improvement Plans

A. **The purpose of an Improvement Plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support.**
B. **When an administrator initiates an Improvement Plan, he or she must:**
   - **Identify, in writing, the specific area(s) for improvement, aligned to the Ohio Standards for the Teaching Profession;**
   - **Specify, in writing, the level performance the teacher is expected to reach and a reasonable timeframe to correct the deficiencies;**
   - **Develop and implement a written plan for improvement that will be initiated immediately and include available resources and assistance;**
   - **Determine additional education or professional development the teacher needs to improve in the identified area(s);**
   - **Gather evidence of progress of lack of progress.**

C. **An evaluator must release the educator's performance in accordance with the written plan. This reassessment should include multiple performance observations.**

Board Professional Development Plan

In accordance with the Ohio State Board of Education's State-wide evaluation framework, the Board has adopted a specific plan for the allocation of financial resources to support the professional development of teachers covered by this policy. The plan will be reviewed annually and shared with the KLS evaluation committee.

Assessment of Teacher Performance

Teacher performance will be evaluated during formal observations and periodic informal observations also known as "classroom walkthroughs." Such performance will be used to determine the teacher's evaluation rating and will be assessed through a holistic process by trained and credentialed evaluators based upon the following *Ohio Standards for the Teaching Profession:*

A. understanding student learning and development, respecting student diversity, and holding high expectations for all students to achieve and make progress at high levels an;
B. knowing and understanding the content area for which they have instructional responsibility;
C. understanding and using varied assessments to inform instruction, evaluate and ensure student learning;
D. planning and delivering effective instruction that advances individual student learning;
E. creating learning environments that promote high levels of student learning and achievement for all students;
F. collaborating and communicating with students, parents, other educators, District administrators, and the community to support student learning; and
G. assuming responsibility for professional growth and performance as an individual and as a member of a learning community.

Formal Observation and Classroom Walkthrough Sequence

A. A teacher not under consideration for renewal or nonrenewal who is subject to a full evaluation cycle shall be evaluated based on at least two (2) formal observations of at least thirty (30) minutes each and periodic classroom walkthroughs each school year. All formal observations will have a pre-observation conference.

   The first formal observation will be a holistic observation where the evaluator assesses all areas of the rubric demonstrated during the observation as well as information gained from any pre-observation conference or other sources selected by the evaluator.

   The second and any subsequent formal observation(s) will be focused observations in which the evaluator emphasizes identified focus area(s). Identified focus areas will be selected after completion of the holistic observation, and may include area(s) of relative strength and/or area(s) targeted for improvement. Teachers with a final evaluation rating of Accomplished (from the previous year) will select their own focus area(s). A teacher with a final evaluation rating of Skilled (from the previous year) will select focus area(s) in collaboration with his/her evaluator. A teacher with a final evaluation rating of Developing (from

the previous year) will be guided by his/her evaluator in determining focus area(s). A teacher with a final evaluation rating of Ineffective (from the previous year) will have focus area(s) selected by the evaluator. A teacher new to the profession will select focus area(s) in collaboration with his/her evaluator." Evaluators will collect evidence during the focused observation to assess the identified focus area(s). Evaluators will also document evidence to support the final evaluation rating.

B. A teacher new to the District or any teacher on a limited contract who is under consideration for renewal/nonrenewal shall receive at least three (3) formal observations in addition to periodic (at least two (2)) classroom walkthroughs unless the Superintendent waives the third observation. All formal observations will have a pre-observation conference.

A teacher who has been granted a continuing contract by the Board and who receives a rating of "Accomplished" on his/her most recent evaluation may be evaluated once every three (3) years. The teacher will be required to submit a self-directed professional growth plan to the evaluator, and the evaluator will determine if the teacher is making progress on the plan. The professional growth plan will focus on the most recent evaluation of the teacher. The teacher will be provided with at least one (1) formal or informal observation and post-conference in any year that such teacher is not formally evaluated.

The Board may evaluate each teacher who received a rating of Skilled on the teacher's most recent evaluation once every two (2) years. The teacher and the evaluator will jointly develop a professional growth plan for the teacher and the evaluator will determine if the teacher is making progress on the plan. The professional growth plan will focus on the most recent evaluation and observations of the teacher. Teachers will be provided with at least one (1) formal observation and post-conference in any year that such teacher is not formally evaluated.

Evaluations will be completed by May 1st and each teacher will be provided a written report of the results of his/her evaluation by May 10th. Written notice of nonrenewal will be provided by June 1st.

In evaluating teacher performance, the Board shall utilize the measures set forth by the Ohio Department of Education's OTES "Teacher Performance Evaluation Rubric" for instructional planning, instruction and assessment, and professionalism.

Formal Observation Procedure

A. All formal observations shall be preceded by a conference between the evaluator and the employee prior to the observation in order for the employee to explain plans and objectives for the classroom situation to be observed.
B. A post-observation conference shall be held after each formal observation.

Informal Observation/Classroom Walkthrough Procedure

A walkthrough is an informal observation in which an evaluator may assess one or more areas in the Teacher Performance Evaluation Rubric.
Evaluators may but are not limited to collecting evidence in any identified focus area(s). Walkthroughs may be announced or unannounced. The walkthrough should be of sufficient duration to allow the evaluator to assess the focus of the walkthrough.

A walkthrough shall consist of at least ten (10) consecutive minutes, but not more than thirty (30) consecutive minutes in duration. The walkthrough should be of sufficient duration to allow the evaluator to assess the focus of the walkthrough.

Data gathered from the walkthrough will inform the final evaluation.

Feedback from a walkthrough shall be provided after the walkthrough. The teacher and/or administrator may request a face to face meeting to discuss observations relative to the identified focus of the walkthrough.

Classroom walkthroughs shall not unreasonably disrupt and/or interrupt the learning environment.

Use of High-Quality Student Data

At least two measures of high-quality student data will be used as evidence of student learning. The teacher will select student data that will be used in consultation with the evaluator, and will provide evidence that demonstrates the teacher has used the data in accordance with this policy. The evaluator may use the data as evidence to determine a performance rating in any component of the evaluation where applicable. The evaluation committee shall provide a recommendation to the Superintendent and the Association President on the use of proposed vendor assessments prior to submission to the Board of Education. The committee may ask for the vendor to make a presentation to the committee. Teachers will be properly trained on all new vendor assessments as agreed upon by the evaluation committee.

When applicable to the grade level or subject area(s) taught by a teacher, high-quality student data will include the value-added progress dimension. High-quality student data will meet the following criteria:

A. aligns to learning standards
B. measures what is intended to be measured
C. is directly attributable to the teacher being evaluated for course(s) and grade level(s) taught
D. demonstrates evidence of student learning (achievement and/or growth)
E. follows protocols for administration and scoring
F. provides trustworthy results; and
G. is fair and unbiased

Teachers must provide evidence to their evaluator which demonstrates that they have used high-quality student data in the following ways:

A. critically analyze and reflect upon results to support improvement and enhancement of student learning
B. assess student learning needs and styles, including the strengths and weaknesses of an entire class as well as individual students in each class
C. inform and adapt instruction to meet student needs; and
D. measure student learning achievement and growth, as well as progress toward achieving state and local standards.

In addition to value-added data, the superintendent may select high-quality data from among state-approved vendor assessments or other locally determined measures or instruments that meet the definition and criteria outlined above.

The Superintendent and Credentialed Evaluators shall maintain a list of approved high-quality student data in consultation with experts in the field of education and with the District's evaluation committee and make it available to the evaluation committee.

For the purpose of selecting high-quality student data, the Board defines the term "expert" to include members of the District's administrative team, credentialed evaluators, as well as employees or consultants hired by the educational service center, or another private or public entity to provide expertise on student growth and learning.

Final Evaluation Procedures

Evaluators will consider evidence gathered during the evaluation cycle to assign a final holistic evaluation rating, based upon the criteria developed by the Ohio Department of Education.

The evaluator shall submit the final written evaluation using the reporting system prescribed by the Ohio Department of Education (ODE). The teacher will confirm receipt of the same.

The evaluation report shall be signed by the evaluator and the teacher to verify notification to the teacher that the evaluation shall be placed on file. The teacher's signature shall not be construed as evidence that the teacher agrees with the content of the evaluation report. Electronic signatures (e.g. - a "PIN") may be used. The evaluation report shall be completed, signed by both parties, and filed with the Superintendent no later than May 10. pon request, teachers shall be given copies of all information and document obtained through the evaluation process.

Retention and Promotion Decisions/Removal of Poorly Performing Teachers

It is the purpose of this Standards-Based Teacher Evaluation Policy to improve the quality of instruction, enhance student learning, and strengthen professional competence through meaningful feedback and targeted professional development. In addition, the evaluations produced will serve to inform the Board on employment decisions, i.e., retention, promotion of teachers, renewal of teaching contracts, and the removal/nonrenewal of poorly performing teachers.

Definitions:

"Retention" - for purposes of this policy refers to employment decisions on the question of whether or not to suspend a contract pursuant to a reduction in force, nonrenew a limited or extended limited contract, or terminate employment for good and just cause. In the case of a reduction in force, seniority will not be considered when making decisions on contract suspensions, except in the instance of comparable evaluations. The decision to nonrenew or terminate the contract of a poorly performing teacher may be informed by the evaluation(s) conducted under this policy. However, decisions to nonrenew or terminate a teaching contract are not limited by the existence of this policy.

"Promotion" - as used in this context is of limited utility given the fact that teachers covered by this policy are not currently employed in any discernible hierarchy. Nevertheless, when making decisions relative to such matters as determining department or grade level chairpersons, selections to curricular or strategic planning bodies, or teaching assignments, the Board will consider teacher performance as indicated by evaluations.

"Poorly Performing Teachers" - refers to teachers identified through the evaluation process set forth in this policy who demonstrate an inability and/or unwillingness to meet the reasonable expectations of this standards-based evaluation system.

"Comparable Evaluations" - since seniority may not be the basis for teacher retention or other employment decisions, except when deciding between teachers who have comparable evaluations, this refers to teachers within the categories of "Ineffective," "Developing," "Skilled," and "Accomplished."

Removal of Poorly Performing Teachers
Removal of poorly performing teachers will be in accordance with the nonrenewal and termination statutes of the Ohio Revised Code.

Nothing in this policy will be deemed to prevent the Board from exercising its rights to nonrenew, terminate, or suspend a teaching contract as provided by law and the terms of the collective bargaining agreement in effect between it and the Kalida Education Association. The evaluation system and procedures set forth in this policy shall not create an expectation of continued employment for teachers on a limited contract that are evaluated under this policy. The Board reserves the right to nonrenew a teacher evaluated under this policy in accordance with R.C. 3319.11 notwithstanding the teacher's holistic rating.