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MASTER AGREEMENT BETWEEN THE

SOUTH CENTRAL BOARD OF EDUCATION

AND

THE SOUTH CENTRAL EDUCATORS' ASSOCIATION

South Central Educators' Association

EFFECTIVE
JULY 1, 2026 - JUNE 30, 2028

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ARTICLE I

PREAMBLE

This agreement is made and entered into by and between the South Central Board of Education of Greenwich, Ohio, hereinafter referred to as the "Board," and the South Central Educators' Association, hereinafter referred to as "Association."

ARTICLE II

DEFINITIONS

SECTION 1 – BOARD

The Board is recognized as the locally elected body charged with the responsibility and authority to manage and direct, on behalf of the public, all operations and activities of the School District to the full extent authorized by existing and revised laws of the State of Ohio.

SECTION 2 – SUPERINTENDENT

The Superintendent is recognized as the executive officer of the School District and the chief advisor of the Board. The Superintendent and his or her staff have the responsibility of carrying out Board established policies.

SECTION 3 – INSTRUCTIONAL STAFF

Instructional Staff includes all professional, nonsupervisory personnel (as certified by the State Employment Relations Board), both full- and part-time, whether under contract, either verbal or written, on sick leave and/or maternity leave from the District, or on a per diem or hourly rate basis, employed by the District performing any work currently being performed by teachers, including classroom teachers PreK-12, special, vocational, and substitutes in the same position for at least sixty (60) days, librarians, Title I, Athletic Directors who are otherwise covered under this clause, guidance counselors, and intervention specialists.

Hereinafter, the word Teacher means any member of the bargaining unit.

SECTION 4 – PROFESSIONAL NEGOTIATIONS

Professional Negotiations shall mean conferring, discussing, and negotiating in good faith by the Board and/or the Administration and the Association in an effort to reach agreement with respect to matters of concern to the Board and to the Association.

SECTION 5 – GOOD FAITH

Good Faith involves coming to the negotiation table with the intention of negotiating. Good Faith requires that the Board and/or the Administration and the Association be willing to react to each other's proposals. Good Faith requires the parties to recognize negotiations as a shared process. The obligation of the Board and/or the Administration and the Association to meet for purposes of professional negotiations does not compel either party to agree to a proposal or require the making of a concession.

SECTION 6 – SCHOOL, ADMINISTRATION, TEACHER, PRINCIPAL, BUILDING REPRESENTATIVE

When used in this procedure, School shall mean any work location or functional division or group; Administration shall mean the Superintendent and/or his designated representatives; Principal shall mean the administrator of any work location or functional division or group; Teacher shall mean any certificated personnel.

Building Representative shall mean the agent of the Association in any work location or functional division or group; Association Designee shall mean any person assigned by the Association to handle a particular case. The singular shall include the plural. The masculine shall include the feminine.

SECTION 7 – IMMEDIATE FAMILY

Immediate Family includes: husband, wife, son, daughter, step family member, father, mother, sister, brother, in-laws, grandparents, and grandchildren. Definition also includes other persons who have assumed similar positions, and/or persons residing in the immediate household for a minimum of five (5) consecutive years.

SECTION 8 – YEAR

"Year" shall be defined herein using the following three conventions:

1. ACADEMIC – August 1 through July 31
2. FISCAL – July 1 through June 30
3. COLLECTIVE BARGAINING AGREEMENT (CBA) – July 1 through June 30

ARTICLE III

INDIVIDUAL AND ORGANIZATIONAL RIGHTS

SECTION 1 – TEACHERS' RIGHTS

Except for the requirements set forth in Article III, Section 6, teachers have the right to join or to refrain from joining any organization for their professional or economic improvement, and the advancement of public education.

SECTION 2 – REPRISAL

No reprisal of any kind shall be taken by or against any participant in negotiations with the Administration and/or Board by reason of such participation.

SECTION 3 – DUES CHECK-OFF

Teachers may have payments in accordance with such written authorization as to deductions of same as is executed by each employee and delivered to the Treasurer of the Board for professional dues deducted in twenty (20) equal payments commencing with the first pay in October. The Board Treasurer will issue a warrant to the SCEA Treasurer for the amount of dues deducted monthly. The Association will hold the Board and Association Members safe and harmless and will indemnify the Board and the Association Members against any and all loss, claims, demands, suits, orders or judgments brought or issued, or other forms of liability as shall arise out of or by reason of action taken or not taken by the Board or the Association Members or that the Board or the Association Members may sustain under this Article or any findings for wrongful disbursements of any state or federal agency.

In addition, teachers may authorize payroll deductions for EPAC (Educators Political Action Committee) under the same terms and conditions as outlined above.

SECTION 4 – ORGANIZATIONAL RIGHTS

a. Association shall have the right to use the facilities of any building for meetings upon notification of the building administrator. The building administrator will approve use of the facility provided such use does not interfere with any previously scheduled activity in the building.

b. Association shall have the use of school faculty lounge bulletin boards, email, telephone, fax, computer,

and copy equipment.

c. Association shall have the right to make organizational announcements in faculty meetings; use of public address system and faculty bulletins to teachers and staff as provided.

d. Association shall receive advance notice of all Board meetings and a copy of the agenda for each meeting.

e. Upon written request, copies of all financial reports which are routinely provided to the Board of

Education shall be provided to the Association president or designee.

SECTION 5 – SAFE AND HARMLESS

The Association will hold the Board and Association Members safe and harmless and will indemnify the Board and the Association Members against any and all loss, claims, demands, suits, order, or judgments brought or issued, or other form of liability as shall arise out of or by reason of action taken or not taken by the Board or the Association Members or that the Board or the Association Members may sustain under this Article or any findings for wrongful disbursements of any state or federal agency.

ARTICLE IV

RECOGNITION

The South Central Board of Education, hereinafter the "Board," hereby recognizes the South Central Educators Association OEA/NEA Local, hereafter the "Association", as the sole and exclusive bargaining representative, for the purposes of and as defined in Chapter 4117 Ohio Revised Code, for all professional, nonsupervisory personnel (as certified by the State Employment Relations Board), both full- and part-time whether under contract, either verbal or written, on sick leave and/or maternity leave, or on a per diem or hourly rate basis, employed by the District performing any work currently being performed by teachers including classroom teachers K12, special, vocational, and substitutes in the same position for at least sixty (60) days, librarians, school counselors, and athletic directors who are otherwise covered under this clause. Re-employed retirees shall be members of the bargaining unit. The Association recognizes that the Superintendent, Assistant Superintendent, Principals, and other Administrative personnel as defined in Chapter 4117 Ohio Revised Code are excluded from the bargaining unit.

ARTICLE V

BARGAINING PROCEDURES

SECTION 1 – BARGAINING TEAM

The Board and the Association shall each designate a bargaining team of up to six (6) members. All bargaining shall be conducted exclusively between the teams. Herein, "days" shall mean days on which school is in session.

SECTION 2 – INITIAL NEGOTIATION PROCEDURE

Either party may notify the other of a desire to commence bargaining on a successor agreement. Such notification shall occur no later than the first day of March in the year in which the CBA expires. Within fifteen (15) days of such notice, representatives of the parties shall establish a date for the initial bargaining session. At the initial meeting each party shall submit in writing its proposals for negotiations. Thereafter, neither party shall be

permitted to submit additional items for negotiations without the consent of the other party.

SECTION 3 – TIME LIMITS

- Either party may call caucuses during negotiations for a period of up to thirty (30) minutes.
- Bargaining sessions will last from one (1) to three (3) hours.
- These limits may be modified by mutual agreement.

SECTION 4 – WRITTEN REQUEST

Prior to and during the period of bargaining, each party will provide the other, upon written request, all regularly and routinely prepared information concerning issues under consideration.

SECTION 5 – STATEMENTS TO MEDIA

Bargaining sessions are closed to the public, and there shall be no statements or releases made to the news media while negotiations are in session. Should negotiations result in impasse, only joint news releases and statements (initialed by a representative from the Board's team and a representative from the SCEA's team) may be issued.

SECTION 6 – TENTATIVE AGREEMENT

The bargaining teams shall have the authority to indicate tentative agreement pending final approval by the Board and the Association. When tentative agreement has been reached on all issues, they shall be reduced to writing and submitted to the Board and the Association for approval. Following approval by both parties, the agreement shall be binding on both parties.

SECTION 7 – RESOLVING DIFFERENCES

If agreement is not reached after negotiations have taken place for sixty (60) calendar days (unless a later date is mutually agreed to), the parties shall jointly request the appointment of a mediator from the staff of the Federal Mediation and Conciliation Service. The mediator shall meet with the representatives of the parties either jointly or separately, and shall take such steps as he/she deems appropriate to persuade the parties to resolve their differences and to effect a mutually acceptable agreement.

The period of mediation shall last for a maximum of forty-five (45) days or until the expiration of the contract, whichever is later, unless an extension of time is agreed to by both parties. Should the parties be unable to reach agreement as the result of this mediation process, the impasse provisions of this collective bargaining agreement shall be deemed exhausted.

The parties agree that the mediation process as outlined above shall constitute a mutually agreed upon dispute settlement procedure that supersedes the statutory procedures set forth in ORC 4117.14. The parties further agree that this mediation process shall be utilized for bargaining leading to a successor contract as well as for any interim bargaining which may occur during the life of the Collective Bargaining Agreement between the parties.

ARTICLE VI

AGREEMENT CLAUSE

This is the entire agreement. The conditions, requirements, and stipulations enumerated in this Agreement constitute the complete and sole contract between the Board and the Association. No other conditions, stipulations, past practice or requirements (either verbal or written) will be recognized unless mutually agreed upon in writing or required under Ohio Revised Code Chapter 4117.

ARTICLE VII

GRIEVANCE PROCEDURE

SECTION 1 – DEFINITION

A. A grievance shall be defined as a violation, misinterpretation or misapplication of any provision of the current negotiated agreement.

B. The term "days" as used herein shall mean days on which school is in session.

C. Grievant shall be defined as a teacher, group of teachers, or the Association who believes a grievance has occurred.

SECTION 2 – PURPOSE

A. The purpose of this procedure is to secure, at the lowest possible administration level, equitable solution to grievances which may, from time to time, arise.

B. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss that matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association provided the adjustment is not inconsistent with the terms of this agreement, and that the Association has been given the opportunity to be present at such an adjustment. C. Association members shall have the right to discuss any matter concerning terms and conditions of employment or legal rights with the Association during non-instructional time, without fear of reprisal.

SECTION 3 GRIEVANCE FORMS

A. Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant or grievants, and the Association.
2. It shall be specific.
3. It shall include a statement of grievance.
4. It shall contain a synopsis of the facts giving rise to the alleged violation (misapplication or misinterpretation).
5. It shall contain the date of the alleged violation.
6. It shall specify the relief requested.

B. The time limits provided in this Article shall be strictly adhered to but may be extended by written agreement of those parties involved. Such written agreement includes the use of electronic mail.

C. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school year or as soon thereafter as possible.

D. In the administration of the grievance procedure, the Board will act in good faith in dealing with any issue involving terms and conditions of employment.

SECTION 4 – STEP I Informal (Grievance Form Informal)

In the event that a teacher believes there is a basis for a grievance, he/she shall discuss (either personally or accompanied by his Association representative(s) or OEA representative) the alleged grievance with his/her immediate supervisor or the administrator directly involved. The administrator shall have the same rights of representation.

For any grievance which applies to teachers in more than one (1) building, the immediate supervisor shall be the administrator who is the issue of the grievance. For any grievance which applies to a teacher which is the result of actions of the Superintendent, the immediate supervisor shall be the Superintendent, and Section 6--Step III shall be omitted.

The Grievance Informal Form will be completed by the grievant and made available to the supervisor at the time of the informal meeting.

SECTION 5 – STEP II

A. If, as a result of the informal discussion (see Step I), a grievance still exists, the grievant may submit to his/her immediate supervisor a completed Grievance Step II Form (see Appendix A) showing all items as listed under Section 3A of this agreement. Such written grievance shall be filed within twenty-five (25) days following the act or condition upon which said grievance is based, or became known, or should have become known.

B. Within fifteen (15) days of receipt of the Grievance Form, the immediate supervisor shall indicate his/her disposition of the grievance in writing.

C. The grievant, the Association, and the Superintendent shall be notified individually in writing as to the disposition of the grievance.

SECTION 6 – STEP III

A. If the grievant and/or the Association is/are not satisfied with the disposition of the grievance, as made by the immediate supervisor, or if no such disposition has been made within the required time limit, the grievant and the Association representative(s) or OEA representative shall submit the Grievance Step III Form to the Superintendent. Such grievance shall be submitted to the Superintendent within ten (10) days of receipt of the immediate supervisor's disposition or of the date such disposition should have been received.

B. Within ten (10) days of receipt of the grievance, the Superintendent shall meet with the grievant and/or his Association representative(s) in an effort to resolve the grievance.

C. Within ten (10) days of the meeting, the Superintendent shall indicate, in writing, his disposition.

D. The Association representative(s) or OEA representative and immediate supervisor also shall be notified in writing of said disposition.

SECTION 7 – STEP IV

A. If the grievant and the Association are not satisfied with the disposition made by the Superintendent, or if no such disposition has been made within the time limits, as stated in the agreement, the Grievance Step IV Form may be submitted to the Board. Such grievance shall be submitted to the Board within ten (10) days of receipt of the Superintendent's disposition or of the date such disposition should have been received.

B. At the next regularly scheduled Board meeting or within twenty (20) days, whichever is later, the Board shall meet with the grievant and/or his Association/OEA representative(s) in an effort to resolve the grievance. Such meeting shall be held in executive session.

C. Within five (5) days of the meeting, the Board shall indicate in writing its disposition and forward it to the grievant.

SECTION 8 – GRIEVANCE IMPASSE

If the aggrieved is not satisfied with the disposition of the grievance at Level Four, the grievant, with concurrence of the Executive Committee, may within twenty (20) days submit the grievance to arbitration by the American Arbitration Association, whose rules and regulations shall likewise govern the proceedings. The arbitrator may not add to, alter, or delete from the terms of the negotiated items. The arbitrator shall have all power and remedies within lawful statutes to render an award which shall be final and binding to all parties. The cost for the services of the arbitrator will be borne by the party whose position was not sustained by the arbitrator. Should a decision be rendered by the arbitrator which is in favor of both parties (i.e. split decision) the cost for the services of the arbitrator shall be shared equally.

SECTION 9 – MISCELLANEOUS

A. Any grievance which arises during the life of this agreement may be processed until resolution in accordance herewith, notwithstanding the expiration of this agreement.

B. A teacher engaged during the school day on behalf of the Association with any representative of the Board in any professional grievance shall be released from regular duties without loss of salary.

C. No reprisals of any kind shall be taken against any participants in the grievance procedure by reason of such participation.

D. The grievant's failure to comply with any time limit as specified herein shall constitute a waiver of his/her right to pursue the grievance to the next step, unless a time waiver has been mutually agreed upon.

SECTION 10 -- GRIEVANCE FORM

The form which is to be utilized in the processing of all grievances is attached hereto as Appendix A. Grievance forms may be completed electronically, provided all information requested on the Appendix A form is included in the electronic submission.

ARTICLE VIII

SALARY SCHEDULES & SUPPLEMENTAL DUTY SALARY SCHEDULES

SECTION 1 – SUPPLEMENTAL DUTIES

A. Service by members of the bargaining unit extending before or after such member's regular duty day and is not a part of the member's regular teaching duties shall be deemed supplemental duties and shall be set forth in a limited contract of one academic year. Notwithstanding Section 3319.11 of the Ohio Revised Code, such supplemental contract shall expire on the date stated thereon unless the Board, upon recommendation of the Superintendent, takes action to offer to said member a renewal of such supplemental contract.

B. A member of the bargaining unit offered a supplemental contract pursuant to this provision shall execute and return such contract to the Treasurer of the Board within fourteen (14) calendar days; failure to execute and timely return the contract as required herein shall constitute a rejection of such offer of employment.

C. Individuals who perform supplemental duties shall be compensated pursuant to the Supplemental Duty Salary Schedule which is attached hereto as Appendix C. The salaries for the positions listed on the schedule shall be calculated by using the Bachelor's Degree base salary (BA0) on the Teacher Salary Schedule.

D. Final payment for supplemental duties will be issued upon satisfactory submission of necessary paperwork/equipment, as determined by the supervisor.

E. In the event a supplemental activity is modified and/or canceled due to a pandemic, the Member(s) contracted with the supplemental duty will have their compensation adjusted accordingly to reflect time spent completing the supplemental activity.

SECTION 2 – EXTENDED SERVICE

A. Service by members of the bargaining unit extending before or after such member's regular duty academic year shall be deemed supplemental duties and shall be set forth in a limited contract of one year. Notwithstanding Section 3319.11 of the Ohio Revised Code, such supplemental contract shall expire on the date stated thereon unless the Board, upon recommendation of the Superintendent, takes action to offer to said member a renewal of such supplemental contract.

B. A member of the bargaining unit offered a supplemental contract pursuant to this provision shall execute and return such contract to the Treasurer of the Board within fourteen (14) calendar days; failure to execute and timely return the contract as required herein shall constitute a rejection of such offer of employment.

SECTION 3 – SALARY SCHEDULE

Salary will increase by 3% for the first year of the CBA (2026-27 academic year), and by 3% for the second year of the CBA (2027-28 academic year),.

A. For the 2026-27 year, the base salary shall be $39,202 (see Appendix B). For the 2027-28 year, the base salary shall be $40,378 (see Appendix B). All salary figures shall be rounded to the nearest whole dollar.

B. When a teacher has completed additional coursework which would qualify him/her for another column on the salary schedule, an official transcript from the college or university shall be submitted to the Superintendent's office. If the transcript is filed on or before September 15, the teacher will be advanced to the appropriate column effective with the beginning of the school year. Effective with the second pay of January, a teacher will be advanced to the appropriate column if the transcript is filed after September 15 and prior to January 15. Should an official transcript not be available by September 15 or January 15 respectively, a grade slip or letter from the Registrar's

office will suffice until such time as the transcript is available. Bargaining unit member shall submit Form for Advancement when submitting transcripts to the Superintendent's Office.

C. To receive credit for a year's teaching experience on the salary schedule and advance on the experience increment of the salary schedule, a member must have taught one hundred twenty (120) days in a single school year. Substitute teaching will count toward the one hundred twenty (120) days. All teaching experience to be counted toward advancement on the salary schedule will need to be documented by the employing school. STRS Annual Membership Reports, provided by the new employee, may be used to verify days of teaching experience (for full years of service only).

D. Salary Schedule Headings:

1. Bachelor's - The employee must have a bachelor's degree.

2. 150 Hours - This is interpreted to mean a total of 150 semester hours.

3. Master's - This is interpreted to include a master's degree in the teaching subject area, or relevant to the teaching subject, or a Master's in Education with major emphasis in the subject areas. Association members who hold a master's degree prior to May 20, 2016 shall continue to receive master's degree compensation.

4. MA+15 - To qualify for the Master's+15 column, each course must be earned after the master's degree. Further, the hours must be graduate level credit hours.

5. MA+30 - To qualify for the Master's+30 column, each course must be earned after the master's degree, and must be graduate level credit hours.

6. MA+45 – To qualify for the Master's+45 column, each course must be earned after the master's degree, and must be graduate level credit hours.

SECTION 4 – PAY PERIODS

The annual salary set forth in this agreement shall be paid to teachers in twenty-four (24) equal installments as the calendar for the school system dictates, on the fifth day and the twentieth day of each month. The first pay of the contract year shall be issued after September 1 of the calendar year (contingent upon the adoption of the September 1 proposal by the Ohio Association of Public School Employees collective bargaining unit); otherwise, current practice will remain).

A teacher who retires, resigns, is nonrenewed, or is released due to a staff reduction may continue to receive the applicable balance of his/her pay according to the twenty-four (24) installments. Conversely, such teacher may elect to receive the applicable balance of salary due in one lump sum, provided he/she submits said request in writing two (2) weeks prior to the next scheduled pay date.

A person employed under a supplemental contract shall receive his or her supplemental salary with the following three options: 1) a lump sum, payable at the end of the season or activity; 2) two equal payments, disbursed at the halfway point and end of the season or activity; 3) having the pay divided into each paycheck during the season/activity (see Appendix C). Notification to the treasurer as to which option is selected shall occur at signing, prior to the commencement of pay for the respective season/activity as stated in Appendix C. If a selection is not made in the aforementioned manner, supplemental pay shall be divided into each paycheck during the respective season/activity. At no time during the respective season/activity may a person select another payment option.

SECTION 5 -- TUTORING/INTERVENTION

When approved by the Superintendent, students may be tutored by bargaining unit members. Such tutoring

shall be performed outside school hours and shall be for purposes of intervention and/or academic improvement.

When approved by the Superintendent and/or his/her designee, students may be assigned Friday School and/or Saturday School and be monitored by bargaining unit members.

Bargaining unit members shall be paid thirty dollars ($30.00) per hour for such services. Bargaining unit members who provide after-school tutoring/summer school instruction will also be afforded one (1) hour of prep time for up to every three (3) hours of weekly tutoring/instruction. Monitoring positions will be available to all SCEA bargaining unit members who volunteer, and will be put on a weekly rotation.

When a bargaining unit member is appointed as a Flex Credit/Credit Recovery teacher of record for a student, the bargaining unit member will be paid thirty dollars ($30.00) per hour for such services. The teacher will document his or her time.

SECTION 6 – PAYMENT METHOD

All employees shall receive payment via direct deposit. Costs of direct deposit will be the responsibility of the Board. Employees will receive the equivalent of a pay stub via email.

ARTICLE IX

STRS TAX SHELTER

The South Central Board of Education shall participate in the tax sheltering of employee STRS contributions. The amount to be tax sheltered shall be the rate of employee contribution established by STRS. Any modifications in the rate will be adjusted upon publication by STRS.

ARTICLE X

REIMBURSEMENT FOR CREDIT

SECTION 1 – ALLOCATION

The Board will allocate thirty-five thousand dollars ($35,000.00) per fiscal year for payment towards eligible course work. Association president shall be notified if the annual allocation is nearing depletion.

If the reimbursed member leaves the school system within one (1) year following reimbursement, that member must repay the Board of Education the reimbursement. The Board may deduct such repayment from the member's final pay, subject to Ohio and federal wage laws. No repayment will be required for members who leave for reason of RIF, nonrenewal, disability, or retirement.

SECTION 2 – CRITERIA

A bargaining unit member will receive reimbursement under the following guidelines:

a. Enroll and pass coursework with a grade of "B" or higher in courses acceptable to the Ohio Board of Education standards in effect on July 1, 1996, for the purpose of renewing or upgrading the employee's teaching certificate. Coursework involving supplementals or coursework in fields outside of education shall not be compensated. Those bargaining unit members hired after September 1, 1987, shall be reimbursed for graduate or above hours only. Grade card pass/fail or S/U courses shall suffice when the grade card or university specifies a letter grade equivalent.

b. Member must be employed by the South Central Local School District at the time of requesting the reimbursement for approved credit.

c. Reimbursement will be limited to nine (9) semester hours per fiscal year. The hour(s) earned must be completed during the fiscal year, regardless of when reimbursed, in order to count towards the maximum nine (9) semester hours.

d. Reimbursement will be at the rate of five hundred dollars ($500) per semester hour, or the actual cost of the course, whichever is less.

e. An employee may not request the Superintendent's approval more than thirty (30) days immediately preceding the starting date of the class(es) he/she plans to take. Employee must request course reimbursement within two (2) weeks of the first day of class, or within two (2) weeks before the end of the course in order to be eligible for reimbursement.

f. All bargaining unit employees requesting reimbursement will provide the Superintendent with 1) an official transcript, and 2) a receipt showing full payment.

g. Reimbursement will be made upon proper evidence that coursework has been completed as exhibited by a transcript or grade card. Reimbursement shall be made within thirty (30) days after evidence has been provided.

h. This clause does not apply to re-employed retirees.

ARTICLE XI

RETIREMENT SEVERANCE PAY

SECTION 1 – RETIREMENT SYSTEM

All regularly employed professional staff are participants in the Ohio State Teachers Retirement System.

SECTION 2 – RETIREMENT SEVERANCE PAYMENT

Severance pay shall be a one-time lump sum payment to eligible employees. An employee's eligibility shall be based upon the following criteria:

A. The individual shall have been employed by The South Central Local School District for at least five (5) years
B. The individual retires from the South Central School District
C. Disability retirement or service retirement under the Ohio State Teachers Retirement System
D. The individual must within one hundred twenty (120) days of last day of employment prove acceptance into the retirement system by having received and cashed his or her first retirement payment
E. The individual must sign for severance check certifying all eligibility criteria have been met
F. In the event of an employee's death, parts *A* through *E* of this section shall be waived, and the employee's estate shall receive the severance payment.
G. This clause does not apply to re-employed retirees.

H. Any employee who is eligible to retire, and has at least ten (10) years of service with the District, shall receive an incentive of One Thousand Dollars ($1,000) for providing the District with early notification of retirement. In order to receive the early notification incentive, the employee must provide written notice to the Board Treasurer by January 1 prior to separation. The Board will pay out the incentive to qualifying employees in one lump sum, at the same time as any severance payment.

SECTION 3 – AMOUNT OF BENEFIT DUE

The amount of the benefit due an employee shall be calculated in the following manner:

A. Fewer than one hundred (100) days of accumulated sick leave will be paid at a rate of 50% current per diem.

B. Beginning with one hundred (100) days of accumulated sick leave, the benefit due will be fifty-five (55) severance days, with one (1) day severance pay added for each ten (10) days of accumulated but unused sick leave above one hundred (100) days up to the maximum accumulation of two hundred forty (240) days (e.g., an employee who retires with two hundred (200) days of sick leave accumulation would receive sixty-five (65) days severance, but an employee with two hundred forty (240) days of sick leave accumulation would receive sixty nine (69) days severance pay). The following chart explains the severance program:

100 Sick Days = 55 Severance Days
110 Sick Days = 56 Severance Days
120 Sick Days = 57 Severance Days
130 Sick Days = 58 Severance Days
140 Sick Days = 59 Severance Days
150 Sick Days = 60 Severance Days
160 Sick Days = 61 Severance Days
170 Sick Days = 62 Severance Days
180 Sick Days = 63 Severance Days
190 Sick Days = 64 Severance Days
200 Sick Days = 65 Severance Days
210 Sick Days = 66 Severance Days
220 Sick Days = 67 Severance Days
230 Sick Days = 68 Severance Days
*240 Sick Days = 69 Severance Days
*250 Sick Days = 70 Severance Days
*260 Sick Days = 71 Severance Days
*270 Sick Days = 72 Severance Days
*280 Sick Days = 73 Severance Days
*290 Sick Days = 74 Severance Days
*300 Sick Days = 75 Severance Days

* For bargaining unit members who have accrued twenty (20) or more years of service in the district

C. Days from item (a) above shall be multiplied by the per diem rate of pay appropriate for that individual's position on the salary schedule. This pay will be calculated using the employee's contract salary in effect the last day of service prior to retirement. A salary schedule or pay scale will be considered in effect if an employee receives one pay calculated on the salary schedule or pay scale. If an employee dies before retirement, severance pay shall be paid to the employee's spouse and/or designated beneficiaries.

SECTION 4 – RECEIPT OF PAYMENT

Receipt of payment for accrued but unused sick leave will reduce the accrued but unused sick leave by the actual number of days of paid sick leave received by the employee.

SECTION 5 – PAYMENT SCHEDULE

Severance shall be paid on the first regular pay after all qualifications have been met, or as arranged between the Board Treasurer and the retiree, including on the first regular pay date in January in the year following retirement.

ARTICLE XII

CONFERENCE PERIOD/WORK DAY

SECTION 1 – CONFERENCE PERIOD

All teachers (grades 5-12) shall be entitled, during the student day, to a duty-free planning/conference period. This will not apply to "block" schedules.

All elementary bargaining unit members (grades PreK-4) shall be entitled, during the student day, to at least 45 minutes per day or two hundred twenty-five (225) minutes per week of duty-free planning/conference time. Administration will make every attempt to have the conference period be at least 45 consecutive minutes. No teacher conference period shall be scheduled for less than twenty (20) consecutive minutes. Lunchtime shall not count toward the planning time entitlement.

Bargaining unit members who are required to supervise students during the bargaining unit member's planning period(s) due to the absence/unavailability of teachers, shall be compensated at the rate of fifteen dollars ($15.00) per half hour, and thirty dollars ($30.00) per full period. Bargaining unit members may request "class coverage" only during the bargaining unit member's planning period.

Bargaining unit members shall not otherwise be required to supervise students during the bargaining unit member's planning period. Every attempt will be made to allow teachers two (2) days notice, if requested, to attend an IEP meeting with parents. Every attempt will be made to not pull teachers out of the classroom during instructional time with students. Subject to parental availability, the Board will attempt to schedule IEPs in a way that is not unduly disruptive to the teacher.

The final fifteen (15) minutes in grades K-4 shall not be counted as part of the minimum planning time for the homeroom teachers, unless the teacher agrees otherwise.

Minimum number of conference period minutes may be reduced during 1) a late start due to calamity, 2) an altered academic schedule, and 3) a late start due to professional development.

Minimum number of conference period minutes may be eliminated during 1) early release due to calamity,

2) school evacuation or lockdown, 3) field trips, and 4) professional days.

SECTION 2 – WORK DAY

The work day for all employees represented by the SCEA shall consist of seven (7) hours and forty- five (45) minutes inclusive of an uninterrupted, duty-free lunch period of not less than thirty (30) consecutive minutes, and of planning/conference time as prescribed in Article XII above.

During the workday, aides shall be used to cover non-instructional duties such as playground duty, bus duty, and lunchroom supervision, whenever it is not possible according to the guidelines in the above paragraph to cover said duties with teachers.

Administration shall avoid removing intervention specialists from their classes to provide coverage for absent teachers for whom no substitute teacher could be secured without first choosing any other teacher who has a conference period at the time.

The student day shall be determined by the South Central Board of Education. Changes in the start and/or end times of the student day may result in changes in the employee's start and/or end times. SCEA members shall be required to arrive at least fifteen (15) minutes prior to the start of the students' day.

ARTICLE XIII

CALENDAR

There shall be one hundred eighty-four (184) days in the teacher work year.

There shall be no more than one hundred eighty (180) student days and at least two (2) teacher workdays and at least two (2) professional development days, totaling 184 days in the teacher work year.

All scheduled days shall be during the regular work week of Monday through Friday, exclusive of schedule school holidays, unless otherwise mutually agreed upon. The proposed and adopted school calendar shall include the sequence of days to be designated as teacher make-up days, as necessary.

The Board will continue to require teachers to make up all work days beyond five (5) days that school is closed due to a weather-related or other unplanned closing.

If the Superintendent determines a remote learning day in lieu of a calamity day, members will be required to work on the remote learning day (or submit applicable leave of absence to principal). The Superintendent may permit "working from home" on remote learning days.

The assignment of make-up days for students shall be at the discretion of the Superintendent.

A committee consisting of equal representatives of administration and bargaining unit members will be established to review current Remote Learning Expectations and propose a revised Remote Learning Expectations by August 31, 2026.

ARTICLE XIV

INSURANCE PROGRAM

Section 1 – MEDICAL INSURANCE

A. The South Central Board of Education shall make available a Comprehensive Major Medical Insurance Program. The carrier for the program shall be determined by the Board of Education. B. The Board's expenditures for the Comprehensive Major Medical Insurance Program and Supplemental Drug premiums will be determined as follows:

1. If the bargaining unit member elects to take medical coverage and the prescription card,

the Board will pay 85% of the premium cost for the duration of the CBA, with the remaining 15% to be paid by the bargaining unit member via payroll deductions. At the beginning of the third year of the bargaining agreement (2025-26 academic year), the Board will pay 84% of the premium cost, with the remaining 16% to be paid by the bargaining unit member via payroll deductions.

2. For employees who work less than three-fourths (3/4) time, the Board will pay a proportion of the premium that equals the percentage of the time the employee works. This will be based on days worked and will not apply to substitutes who work less than sixty (60) days per school year in the same position. The employee's share of the insurance premium will be paid through payroll deductions.

3. Members of the same household employed by the Board shall be covered by only one

insurance policy.

4. Employees who elect not to be covered by the Board provided health/prescription

insurance coverage for a full school year may elect to receive two thousand dollars ($2,000) in lieu of participating in this health/prescription insurance coverage. Employees who enroll in another Huron Erie School Employee Insurance Association member district plan, or employees who are insured as dependents under Board provided coverage, shall not be eligible for this incentive. Each employee who is eligible for this incentive shall automatically receive payment in one lump sum, on the first pay after June 30. If there is a change in lifestyle, an employee may request to participate in the health insurance program. At that time, the payment in lieu of participation will be canceled.

SECTION 2 – DENTAL INSURANCE

The South Central Board of Education shall make available a Dental Insurance Plan.

The Board's expenditures for dental insurance will be determined as follows:

1. The Board will pay 84% of the premiums and the employee will pay 16% per month towards the Dental Insurance Plan and vision insurance for either single or family plans for a certified employee who works three-fourths (3/4) time or more.

2. For employees who work less than three-fourths (3/4) time, the Board will pay a proportion of the dental insurance and vision insurance premiums that equals the percentage of time the employee works. This will be based on days worked, and will not apply to substitute teachers who work less than sixty (60) days per academic year in the same position.

3. When both spouses are employees of the Board, only one will be eligible to enroll in the family dental insurance program.

4. Employees may elect to receive ten percent (10%) of the current premium in lieu of participating in this insurance coverage. Requests for payment in lieu of participation shall be made under the same guidelines as stated above.

The employee's share of the insurance premium will be paid through payroll deductions.

SECTION 3 – VISION

The South Central Board of Education shall make available a Group Vision Service Plan.

The Board's expenditures for the Group Vision Service Plan will be determined as follows:

1. The Board will pay 84% of the premiums and the employee will pay 16% per month towards the Group Vision Service Plan and dental insurance for either single or family plans for a certified employee who works three-fourths (3/4) time or more.

2. For employees who work less than three-fourths (3/4) time, the Board will pay a portion of the vision insurance and dental insurance premiums that equals the percentage of time the employee works. This will be based on days worked and will not apply to substitute teachers who work less than sixty (60) days per school year in the same position.

The employee's share of the insurance premium will be paid through payroll deductions.

SECTION 4 – SAFE AND HARMLESS

The South Central Educators' Association will hold the South Central Board of Education and its members safe and harmless, and will indemnify the Board and its members against any loss it or they may sustain by reason of action under this Article, or any finding for wrongful disbursements by any state or federal agency.

SECTION 5 – LIFE INSURANCE

The South Central Board of Education shall provide Group Term life insurance in the amount of forty thousand dollars ($40,000), plus forty thousand dollars ($40,000) in Accidental Death and Dismemberment insurance for each certified teaching employee.

SECTION 6 – SECTION 125 PLAN

The Board shall implement a Section 125 Plan to enable employees to pay for their premium contribution with pre-tax dollars.

The Board shall implement a flexible spending account. Participation in such an account shall be optional for each employee. The Board shall contribute three hundred dollars ($300) to each employee's account, provided the employee participates in the Board's group health insurance plan for the purpose of premium contribution or flex spending account contribution. For spouses both employed by the Board covered by one family plan, an additional one hundred dollars ($100) shall be paid by the Board to the flexible spending account of the covered spouse.

The administrative fee for the Section 125 Plan and the flexible spending account will be paid as follows:

1. The Board shall pay the setup fee and the annual administrative fee per participant for the Section 125 Plan.

2. The employee shall pay the monthly administrative fee for the flexible spending account check reimbursement.

Huron-Erie School Employee Insurance Association Working Spouse Coverage

Approved as of October 1, 2009

If an employee's spouse is eligible to participate, as a current employee, self-employed individual (other than a sole proprietor) in a business or organization (e.g., partner, member), or retiree in group health insurance and/or prescription drug insurance sponsored by his/her employer, business, organization, or any retirement plan, the spouse must enroll for coverage in such employer, business, organization, or retirement plan sponsored group insurance coverage(s) no later than October 1, 2009.

This requirement **does not apply** to any spouse who:

- Works fewer than 20 hours per week AND is required to pay more than 50% of the single

  premium to participate in group health insurance coverage and/or prescription drug insurance offered by his/her employer, business, organization, or retirement plan.

- Is employed by another Huron-Erie School Employee Insurance Association (HESE) district,

  provided the spouse does not receive any available payment (or any other form of remuneration) from that HESE district for waiving health insurance and/or prescription drug insurance coverage.

Upon the spouse's enrollment in any such employer, business, organization, or retirement plan sponsored

group insurance coverage, that coverage will become the primary payor of benefits and the coverage sponsored by HESE will become the secondary payor of benefits according to the primary plan's Coordination of Benefits and participation rules.

Any spouse who fails to enroll in any group insurance coverage sponsored by his/her employer, business, organization, or any retirement plan, as required by this Section, shall be ineligible for benefits under such group insurance coverage sponsored by HESE.

It is the employee's responsibility to advise the HESE Health Benefit Plan (the "Plan") immediately (and not later than 30 days after any change in eligibility) if the employee's spouse becomes eligible to participate in group health insurance and/or prescription drug insurance sponsored by his/her employer, business, organization, or retirement plan after October 1, 2009. Upon becoming eligible, the employee's spouse must enroll in any group health insurance and/or prescription drug insurance sponsored by his/her employer, business, organization, or retirement plan unless he/she is exempt from this requirement in accordance with the exemptions stated in this Section.

Every employee whose spouse participates in HESE's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Plan, upon request, a written certification verifying whether his/her spouse is eligible to participate in group health insurance coverage and/or prescription drug insurance coverage sponsored by the spouse's employer, business, organization, or any retirement plan. If any employee fails to complete and submit the certification form by the required date, such employee's spouse will be removed immediately from all group health insurance and/or prescription drug insurance coverages sponsored by HESE. Additional documentation may be required.

If a member submits false information, or fails to, in a timely manner, advise the Plan administrator of a change in a spouse's eligibility for employer (or business, organization, or retirement plan) sponsored group health insurance and/or prescription drug insurance, and such false information or such failure results in the Plan providing benefits to which the member's spouse is not entitled, the member will be personally liable to the Plan for reimbursement of benefits and expenses, including attorney fees and costs, incurred by the Plan. Any amount to be reimbursed by the member may be deducted from benefits to which he/she would otherwise be entitled. In addition, the member's spouse will be terminated immediately from group health insurance and/or prescription drug insurance coverage under the Plan. Members who submit false information may be subject to disciplinary action, up to and including termination of employment.

ARTICLE XV

LIABILITY INSURANCE

A. The South Central Board of Education will purchase and pay the full premium for liability insurance covering each bargaining unit member now and/or hereafter employed.

B. The employee shall have the right to representation in any meeting involving representatives of the employer and the employee relative to the incident.

C. The Board agrees that, should there be any claims or liability or damages against any member of the bargaining unit, then that employee shall have the right to employ co-counsel, at the employee's expense, in any and all actions to defend his/her interests. The Board further agrees that the employee shall have the right to be represented by an attorney of his/her choice and expense at any meeting between the Board's attorney, the insurance company representative(s), and the attorney representing the insurance company and/or the Board, at any deposition relevant to the claim of liability or damages, and/or at any meeting between the Board and the person claiming any alleged act or omission in connection with any liability suit.

D. The Board shall be required to share with the affected employee all information relative to any claim against that employee that is received by the Board.

E. The Board shall provide adequate release time for any employee who is required to attend any deposition, any pretrial hearing, and any or all court hearings involving any or all claims of liability. The Board agrees that such release time will not result in the employee's loss of pay and/or benefits or deduction from any Board-approved leave.

F. The Board agrees that there will be no media release regarding any liability suit which involves the alleged act or omission of an employee, and that any publicity or media release will require the express, written consent of the employee involved.

G. No records of liability claims or lawsuits shall be kept in a teacher's personnel file, or used in an evaluation of the teacher.

H. Nothing herein shall be construed as requiring the Board of Education to defend and indemnify a member of the bargaining unit where one of the following applies:

1. His/Her acts or omissions were manifestly outside the scope of his/her employment or official responsibilities;

2. His/Her acts or omissions were with malicious purpose, in bad faith, or in a wanton or reckless manner;

3. Liability is expressly imposed upon the employee by a section of the Ohio Revised Code.

ARTICLE XVI

SICK LEAVE/BEREAVEMENT LEAVE

SECTION 1 – ABSENCE COVERED BY SICK DAYS

A reasonable attempt will be made to secure a substitute for any certified staff member absent under the provisions of this Section.

All members shall be paid regular compensation for time lost due to illness or other causes encompassed by this agreement for not less than five (5) days annually. This minimum benefit of five (5) days shall become effective and available to use annually on the first day of the academic year in which the member is assigned to duty.

After a member has used the full amount of sick days credit provided either by regulations of the Board or earned by such member on the basis of service at the rate of one and one-fourth (1 1/4) days for each month of service, such member may not be lawfully paid for further absence because of illness.

1. Maximum annual accumulation of sick leave days shall be fifteen (15) days during any twelve (12) month period. There shall be a maximum accumulation of two hundred forty (240) unused sick days. Employees may convert up to fifteen (15) sick leave days earned and not used (or up to fifteen [15] sick leave days accrued, if already at the maximum two hundred forty (240) unused sick day limit) during the current academic year (August 1 – July 31) to cash, based upon a percentage of their regular daily amount.

2. Transfers A member who transfers from one public agency in Ohio to another shall be credited with the unused balance of his or her accumulated sick days. To receive such credit, a new member shall present to the

Treasurer a certification from the public agency in Ohio for which he/she most recently worked, stating the number of days of unused sick days credited at the time of the termination of employment.

3. Use Members shall be granted sick days for absence due to illness, injury, physical disability, emergency dental care, childbirth, pregnancy, exposure to contagious disease which could be communicated to other employees or to school children, routine medical appointments, and for illness or death in the member's immediate family or death of any other relative as follows:

a. Personal illness or injury, physical disability, emergency dental care, childbirth, disability and/or complications due to pregnancy, or exposure to contagious disease which could be communicated to other employees or to school children, the number of days of accumulated sick leave. However, a member on leave for these or other causes shall be paid only for the number of sick days credited to or earned by such member. Before salary payment can be made for absence because of personal illness or injury, physical disability, emergency dental care, childbirth, pregnancy, or exposure to contagious disease, the member shall complete the appropriate form in the MCOECN Employee Kiosk.

b. A member shall be entitled to use the number of days accumulated sick leave for serious illness or disability in the immediate family which includes husband, wife, son, daughter, father, mother, sister, brother, in-laws, grandparents, grandchildren, other persons who have assumed similar positions regardless of residence and/or persons residing in the immediate household. Use of sick leave for any other persons is allowed only in extenuating circumstances and with permission of the Superintendent.

c. Falsification of sick leave shall be grounds for discipline, up to and including termination. The level of illness will not be called into question.

4. A member shall be entitled to use the number of days accumulated sick leave for death of a spouse or children, or others who have assumed similar positions.

5. A member, after being hospitalized for any length of time and/or an illness causing an absence of five (5) consecutive days, will provide the Superintendent of Schools with a doctor's statement, stating the member is physically and mentally able to return to his/her assigned duties.

6. Upon the first day of return to duty after any absence covered by sick days, the employee shall submit the appropriate form in KIOSK.

SECTION 2 – CONVERSION OF UNUSED SICK LEAVE

1. Employees may convert fifteen (15) days of sick leave earned and not used during the current academic year (August 1 July 31) for cash, based upon a percentage of their regular daily amount and in accordance with the following formula:

	No. of Days of Unused Sick Leave, As of July 1					
	120.0 to 139.9	140.0 to 159.9	160.0 to 179.9	180.0 to 199.9	200.0 to 219.0	220.0 to 240.0
Years of Experience at SCLSD**						
10.0 – 14.9	26%	28%	30%	32%	34%	36%
15.0 – 19.9	28%	30%	32%	34%	36%	38%
20.0 – 24.9	30%	32%	34%	36%	38%	40%
25+	32%	34%	36%	38%	40%	42%

2. Daily conversion rate is based on current year's regular pay (excluding extra duty pay).

3. Employees shall submit their request to convert unused sick leave in writing to the Superintendent between May 1 and June 30 of each respective year.

4. Payment shall be made separately at the time of the second payroll in July. Such payment shall be subject to all Federal and State taxes, but not to STRS contributions.

5. All unused sick leave days used in conversion shall be forfeited and may not be restored at a future day.

**Employees hired before May 20, 2016 are exempt from the conversion chart stipulation that years of experience be at South Central Local School District.

SECTION 3 – BEREAVEMENT LEAVE

1. Employees shall be allowed up to three (3) days paid bereavement leave for the death of members of the immediate family (per CBA definition), and up to one (1) day for the death of any other person.

2. Before payment is made for bereavement leave, the employee shall complete the appropriate form in the MCOECN Employee Kiosk.

3. The Superintendent may increase the number of bereavement days if circumstances justify authorization of additional absence with pay.

ARTICLE XVII

ABSENCES OTHER THAN SICK DAYS

SECTION 1 – PROFESSIONAL LEAVE

A reasonable attempt will be made to secure a substitute for any certified staff member absent under the provisions of this Section.

All members shall be paid regular compensation for absence covered under this Section.

1. Each school year, provisions will be made to permit employees to attend professional meetings, workshops, conferences or visitations. Attendance at such professional meetings may be authorized by the Superintendent.

2. Members who attend such meetings or conferences on business of the Board of Education shall be considered assigned to duty with full payment or salary.

3. Members who accompany and supervise student groups as chaperones on school-related field trips, and trips sponsored by co-curricular and extra-curricular groups (FFA, band, SADD, senior class, choir, etc.) shall be granted professional leave up to two (2) single-day events per academic year, or up to one (1) multi-day event per academic year, provided the field trip is sponsored by South Central Local Schools, and/or involves South Central students. Additional days may be granted at the discretion of the Superintendent.

Upon prior approval by the Superintendent, a member shall be reimbursed or have his/her expenses paid, in accordance with Board policy, for attending a professional meeting or conference.

4. Each Intervention Specialist and/or Speech/Language Pathologist shall be afforded up to three (3) professional leave day(s) (½ days permitted) during the school year to complete IEPs for said school year, based on school-year caseload (1-6=1 day, 7-12=2 days, 13+=3 days), and administrative approval pending substitute availability. Intervention Specialists must remain on campus during the professional leave approved day.

SECTION 2 – PERSONAL LEAVE

All bargaining unit members shall be granted three (3) days of unrestricted personal leave. Personal leave cannot be used on the last day of school for students, or on the teacher work day at the end of the school year. This is inclusive of calamity days. Personal leave days cannot be used for gainful employment. Personal leave must be used before dock days can be approved, unless there is a clear conflict with current language in this collective bargaining agreement.

Not more than seven (7) certified teaching staff may be granted personal leave on the same day district-wide. With consent of the building principal, the Superintendent shall grant personal leave to more than seven (7) certified teaching staff on the same day.

Notwithstanding the provisions of the Ohio Revised Code, any unused days of personal leave may be converted to sick leave at the end of each fiscal year (July 1 – June 30).

SECTION 3 – JURY DUTY LEAVE

If any employee is summoned for and required to serve on jury duty, he/she shall be paid the regular full salary for the number of days involved, provided the check received for Jury Duty is endorsed payable to the South Central Board of Education. Such leave shall not be deducted from any other type of leave.

SECTION 4 – ASSOCIATION LEAVE

The SCEA may use one (1) day per academic year for one (1) member to attend the OEA Representative Assembly with costs of the substitute teacher paid by the Board. Additional days may be granted if such substitute costs are paid by the SCEA or its affiliate(s).

ARTICLE XVIII

FAMILY AND MEDICAL LEAVE ACT

A. The parties agree to abide by the terms and provisions of the federal Family and Medical Leave Act of 1993. All benefits guaranteed by the act will be provided to employees covered by this Agreement and shall be in addition to any other benefits provided herein. Furthermore, the benefits of the FMLA are not intended to supersede or diminish any other leave provisions contained in this Agreement.

B. Each eligible employee is entitled to take and shall be granted up to a combined total of twelve (12) weeks of unpaid leave (26 weeks in cases of qualifying military-related leave) per twelve-month period, according to the individual employee's FMLA start date. Eligible employees must give at least thirty (30) days notice before taking leave, when leave is foreseeable. Leave may be taken for the following reasons:

1) a serious health condition of the employee that renders the employee unable to perform his/her job

2) the birth and first-year care of a child

3) the adoption or foster placement of a child

4) to care for a child, spouse, or parent who has a serious health condition

5) because of any "Qualifying Exigency," due to the fact that the spouse, son, daughter, or parent of the employee is on (or has been notified of an impending call to) "covered active duty" status in the Armed Forces

6) an eligible employee who is the spouse, son, daughter, parent or next of kin (nearest blood relative) of a covered service member is entitled to leave to care for that service member

Married employee couples may be restricted to a combined total of twelve weeks FMLA leave within any twelve month period, in cases *other than* the employee's own serious health condition. In cases of FMLA leave to care for a covered service member, married couples may be restricted to a combined total of twenty-six weeks within any twelve-month period.

C. Sick leave, if available, will run concurrently with the FMLA leave. The school board may require a doctor's certificate for leaves involving a serious health condition that affects either the employee or a family member. The school board may also require second and third opinions (at Board expense) and a fitness for duty report to return to work.

D. Intermittent leave may be taken in accordance with the Family Medical Leave Act.

E. Eligible employees shall be those employees who have worked for the school district for at least one (1) year and who worked for at least 1,250 hours over the previous twelve (12) months.

F. Employees who take leave under this provision are entitled to the continuation of group medical insurance benefits during the period of leave. During this period of leave, the Board shall pay the same premium contribution for medical, dental, vision, and life insurance as would be paid by the Board if the employee were working. Eligibility for life insurance will be subject to the terms of the policy. The Association encourages the Board to obtain a life insurance policy which will cover employees while on an approved unpaid leave.

G. Upon the employee's return from leave granted under this provision, the Board shall return the

employee to the same position he/she occupied prior to the leave.

H. The taking of leave under this provision shall not result in the loss of any employment benefit accrued prior to the date the leave commenced nor shall such leave affect the seniority of such employee.

I. Any alleged violation(s) of the FMLA may be processed as a grievance utilizing the provisions contained herein in Article VII. However, pursuit of such grievance shall not prevent an employee from otherwise enforcing his/her rights under FMLA as provided by law.

ARTICLE XIX

TEACHER EVALUATION

Teacher evaluations will be in accordance to Board Policy, State Law, and procedures listed in this article. This article, Board Policy, and State Law prevail over any conflicting provisions in the current collective bargaining agreement.

Teachers not fitting the definition in Board Policy shall be evaluated under the same procedures and guidelines in the Teacher Evaluation Board Policy except they will be exempt from the application of high-quality student data (HQSD). For a teacher who spends less than 50% of his/her time providing student instruction, the

effectiveness rating will be attributed to Teacher Performance determined through multiple evaluation factors other than HQSD, through a process based upon the *Ohio Standards for the Teaching Profession*.

Evaluators and teachers will utilize the evaluation tools, components, and calculation system found in eTPES as adopted by the State Board of Education, and/or released by the Ohio Department of Education. Other forms may be used with approval from both the Superintendent/designee and SCEA.

Credentialed Evaluators will conduct evaluations. The Evaluator shall be the SCEA member's direct supervisor, unless unforeseen circumstances occur (e.g. illness). Other District administrators may give input on evaluations to the evaluator. Teachers with multiple district supervisors will be evaluated by the supervisor they have for the majority of their instructional day. North Point ESC Credentialed Evaluators, who are assigned to South Central in an administrative position, may also contribute to the evaluation of SCEA members.

To assess Teacher Performance on Standards, South Central evaluators will use evidence gathered by completing a pre-conference, formal observations of at least 30 minutes, walkthroughs, and other informal observations. Additionally:

a. Teachers who received an overall rating of Accomplished shall be formally evaluated every three years, in accordance with the Ohio Department of Education Evaluation Requirements for Teachers Rated Accomplished

b. Teachers who received an overall rating of Skilled shall be formally evaluated every two years, in accordance with the Ohio Department of Education Evaluation Requirements for Teachers Rated Skilled

No preference for seniority shall be given except when making a decision between teachers who have comparable evaluations. Moreover, the parties agree that the evaluations of members of the bargaining unit shall be considered comparable to one another for the purposes of reduction in force.

Other forms of retention decisions shall follow procedures outlined in Article XX – NONRENEWAL of the CBA.

High Quality Student Data (HQSD) shall be determined in accordance with Board Policy, ODE Regulations, State Law, and Regulations. The Superintendent/designee will develop an HQSD Guideline Policy in consultation with SCEA.

ARTICLE XX

NONRENEWAL

SECTION 1 – NONRENEWAL

After three years of service in South Central Schools, a teacher shall not be nonrenewed until evaluation of performance indicates nonrenewal appropriate. Prior to any nonrenewal, the affected teacher shall be advised and directly documented through the evaluation process of the deficiencies forming the grounds of the administrator's recommendation for nonrenewal, and the teacher given a reasonable opportunity to correct such deficiencies.

1. The reason(s) for the nonrenewal of a professional staff member's contract shall be based on the formal evaluation of the professional staff member's ability, unless the Superintendent clearly demonstrates that unusual circumstances other than performance deficiencies warrants nonrenewal.

Notice of the Board's intent to nonrenew the teacher shall be provided in writing prior to Board action.

2. Teachers being considered for nonrenewal will be evaluated in accordance with O.R.C. 3319.111.

3. Upon request, a professional staff member being nonrenewed shall be provided with written reason(s) for nonrenewal of contract or for failure to be advanced to a continuing contract, should he/she be qualified for application for such advancement.

4. A professional staff member who has been notified of the intent to nonrenew, or intent not to grant a continuing contract if the individual is qualified, has the right to undertake with his/her representative a complete review of his/her own personnel file.

5. Any alleged misinterpretation or misapplication of the evaluation section and/or the nonrenewal section may be submitted to the grievance procedure by the professional staff member and/or the Association.

6. Failure to observe the provisions of this agreement shall deem such teacher to be reemployed for the succeeding year.

SECTION 2 – NOTICE OF NONRENEWAL

Notwithstanding Section 3319.11 of the Ohio Revised Code, any member of the bargaining unit employed under a limited contract and whose regular teaching contract is not to be renewed shall be notified in writing pursuant to this agreement. For the purpose of this subsection, posting such written notice in the U.S. Mail by registered or certified mail to such teacher's last known mailing address shall constitute "Notice" to the Member.

ARTICLE XXI

PUBLIC COMPLAINTS ABOUT SCHOOL PERSONNEL

SECTION 1

Constructive criticism of the South Central Schools is welcome through whatever medium when it is motivated by a desire to improve the quality of the education program and to equip the schools of this district to their task more effectively.

SECTION 2

The Board places trust in its employees and desires to support their actions in such a manner that employees are not subjected to criticism and complaints of an unsubstantiated unfounded nature, and/or are defamatory in content.

SECTION 3

Whenever a complaint is made directly to the Board as a whole, or to a Board member as an individual, it shall be referred to the school administration for study and possible solution. The individual employee involved shall be advised of the nature of the complaint and shall be given every opportunity for explanation, comment, and presentation of the facts as he or she sees them.

Whenever a member of the public attempts to discuss a bargaining unit member at a meeting of the Board of Education, he/she shall immediately be informed that this is not an appropriate topic to be handled by the Board and must instead be taken to a building administrator or the Superintendent.

SECTION 4

Whenever a public complaint is made regarding a member of the bargaining unit, the appropriate

administrator shall schedule a meeting to discuss the matter. Administration will meet with the parties individually, and will schedule a group meeting if deemed necessary by the administrator and/or the teacher. The employee shall be given every opportunity for explanation, comment, and presentation of facts as he/she sees them. The employee may be accompanied at any such meeting by an Association representative. Should any of the above-stated procedures not be followed, no record of a public complaint against an employee may be made.

ARTICLE XXII

REDUCTION IN FORCE

A. A reasonable reduction in instructional staff members may be made in the event that a reduction becomes necessary as a result of a decreased enrollment of pupils, elimination of subjects or classes, return to duty of regular teachers after leaves of absence, financial reasons, or by reason of suspension of schools or territorial changes affecting the District.

B. When such reduction is deemed necessary, the reduction will be made in accordance with the following provisions:

1. The Superintendent shall provide written notice to the Association with the reasons for the RIF. A seniority list of all employees will be provided with the written notice.

2. The seniority list shall be prepared by listing all teachers according to continuous service in the District within all areas of certification. Those on continuing contracts shall be listed first according to continuous service in the District; then those on limited contracts shall be listed by continuous service in the District.

The list shall include the date of initial employment (continuous) for each employee.

Teachers using any Board approved leave of absence shall not lose the seniority held prior to the leave, nor shall they gain additional seniority for the time on leave (e.g., a leave of absence shall not break any employee's continuous employment).

If ties occur in seniority regarding academic years of service, such ties shall be broken as follows:

a. first, by earliest date of Board action to employ, and then

b. by earliest date on which the employees signed their initial employment contracts, and then

c. by earliest date on which the employees submitted completed job applications, and then

d. if ties still remain, by lot if and when such becomes necessary in order to implement a staff reduction.

3. Teachers holding temporary certificates shall be the first to have their contracts suspended. If further reductions are necessary, then the Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent, who shall recommend reductions in a teaching field by selecting the lowest person on the seniority list in that area of certification. A teacher so affected may elect to displace another teacher who holds the lowest position on the seniority list in another area of certification provided he/she holds a valid certificate in the area.

4. A teacher who may be affected by a reduction in force shall be given written notification in a conference with the Superintendent and an association representative of the teacher's choice as soon as the possible need of such reduction becomes known. The notification shall state the reason(s) for the reduction. and reason(s) for the selection of said teacher. The personnel records and all future references of those employees laid off pursuant to this policy shall clearly indicate that such was due to a reduction in force and was not due to unsatisfactory performance.

5. Teachers whose continuing contracts are suspended shall have the right to restoration to continuing service status upon the recommendation of the superintendent. Recommendation will be made in the order of seniority of service in the District, if and when teacher positions become vacant for which any of such teachers are certified, and only among those teachers with comparable evaluations. After restoration rights of teachers with continuing contracts, those on limited contracts shall also be restored in the above-described manner.

C. The teacher shall return to work upon being called back by the Board by registered letter. If the teacher fails to return to work as requested, the teacher shall lose all right to restoration of his/her contract. The teacher shall, at all times, have the obligation of keeping the Board apprised of his/her present address, and the Board shall notify the teacher at the address so filed with the Board. The Board shall have no other duties in seeking to notify the teacher of his/her opportunity to return.

D. A teacher whose contract is suspended shall be placed on a recall list, for a period of two (2) full academic years, stating years of continuous service to the District, subject(s) and/or grade levels certified to teach, and type of contract held at the time of suspension. A teacher may verify new areas of eligibility on the recall list by filing any new certification in the Superintendent's office by April 1. A teacher on the recall list shall be offered a contract for a position for which he/she is certified as positions become available and, only among those with comparable evaluations, in keeping with the seniority provisions (inverse order: last discharged, first employed).

E. A teacher may grieve only that he/she, himself/herself should not have been laid off.

F. Any award for back pay shall be reduced by any compensation, including unemployment compensation received, during the period in which the teacher was actually laid off.

G. The Board reserves the right to nonrenew the contract of any limited contract status teacher pursuant to the terms and conditions of this CBA.

H. During the restoration period, a teacher shall be eligible to have his/her insurance coverage(s) continued under COBRA.

I. If an Association member retires while under a RIF, the member shall be paid 100% of severance during the first year of the restoration period, and 50% of severance during the second year of the restoration period.

J. There may be involuntary transfers used to accommodate RIF recall.

ARTICLE XXIII

CONTRACTS AND SALARY NOTICES

Written teaching contracts and/or salary notices for the next academic year, whichever is appropriate to the individual employee, shall be issued no later than June 1 each academic year, with the contract figure at that time.

If negotiations cause employees' salaries to change subsequent to the issuance of teaching contracts and salary notices, a revised salary notice shall be issued to each employee so affected within thirty (30) days following ratification of a negotiated agreement by both the Association and the Board.

When an employee is advanced to another column on the salary schedule (see Article VIII, Section 4, Paragraph C), he/she shall be issued a revised salary notice within thirty (30) days.

Upon being initially employed by the Board, a teacher will be given a one-year limited contract. After successful completion of this initial contract, the teacher will be eligible for a second one-year limited contract. After successful completion of his/her second contract, a teacher will be eligible for a two-year limited contract. Said

teacher will be eligible for additional two-year limited contracts until such time as he/she becomes eligible for a continuing contract. The teacher must apply, in writing, to the Superintendent, requesting the issuance of a continuing contract by April 10.

If a teacher does not successfully complete a limited contract term, he/she may be offered a one- year limited "improvement" contract. In such instance, the employee will be given specific written assistance relating to the teacher's professional improvement. If the desired improvement is realized during the term of the one-year "improvement" contract, the above-stated contract sequence will progress.

ARTICLE XXIV

VACANCIES

All vacancies (including extra-duty) that the Board determines to fill shall be posted in each building in a faculty area and a copy of each posting will be provided to the Association President. When school is not in session, notice of vacancies shall be mailed by special mailing or with the teacher's leave and earnings statement. Vacancies shall be posted for a minimum of five (5) workdays. The Board of Education reserves the right to fill vacancies without posting during the period between August 1 and the first day of school. The Board of Education, in agreement with the Association President, reserves the right to fill vacancies without posting for emergency vacancies.

Current employees shall be offered a conference with the Superintendent for vacancies in the teaching staff, provided said employees are qualified and possess the correct certification. The conference with the Superintendent shall take place before considering outside candidates.

ARTICLE XXV

LABOR/MANAGEMENT COMMITTEE

The Board and SCEA agree to establish a Labor/Management Committee for the purpose of maintaining open communications between the parties. The committee shall be comprised of four (4) members from the SCEA, two (2) members of the Board of Education, the Superintendent and one (1) building principal. This committee shall not be utilized for the purposes of negotiations or the adjustment of grievances.

The Labor/Management Committee shall meet whenever both parties deem it necessary. The SCEA President and the Superintendent shall exchange agendas of issues to be discussed at least one (1) week in advance of the meeting, or as mutually agreed.

ARTICLE XXVI

DRUG-FREE WORKPLACE

The Board and the Association are committed to the national goal of a drug-free workplace. The Board shall adopt a policy regarding a drug-free workplace in accordance with federal law. No change in working conditions or employment practices beyond what is required under federal law shall result from the Board's adoption of such policy unless such changes are bargained and agreed to by both the Board and the Association.

ARTICLE XXVII

ACADEMIC FREEDOM

A. Teachers shall have academic freedom within the confines of the Constitution of the United States and Ohio case law. The parties recognize that academic freedom is a right that must be balanced against the interests of the state in providing a sound, well-balanced educational program, and the interests of students in having a learning environment free from dogmatism and bias.

B. Teachers will be free from censorship and artificial restraints in curriculum approved by the South Central Board of Education as a necessary condition for the successful practice of the teaching profession in a free society. However certain teaching methods or practices may be restricted where such methods or practices are determined by the materials review committee and/or the South Central Board of Education to be educationally unsound, inappropriate for the age or maturity level of students, or are irrelevant to any valid educational objective contained in the curriculum.

C. Each teacher has the final authority to grade students in his/her charge. A change of a student's grade by the principal and/or Superintendent, either in an individual grading period or the final course grade, without the teacher's written consent, will occur only if it is demonstrated the grade was not given in a professional and/or correct manner. Notice of any change will be given, in writing, to the teacher and the student's parents.

ARTICLE XXVIII

BUILDING LEADERSHIP TEAMS

To provide for teacher input into the building level decision-making process, each principal will establish a building leadership team to meet on a regular basis. The purpose of the committee will be to provide the principal with staff input prior to the finalizing of decisions which would have significant impact upon overall building operations, and to provide a forum for detailed discussion which might normally impede the efficiency of a larger, general staff meeting.

Service on the Building Leadership Team shall be on a voluntary basis only. Teacher representatives on the committee shall be selected by those certified staff members in the building who are members of the Association bargaining unit. Up to five (5) members will be selected to serve on an annual basis.

Agenda items for Building Leadership Team meetings may be submitted by the principal or through any teacher representative on the committee.

ARTICLE XXIX

STUDENT DISCIPLINE/TEACHER PROTECTION

The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom, on school property, and at school functions.

In the fulfillment of his/her responsibilities relative to maintaining control and discipline, an employee shall have the right to consult with the building administrator prior to placing himself/herself into a situation which may cause immediate or potential jeopardy to his/her health or safety.

ARTICLE XXX

CONFLICT OF LAW

SECTION 1

The Board and the Association agree that all items in this agreement which supersede applicable state law and which may permissibly do so under Chapter 4117 of the Ohio Revised Code shall not be affected by this Article. In the event there is a conflict between a provision of this Agreement and any applicable state or federal law, or valid

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

SECTION 2

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 or state agency pursuant thereto, which would invalidate any provision of this Agreement, then the head negotiators and UniServ Representative will meet to negotiate any necessary change in the Agreement relative to the affected provisions as soon as possible by demand of either party.

ARTICLE XXXI

CLASS SIZE

The Board will make a reasonable effort to keep the class size for Kindergarten through grade 4 to twenty-five (25) pupils per class. For grades 5 through 12, the Board will make reasonable effort to keep the class size to thirty (30). In addition, the Board will make reasonable effort to balance classes within a given department and/or grade level.

Reasonable effort will be made to arrange the schedules of art, music, and physical education teachers in order to minimize the number of preparations per day.

Excluded from the above-stated class size maximum will be band, choir, study hall, and homeroom activities.

The Board will meet State Minimum Standards in regard to class size.

Room size and available work stations shall be considered in the assignment of pupils.

The determination of class size shall take into consideration any extraordinary demands on physical space, teacher contact, and/or teacher supervision.

ARTICLE XXXII

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

A Local Professional Development Committee (LPDC) shall be formed pursuant to Ohio Revised Code 3319.22.

A. COMMITTEE COMPOSITION

The committee shall consist of three (3) teachers, selected by the Association, and two (2) individuals selected by the Superintendent. In the event of a vacancy, a replacement shall be selected by the party making the original appointment.

B. TERM OF OFFICE

The term of office for teacher members shall be two (2) academic years. Terms shall be staggered so that one half (1/2) of the terms expire annually. One half (1/2) of the initial appointments shall be for a three (3) year term to enable such staggering of terms.

C. COMMITTEE OPERATION

The committee chairperson shall be selected by majority vote of the committee members. The committee chair shall be the official designee whose signature shall designate approval and completion of an Individual's Professional Development Plan (IPDP).

Decisions shall be made by majority vote of the committee members present and voting. At the request of an administrative member of the committee, an administrator's IPDP shall be reviewed and subject to approval by the LPDC consisting of a majority of administrators. The number of teachers who will vote on administrator's LPDC shall be reduced to permit such a majority.

The LPDC shall have the authority to establish its operational rules, in compliance with statute. The LPDC shall not have the authority to abridge or alter terms of the CBA or an individual's employment contract.

D. MEETING SCHEDULE AND COMPENSATION

The LPDC shall meet as often as the members deem necessary to complete their work. Not later than September 10 annually, the committee shall post its meeting schedule in each building. Additional meetings may be scheduled as necessary.

Committee members shall be paid four hundred dollars ($400) per committee member per academic year. The LPDC Leader shall be paid six hundred dollars ($600) per academic year.

ARTICLE XXXIII

RESIDENT EDUCATOR PROGRAM

The South Central Local School District shall follow the Ohio Resident Educator Program Standards as developed by the Ohio Department of Education and Workforce.

A. MENTORS/FACILITATORS

1. **Assignment** – No mentor shall be assigned more than one (1) Resident Educator or new to the district teacher at a time during an academic year, unless there is a need to do so and the teacher agrees to accept more than one Resident Educator. If a mentor is assigned for less than one (1) academic year, compensation shall be prorated.

2. **Confidentiality** – All interaction, written or verbal, between mentor/facilitator and the Resident Educator shall be confidential (except where student safety may be at risk), and shall not be used by either the Board or the Association in termination or nonrenewal actions, unless the matter involves illegal and criminal activities. Any violations of this tenet by the mentor shall constitute grounds for immediate removal, as determined by the Superintendent, from the role as mentor without recourse to the grievance procedure or ORC 3319.16. Any documents pertaining to the Resident Educator Program and the ODE assessment (RESA) shall be confidential (except where student safety may be at risk) to the extent permitted by law.

ARTICLE XXXIV

PERSONNEL FILE

1. Employees will receive a copy of all materials that are being placed by the Administration in the official personnel file other than the material originally supplied as confidential prior to the employee's hire. Additionally, the employee shall sign and date all materials that are being placed by the Administration in the official personnel file. Such signature does not indicate agreement with the content, but indicates only

that the material has been reviewed by the employee prior to its placement in the file.

2. A teacher will have the right to view the contents of his/her official personnel file before or after school or during his/her planning period while employed by the Board, and with prior notification to, and appointment with, the treasurer. He/she shall furthermore be entitled to place rebuttal material in the file concerning items which he/she views as derogatory provided he/she signs and dates the rebuttal. A representative of the Association shall be permitted, at the member's request, to view a teacher's official personnel file provided the teacher signs a form authorizing him/her to do so.

3. Teachers shall be informed of any complaint by a parent and/or student which is directed toward them when it is placed in the official personnel file.

4. Anonymous letters or materials shall not be placed in the official personnel file.

5. A member shall be entitled to a copy, at his/her expense, or any material in his/her file except for material originally supplied to the Administration as confidential previous to his/her employment.

6. An employee shall be notified in a timely fashion of any request(s) to view the contents of the employee's personnel file.

7. Information in the personnel file may be removed upon mutual agreement of the professional staff member and the administrator making the entry, or the Superintendent.

ARTICLE XXXV

SICK LEAVE DONATION BANK

SCEA recognizes that members may experience a family medical emergency, resulting in a need for additional time off in excess of their available sick leave days. To address this need, all eligible members will be permitted to donate sick leave from their unused balance, in accordance with the policy outlined below.

Member participation in the Sick Leave Donation Bank program is strictly voluntary.

Participants will donate to the general pool, as opposed to a specific employee.

A. ELIGIBILITY TO DONATE SICK LEAVE

1. Members must have fifteen (15) sick leave days in reserve, or have been employed by the district for three academic years to be eligible to donate sick leave.

2. Sick leave shall be donated in full-day increments.

3. Members may donate a maximum of fifteen (15) sick leave days per academic year.

4. Members who wish to donate shall complete a Sick Leave Donation form (Appendix E-1) and submit it to the Association President.

5. Members are not permitted to borrow against future sick leave in order to donate.

6. Members shall be given the opportunity to donate sick days to the pool twice per academic year: on the first of October and the first of March. Leave shall be transferred to the pool by central office within one week of the designated donation days.

7. Members who are currently on an approved leave of absence are not permitted to donate sick leave.

8. Donated days will be deducted from a member's reserve, and not from the current academic year's days.

9. Once sick days are donated, they shall be forfeited, and may not be restored at a future date.

B. ELIGIBILITY TO RECEIVE SICK LEAVE

CRITERION: The member (or a member of his/her immediate family) has been diagnosed with a medical condition that will require the prolonged/extended absence of the member from duty, and will result in a substantial loss of income due to the exhaustion of all paid leave available. ("Immediate family" will be as defined in the current CBA.)

1. The member will complete a Sick Leave Request Form (Appendix E-2) to the Association president, whereupon a meeting of the Sick Leave Donation committee (three SCEA members, the district treasurer, and one administrator) will convene to review the request. Sick leave pool requests will be reviewed on a case-by-case basis.
2. If the recipient member has available sick leave days in his or here balance, this time will be used prior to any donated leave. Donated leave mya be used only for time off related to the approved request.
3. Members who receive donated sick leave days may receive no more than ninety (90) donated days within a rolling twelve-month period.

C. LIMITATIONS

1. The decision of the Sick Leave Donation committee is final, and is not grievable.
2. Members are not permitted to solicit other members for donations.

ARTICLE XXXVI

DURATION OF AGREEMENT

1. No change in a specific term of this agreement shall be made during the life of this CBA except by mutual agreement. Any agreement mutually agreed to during the life of this CBA shall be reduced to writing in a *Memorandum of Understanding*, ratified by each party and attached to this CBA.

2. This CBA shall become effective the first day of July 2026 and shall remain in full force and effect through the thirtieth day of June 2028, both dates inclusive.

SOUTH CENTRAL BOARD OF EDUCATION	SOUTH CENTRAL EDUCATORS' ASSOCIATION
PRESIDENT	PRESIDENT
SUPERINTENDENT	VICE PRESIDENT

GRIEVANCE INFORMAL FORM

NAME OF GRIEVANT _____

DATE OF FILING _____

BUILDING ASSIGNMENT _____

DATE CAUSE OF GRIEVANCECURRED_____

SECTION(S) OF CONTRACT ALLEGEDLY VIOLATED _____

STATEMENT OF GRIEVANCE

_____

_____

_____

RELIEF SOUGHT_____

_____

SIGNATURE OF GRIEVANT_____

DATE _____

SIGNATURE FOR ASSOCIATION _____

DATE _____

STEP II

RECEIPT OF GRIEVANCE BY IMMEDIATE SUPERVISOR

SIGNATURE OF IMMEDIATE SUPERVISOR _____

DATE TIME_____

DISPOSITION OF IMMEDIATE SUPERVISOR _____

_____

_____

_____

_____

_____

_____

SIGNATURE OF IMMEDIATE SUPERVISOR _____

DATE _____

STEP III

RECEIPT OF GRIEVANCE BY SUPERINTENDENT

SIGNATURE OF SUPERINTENDENT

DATE _____ TIME_____

DISPOSITION BY SUPERINTENDENT_____

_____

_____

SIGNATURE OF SUPERINTENDENT _____ DATE_____

STEP IV

RECEIPT OF GRIEVANCE ON BEHALF OF BOARD OF EDUCATION

SIGNATURE OF BOARD PRESIDENT OR DESIGNEE _____

DATE _____ TIME _____

DATE OF HEARING WITH BOARD _____

DECISION OF BOARD:_____

_____

_____

_____

_____

_____

_____

_____

SIGNATURE OF BOARD PRESIDENT _____

DATE _____

South Central Local Schools
2026-2027 Certified Salary Schedule

	BA	BA+150	MASTERS	MA+15	MA+30	MA +45
STEP 0	$39,202	$40,956	$42,928	$43,905	$44,895	$45,856
	1	1.045	1.095	1.12	1.145	1.17
STEP 1	$40,770	$42,730	$44,888	$45,866	$46,846	$47,828
	1.04	1.09	1.145	1.17	1.195	1.22
STEP 2	$42,338	$44,494	$46,846	$47,826	$48,806	$49,798
	1.08	1.135	1.195	1.22	1.245	1.27
STEP 3	$43,905	$46,258	$48,806	$49,786	$50,766	$51,748
	1.12	1.18	1.245	1.27	1.295	1.320
STEP 4	$45,474	$48,022	$50,766	$51,746	$52,728	$53,705
	1.16	1.225	1.295	1.32	1.345	1.37
STEP 5	$47,042	$49,786	$52,728	$53,705	$54,687	$55,667
	1.2	1.27	1.345	1.37	1.395	1.42
STEP 6	$48,610	$51,550	$54,687	$55,667	$56,647	$57,627
	1.24	1.315	1.395	1.42	1.445	1.47
STEP 7	$50,178	$53,314	$56,647	$57,627	$58,607	$59,587
	1.28	1.36	1.445	1.47	1.495	1.52
STEP 8	$51,746	$55,079	$58,607	$59,587	$60,567	$61,547
	1.32	1.405	1.495	1.52	1.545	1.57
STEP 9	$53,314	$56,843	$60,567	$61,547	$62,527	$63,507
	1.36	1.45	1.545	1.57	1.595	1.62
STEP 10	$54,883	$58,607	$62,527	$63,507	$64,487	$65,467
	1.4	1.495	1.595	1.62	1.645	1.67
STEP 11	$56,451	$60,371	$64,487	$65,467	$66,447	$67,427
	1.44	1.54	1.645	1.67	1.695	1.72
STEP 12	$58,019	$62,135	$66,447	$67,427	$68,407	$69,387
	1.48	1.585	1.695	1.72	1.745	1.77
STEP 13	$59,587	$63,899	$68,407	$69,387	$70,367	$71,347
	1.52	1.63	1.745	1.77	1.795	1.82
STEP 14	$61,155	$65,663	$70,367	$71,347	$72,327	$73,307
	1.56	1.675	1.795	1.82	1.845	1.87
STEP 15	$62,723	$67,427	$72,327	$73,307	$74,287	$75,267
	1.6	1.72	1.845	1.87	1.895	1.92
STEP 16	$64,291	$69,191	$74,287	$75,267	$76,248	$77,228
	1.64	1.765	1.895	1.92	1.945	1.97
STEP 17	$64,291	$70,955	$76,248	$77,228	$78,208	$79,188
	1.64	1.81	1.945	1.97	1.995	2.02
STEP 18	$64,291	$70,955	$78,208	$79,188	$80,168	$81,148
	1.64	1.81	1.995	2.02	2.045	2.07
STEP 19	$64,291	$70,955	$78,208	$81,148	$82,128	$83,108
	1.64	1.81	1.995	2.07	2.095	2.12
STEP 20	$64,291	$70,955	$78,208	$81,148	$84,088	$85,068
	1.64	1.81	1.995	2.07	2.145	2.17
STEP 25	$65,859	$72,719	$80,168	$83,108	$86,048	$87,028
	1.68	1.855	2.045	2.12	2.195	2.22
STEP 27	$67,427	$74,483	$82,128	$85,068	$88,008	$88,988
	1.72	1.9	2.095	2.17	2.245	2.27
STEP 30	$68,995	$76,248	$84,088	$87,028	$89,968	$90,948
	1.76	1.945	2.145	2.22	2.295	2.32

South Central Local Schools
2027-2028 Certified Salary Schedule

	BA	BA+150	MASTERS	MA+15	MA+30	MA +45
STEP 0	$40,378	$42,195	$44,214	$45,223	$45,233	$47,242
	1	1.045	1.095	1.12	1.145	1.17
STEP 1	$41,593	$44,012	$48,233	$47,242	$48,252	$49,261
	1.04	1.09	1.145	1.17	1.195	1.22
STEP 2	$43,608	$45,629	$48,252	$49,261	$50,270	$51,280
	1.08	1.135	1.195	1.22	1.245	1.27
STEP 3	$45,223	$47,645	$50,270	$51,280	$52,289	$53,299
	1.12	1.18	1.245	1.27	1.295	1.320
STEP 4	$46,838	$49,463	$52,289	$53,299	$54,308	$55,318
	1.16	1.225	1.295	1.32	1.345	1.37
STEP 5	$48,453	$51,280	$54,308	$55,318	$56,327	$57,337
	1.2	1.27	1.345	1.37	1.395	1.42
STEP 6	$50,069	$53,097	$56,327	$57,337	$58,346	$59,355
	1.24	1.315	1.395	1.42	1.445	1.47
STEP 7	$51,684	$54,914	$58,346	$59,355	$60,365	$61,374
	1.28	1.36	1.445	1.47	1.495	1.52
STEP 8	$53,299	$56,731	$60,365	$61,374	$62,384	$63,393
	1.32	1.405	1.495	1.52	1.545	1.57
STEP 9	$54,914	$58,548	$62,384	$63,393	$64,403	$65,412
	1.36	1.45	1.545	1.57	1.595	1.62
STEP 10	$56,529	$60,365	$64,403	$65,412	$66,422	$67,431
	1.4	1.495	1.595	1.62	1.645	1.67
STEP 11	$58,144	$62,182	$66,422	$67,431	$68,440	$69,450
	1.44	1.54	1.645	1.67	1.695	1.72
STEP 12	$59,759	$63,999	$68,440	$69,450	$70,459	$71,469
	1.48	1.585	1.695	1.72	1.745	1.77
STEP 13	$61,374	$65,816	$70,459	$71,469	$72,478	$73,488
	1.52	1.63	1.745	1.77	1.795	1.82
STEP 14	$62,989	$67,633	$72,478	$73,488	$74,497	$75,507
	1.56	1.675	1.795	1.82	1.845	1.87
STEP 15	$64,605	$69,450	$74,497	$75,507	$76,516	$77,525
	1.6	1.72	1.845	1.87	1.895	1.92
STEP 16	$66,220	$71,267	$76,516	$77,525	$78,535	$79,544
	1.64	1.765	1.895	1.92	1.945	1.97
STEP 17	$66,220	$73,084	$78,535	$79,544	$80,554	$81,563
	1.64	1.81	1.945	1.97	1.995	2.02
STEP 18	$66,220	$73,084	$80,554	$81,563	$82,573	$83,582
	1.64	1.81	1.995	2.02	2.045	2.07
STEP 19	$66,220	$73,084	$80,554	$83,582	$84,592	$85,601
	1.64	1.81	1.995	2.07	2.095	2.12
STEP 20	$66,220	$73,084	$80,554	$83,582	$86,610	$87,620
	1.64	1.81	1.995	2.07	2.145	2.17
STEP 25	$67,835	$74,901	$82,573	$85,601	$88,629	$89,639
	1.68	1.855	2.045	2.12	2.195	2.22
STEP 27	$69,450	$76,718	$84,592	$87,620	$90,648	$91,658
	1.72	1.9	2.095	2.17	2.245	2.27
STEP 30	$71,065	$78,535	$86,610	$89,639	$92,667	$93,677
	1.76	1.945	2.145	2.22	2.295	2.32

APPENDIX C

SUPPLEMENTAL DUTY SALARY SCHEDULE

ATHLETIC ACTIVITY	Varsity Coach	Asst. Varsity Coach	MS Coach	Pay Schedule
HS Athletic Director	26% plus 2 periods/day based on 7-period day			Aug – June
MS Athletic Director	11%			Aug – May
Football	13%	9%	5%	Aug 20 – Nov 5
Basketball	13%	9%	7%	Nov 20 – Mar 20
Volleyball	10%	7%	5%	Aug 20 – Nov 5
Cross Country	9%		5%	Aug 20 – Nov 5
Golf	10%			Aug 20 – Nov 5
Track	11%	8%	6%	Apr 5 – May 20
Baseball	10%	7%		Apr 5 – May 20
Softball	10%	7%		Apr 5 – May 20
Cheerleading	5% (fall)	2.5% (fall)	2% (fall)	Aug 20 – Nov 5
Cheerleading	5% (winter)	2.5% (winter)	2% (winter)	Nov 20 – Mar 20
Wrestling	10%	7%	5%	Nov 20 – Mar 20
Powerlifting	8%	$500 stipend		Nov 20 – Mar 20

Experience as a head coach, assistant coach, or advisor and experience as a teacher may not be the same. Therefore, an additional duty index will be applied to the Bachelor's Degree column, corresponding with the experience in the position as Varsity, Assistant (Junior) Varsity, or Middle School coach, or experience as an advisor. Experience will be granted at the Varsity level only in the particular sport (e.g., Varsity Basketball experience will not apply to Varsity Football). The percentage indicated for Middle School coaches shall apply when only a single team exists. When there are both 7th and 8th grade teams, the percentage shall be paid for each team (two teams/two coaches to be paid).

No Coach will receive final payment until officially checked out with Athletic Director

ACTIVITY	HS Advisor	MS/Elem. Advisor	Pay Schedule
Band Director	11%	$1,000 stipend	Sep – May
Choral Director	8%	2%	Sep – May
Yearbook Advisor	8%*		Sep – May
Student Council Advisor	3%*	3%**	Sep – May
SADD Coordinator	3%	1%	Sep – May
Academic Challenge Advisor	5%*****	5%	Sep – May
Outdoor Education Coordinator		2%	Sep – May

FFA Advisor	2%		
Teen Leadership Corps Advisor	2%		Sep - May
District Mentor Teacher	2%		Sep – May
ODE Coordinator	3%		Sep – May
State Certified Mentor	4%		Sep – May
ACTIVITY	**HS Advisor**	**MS/Elem. Advisor**	**Pay Schedule**
Program Coordinator	5%		Sep – May
Assessor	1%		Sep – May
Master Coder	1%		Sep – May
Intervention Assistance Team***	3 members $20/hr. (1/4 hr. increment)	4 members (5-8); 5 members (PK-4) 5%	Sep – May
Club Sponsors	2%	2%	Sep – May
Art Club	2%	2%	Sep – May
Freshman Class Advisor	1%		Sep – May
Sophomore Class Advisor	1%		Sep – May
Junior Class Advisor	4%*		Sep – May
Senior Class Advisor	2%*		Sep – May
Stage Director, HS Musical	10%		
Technical Director, HS Musical	9%		
Music Director, HS Musical	10%		
Producer, HS Musical	$500 stipend		
Pep Band Director	$500 stipend		Nov – Feb
Jazz Band Director	$500 stipend		Jan – May
Band Auxiliary Advisor	$500 stipend		
Asst. HS Marching Band Dir.	$1000 stipend		Aug - Nov

* Two advisors, each paid the same percentage

** Three advisors (one per grade level)

*** Submit time sheets to Treasurer

**** Two advisors, each paid the same percentage. Program must maintain at least 10 students for the second duty contract to be paid.

Should the Superintendent or Association deem it necessary to consider additional supplemental duties, either may request a meeting to discuss the item(s) of concern. Athletic supplemental positions will be issued pending adequate participation by student athletes, as determined by administration, with input from the Athletic Department.

SOUTH CENTRAL LOCAL SCHOOLS

REQUEST FOR PAYMENT IN LIEU OF PARTICIPATION

I am requesting payment in lieu of participating in the South Central Local Schools health/prescription insurance program for a full plan year. *A payment of $1,500 will be made in a lump sum, on the first pay date after June 30.

I hereby certify that I will not be enrolled in another Huron Erie School Employee Insurance Association member district plan or insured by the Board as a dependent during the year in which I have waived health/prescription coverage.

_____	_____
Employee Name (Print)	Employee Signature
_____	_____
Date	Employee SSN

* If there is a change in lifestyle after the September 1 deadline, the employee may request to participate in the health insurance program. At that time, the request for payment in lieu of participation will be cancelled.

SOUTH CENTRAL EDUCATORS' ASSOCIATION

SICK LEAVE DONATION FORM

Donor Name: _____

Number of Sick Leave Days You Wish to Donate: _____

I understand that my reserve sick leave balance will be decreased by the amount of the donation stated above, and that days cannot be returned once donated.

I further understand that I may donate a maximum of 15 days per school year.

NOTE: This is an official leave document, authorizing the deduction of your accrued sick leave. The payroll department will adjust your sick leave balance to reflect your donation.

Donor Signature _____

TO BE COMPLETED BY PAYROLL DEPARTMENT UPON REQUEST

DONOR

CURRENT SICK LEAVE BALANCE _____

NUMBER OF DAYS DONATED _____

BALANCE AFTER DONATION _____

SOUTH CENTRAL EDUCATORS' ASSOCIATION

SICK LEAVE REQUEST FORM

Name of Requestor: _____

Number of Requested Days: _____

Reason: _____

_____

_____

I understand that any sick leave I currently hold will be used prior to any donated leave. Donated leave may be used only for time off related to the approved request.

I further understand that donated sick leave days may total no more than ninety (90) within a rolling twelve-month period.

Requestor Signature _____

TO BE COMPLETED BY PAYROLL DEPARTMENT UPON APPROVAL

RECIPIENT

CURRENT SICK LEAVE BALANCE _____

NUMBER OF DAYS DONATED _____

BALANCE AFTER DONATION _____