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MASTER AGREEMENT

between the

BEDFORD EDUCATION ASSOCIATION

and the

BEDFORD CITY SCHOOL DISTRICT BOARD OF EDUCATION

EFFECTIVE

July 1, 2026 – June 30, 2028

CERTIFICATE

The undersigned, Treasurer of the Board of Education of the Bedford City School District, Ohio, certifies that the money required to meet the obligations of the Board during Fiscal Year **2026** under the attached contract have been lawfully appropriated by the Board for such purposes and are in the treasury or in the process of collection to the credit of an appropriate fund, free from any previous encumbrances.

The undersigned, Treasurer and President of the Board of Education of the Bedford City School District, Ohio, and the Superintendent of Schools of the Bedford City School District, Ohio, hereby certify that the District has in effect the authorization to levy taxes, including the renewal or replacement of existing levies, which, when combined with the estimated revenue from all other sources available to the District at the time of this certification, are sufficient to provide the operating revenues necessary to enable the District to maintain all personnel and programs during the duration of the attached contract on all of the days set forth in its adopted school calendars for the current fiscal year and for a number of days in the succeeding fiscal years equal to the number of days instruction was held or is scheduled for the current fiscal year.

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

Dated: _____, 2024

_____
Taylor Friedrich, Treasurer
Board of Education
Bedford City School District, Ohio

_____
Anthony Akins, President
Board of Education
Bedford City School District, Ohio

_____
Tom Evans
Superintendent of Schools
Bedford City School District, Ohio

Table of Contents

CERTIFICATE 2
Table of Contents 3
ARTICLE I — DEFINITION OF THE AGREEMENT 7
ARTICLE II — AGREEMENT CONDITIONS AND CONTINGENCIES 7
Length of Agreement 7
No Work Interruption Clause 7
Legality of Provisions 7
ARTICLE III – RECOGNITION 8
ARTICLE IV - NEGOTIATIONS PROCEDURES 8
Preamble 8
Principles 9
Professional Staff Members 9
Negotiating Procedures 9
Negotiations Time Limit 10
Definitions 10
Representation 10
Information 11
Caucuses 11
Protocol 11
Item Agreement 11
Mutually Agreed Upon Dispute Resolution Procedure 12
Exclusivity of Procedure 12
Waiver of Negotiations 12
Publication 12
ARTICLE V — BOARD OF EDUCATION RIGHTS — ASSOCIATION RIGHTS 13
Board of Education Rights 13
Association Rights 13
Association Business 14
Board and Association Communications/Meetings 15
Teacher Evaluation 16
Local Professional Development Committee 18
Right to Representation 19

Association Dues 19
Master Teacher Committee 21
ARTICLE VI — GRIEVANCE PROCEDURES 23
ARTICLE VII — REDUCTION IN FORCE 27
Attrition 27
Reduction Other Than by Attrition 27
Recall 30
Reassignment 32
Notification of Professional Staff Members 32
Reduction in Force Transfer 32
Retirement, Resignation, and Leave Announcement 32
ARTICLE VIII — LEAVES 33
Sick Leave 33
Transfer of Sick Leave 35
Other Employees 35
Personal Leave 35
Payment for unused sick/personal leave 36
Religious Leave 37
Bereavement Leave 37
Parental Leave 38
Legal Commitments and Transactions 39
Military 40
Professional Purposes 40
Sabbatical Leave for Professional Study, Travel or Research 40
Health and Hardship 41
Public Service Leave 41
Federal Family and Medical Leave Act 42
ARTICLE IX — SEVERANCE PAY 42
ARTICLE X — TEACHING ASSIGNMENTS 45
Secondary School Counselor Assignments 46
Pupil Services 47
Relocation of Professional Staff Members 47
ARTICLE XI — CURRICULUM 48
ARTICLE XII — INSTRUCTION 50
Student Services Handbook 53

Lesson Plans 54
After School Meetings/Teachers' Meetings 54
Parent-Teacher Conference Time 55
Intervention Specialist and Speech Pathologist Time/Compensation and Other Time .. 56
Open House and Evening Activities 56
Loss of Planning Time 57
Split Classes 58
Professional Development 58
Mentorship Program/Entry Year Program 59
Peer Coaching Program 60
Teacher-Student-Parent Relationships 60
Technology 61
ARTICLE XIII — TEACHER RIGHTS AND RESPONSIBILITIES 61
13.1 Professional Obligations Beyond Classroom Duties 61
Parent Meetings 62
Professional Meetings 62
School Buildings - New Construction, Closings 62
Involuntary Transfer 62
Professional Personnel Records and Services 63
Teaching Environment 64
Student Assistance 65
Pay Dates 65
School Closings Due to Extreme Weather and Road Conditions 66
Student Discipline and Professional Staff Member Protection 67
Student Discipline 69
Assaults on Professional Staff Members 69
Complaints Against Professional Staff Members 69
Progressive Discipline 70
ARTICLE XIV — COMPENSATION AND BENEFITS 71
Longevity Pay 73
Tuition Reimbursement 73
Contract Pay 74
ARTICLE XV — COACHING AND CO-CURRICULAR COMPENSATION 79
Supplemental Contracts 79
Publicizing Openings for Supplemental Contracts 80

ARTICLE XVI — CAREER AND TECHNICAL EDUCATION 80
ARTICLE XVII — REEMPLOYMENT OF RETIRED TEACHERS 81
ARTICLE XVIII – RESIDENT EDUCATOR 82
ARTICLE XIX - CALENDAR 83
GRIEVANCE FORMS 2
SALARY INDEX 9
ADDITIONAL STIPENDS 11
Application for Continuing Contract 13
LEGACY FAIR SHARE FEE 16
NON-COACHING SUPPLEMENTALS 102
COACHING SUPPLEMENTAL SALARY SCHEDULE 108

ARTICLE I — DEFINITION OF THE AGREEMENT

This Master Agreement contains those items mutually agreed to through the negotiations process between the Bedford Education Association, an affiliate of the National Education Association, Ohio Education Association and the Northeastern Ohio Education Association, and the Bedford Board of Education. The provisions contained herein are binding on both parties for the agreed upon term of this Agreement

ARTICLE II — AGREEMENT CONDITIONS AND CONTINGENCIES

Length of Agreement

2.1 This Agreement shall be effective from July 1, 2026 through June 30, 2028.

No Work Interruption Clause

2.2 During the duration of this Agreement, neither the Association, its agents nor the professional staff members represented by the Association shall engage in, sanction or approve any strikes, slowdowns, withholding of services, study days or any other concerted effort which interferes with, impedes or impairs the normal operation of the schools.

2.21 The Board agrees that the school year consists of 184 days except for beginning professional staff members for orientation, which shall be no more than three (3) additional days. Upon verification of attendance, the additional days for orientation purposes will be paid at per diem as defined in Section 14.9. Once the calendar is adopted for the school year, it will remain in effect for the duration of that school year except for circumstances beyond the control of the Board that will directly affect the safety and welfare of the students and/or staff. The Association President and professional negotiations chairperson shall be advised in advance of any change in the calendar under this exception. The Association may take any dispute to expedited arbitration in accordance with the rules of the American Arbitration Association ("AAA").

Legality of Provisions

2.3 If any provision of this Agreement or any application thereof to any professional staff member or group of professional staff members is held to be contrary to law, then such provision or application will not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect. When a provision is deemed contrary to law, the parties will meet within fifteen (15) days upon written notification from either side for the purpose of resolving the problem.

ARTICLE III – RECOGNITION

3.1 The Board recognizes the Association as the exclusive representative and negotiations representative for all employees defined as "teachers" (Ohio Revised Code §3319.09), unless specifically excluded, employed by the Board on limited or continuing contracts and who hold a certificate/licensure from the State of Ohio Department of Education Workforce. In addition, for purposes of the definition of "teacher", the Board recognizes professional staff members who hold a license through the State of Ohio other than under ORC 3319.09 and the term "teacher" in this Agreement shall include such professional staff members unless otherwise expressly stated.

This recognition shall exclude all employees who are solely administrators or supervisors. This recognition shall exclude all employees who, are building nurses, substitutes, or hourly tutors. In addition to "teachers," all references to "Professional Staff" or "Professional Staff Members" in this Agreement shall mean a member of the negotiating unit as defined herein.

3.2 The rights of the Association as set forth in this agreement are continuous unless challenged pursuant to Section 4117 of the Ohio Revised Code and the rules and regulations of the State Employment Relations Board (SERB).

3.3 The recognition of the Association will not prevent any professional staff or group of professional staff from requesting a hearing to present information to the Superintendent or Board.

ARTICLE IV - NEGOTIATIONS PROCEDURES

Preamble

4.1 Recognizing that providing a high-quality education for the children of the Bedford City Schools is the paramount aim of this School District and that good morale in the professional staff is necessary for the best education of the children, we do hereby declare that:

The Board, under law, has the final responsibility of establishing policies for the District.

The Superintendent and his/her staff have the responsibility of carrying out the policies established.

The professional staff members have the responsibility, within the framework of established policies and regulations, for providing the best possible education in the classroom.

4.12 The Board also recognizes that the best interests of public education will be served by establishing procedures to provide an orderly method for the Board of its delegated representatives and for the representatives of the Association, to

discuss matters of common concern, and to reach a mutually satisfactory agreement on these matters.

Principles

4.2 Attainment of objectives for the educational program of the Bedford City School District requires mutual understanding and cooperation among the Board, the Superintendent, his/her staff, and the professional staff members. Therefore, free and open exchange of views is desirable and necessary with all parties participating with good faith, in deliberation leading to determination of matters of mutual concern.

Professional Staff Members

4.21 It is recognized that:

Teaching is a profession requiring the possession of specialized educational qualifications.

The success of the educational program depends upon the services of qualified and competent professional staff members who are reasonably satisfied with the conditions under which their services are performed.

Negotiating Procedures

4.3 All rules necessary for conducting negotiations and not covered by this Agreement, such as collaborative bargaining, shall be discussed and agreed upon at the initial meeting. If agreement is not reached, the rules as written will stand.

4.31 Negotiations shall begin at a mutually agreeable time or within 120 days prior to the expiration of the Agreement. Written notification from the Association shall be addressed to the Superintendent of Schools and from the Board shall be addressed to the President of the Association.

4.32 Not later than the first day of March of the calendar year in which this Agreement terminates, an initial meeting will be held at which the parties will submit written items for negotiations by topic and an agenda will be set. Thereafter, additional items shall not be submitted by either party unless the other party consents thereto.

4.33 On or before the second session, the Board and the Association shall exchange complete packages containing the initial proposals of each.

4.34 Meetings between the Association P.N. Committee and the Superintendent or his/her official representative(s) will be scheduled for a mutually satisfactory place and time.

4.35 Times and dates shall be set through mutual agreement. No meeting shall adjourn until the date of the next meeting is set.

4.36 Meetings shall be held in the board room at the administration building or other locations acceptable to both committees.

4.37 All proposals and counterproposals shall be presented in written form unless there is mutual agreement to do otherwise.

4.38 The proposals shall be negotiated one by one, passing to the next proposal after a tentative agreement has been reached unless there is mutual agreement to follow other procedures.

4.381 During the period of consideration, interim reports of progress may be made to the Association by its representative and to the Board by the Superintendent.

4.382 There shall be two (2) signed and countersigned copies of all tentative, mutually agreed solutions, one (1) for each committee. It is understood that such signing shall be tentative only, subject always to final agreement on all proposals.

Negotiations Time Limit

4.4 Items under negotiations must be resolved to the mutual satisfaction of both parties by June 1. However, if both parties agree, a mutually agreed upon extension of time may be granted. If no agreement is reached, the Disagreement Procedures outlined in this document shall be implemented.

Definitions

4.5 "Negotiable Items" are salaries, fringe benefits and conditions of employment.

4.51 "Good Faith" involves coming to the negotiating table with the intention of negotiation. Good faith requires that the Board and/or Administration and the Association be willing to react to each other's proposals. If a proposal is unacceptable to one party, that party is obligated to give its reasons or offer counterproposals. Good faith requires 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.

Representation

4.6 The Board or its designated representatives shall meet with the Association's designated representatives to negotiate in good faith. Each team shall limit its representatives to no

more than seven (7) members. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. The parties mutually pledge that their representatives will be granted or will obtain all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations. Each team will identify its team members at the initial meeting.

4.61 Either party may call upon consultants at the expense of the requesting party. Such consultants may be used in the negotiating meetings. Unless otherwise agreed upon, no more than one (1) consultant per team shall be present.

Information

4.7 The parties agree to furnish, upon written request and in a reasonable time, available information concerning the financial status of the District and such other available information as will assist the parties in the development and evaluation of proposals. Access to available information in such form as it may exist constitutes compliance with this provision, and neither party is obligated to develop data or information not in existence or to rework, redraft, summarize, compute or otherwise develop data or information in other than its existing form.

Caucuses

4.8 The chairperson of either group may caucus his/her group for independent discussion at any time.

Protocol

4.9 No action to coerce, censure or penalize any negotiating participant shall be made or implied by any other member as a result of participation in the negotiation process.

Item Agreement

4.91 All mutually agreed solutions shall become a part of a tentative package which shall be final only when all proposals have been acted upon and approved by the members of the Association and the Board. This package shall be offered to members of the Association for action.

4.911 The President of the Association shall notify the Superintendent in writing of the action taken by the Association. If the package is approved by members of the Association, the Superintendent shall submit it to the Board. Upon official adoption by the Board, the Agreement shall be signed by both parties. The resulting Agreement shall constitute a modification of the Master Agreement.

Mutually Agreed Upon Dispute Resolution Procedure

4.92 If agreement is not reached by thirty (30) days prior to expiration of this contract, either party may declare a bargaining impasse whereupon the parties shall jointly request the services of a mediator from the Federal Mediation and Conciliation Service or other mutually agreed upon mediator.

Exclusivity of Procedure

4.921 The negotiations procedure set forth in this article supersedes and takes precedence over any inconsistent time limits or procedure set forth in Section 4117.14 of the Ohio Revised Code. Mediation, as set forth in Section 4.92 of this article, constitutes the parties' mutually agreed upon, exclusive dispute settlement procedure and shall operate in lieu of any and all of the settlement procedures set forth in section 4117.14 of the Ohio Revised Code. In the event mediation does not result in an agreement by the expiration date of this contract (or such subsequent date as the parties may mutually agree upon), Section 4117.14 (D) (2) of the Ohio Revised Code will apply.

Waiver of Negotiations

4.93 Unless mutually agreed upon the Board and the Association voluntarily waive the right to negotiate during the life of this Agreement. The waiver applies to any subject or matter irrespective of whether such matters or subject is specifically referred to or covered in this Agreement. The waiver is effective even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time the negotiations were being conducted or at the time the party signed this Agreement.

Publication

4.94 The Board and Association shall share equally the cost of printing this Agreement.

ARTICLE V — BOARD OF EDUCATION RIGHTS — ASSOCIATION RIGHTS

Board of Education Rights

5.0 The Board of Education shall have the right to:

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

5.02 Direct, supervise, evaluate, or hire employees.

5.03 Maintain and improve the efficiency and effectiveness of governmental operations.

5.04 Determine the overall methods, process, means or personnel by which governmental operations are to be conducted.

5.05 Suspend, discipline, demote, or discharge for just cause, or layoff, transfer, assign, schedule, promote, or retain employees.

5.06 Determine the adequacy of the work force.

5.07 Determine the overall mission of the employer as a unit of government.

5.08 Effectively manage the work force.

5.09 Take actions to carry out the mission of the public employer as a governmental unit.

Association Rights

5.10 The Association and its representatives shall have the right to use school buildings, equipment and facilities under the same rules as any other school or community organization, assuming it does not interfere with normal school operations. The Association will assume the cost of any materials incurred by such use.

5.11 The Association shall have the right to specify two (2) after-school meeting days per month. The Association shall submit the list of meeting days for the school year to the Superintendent by May 1 of the previous year. No district meetings will be scheduled on the second and fourth working Thursday of each month, as these dates will be reserved for Association business. Reasonable effort will be made in an attempt to avoid scheduling meetings on days when the Association is holding general membership meetings.

5.12 Representatives of the Association to workshops, seminars, and/or conventions sponsored by NEA, OEA, NEOEA shall be granted up to an accumulated total of twenty (20) teacher days for professional leave. However, if a finding from state audit puts any financial penalty on this policy, now or in the future, this sum shall be assessed to the Association. Additional professional leave shall be considered as outlined under "Professional Purposes."

5.13 Release Time President. No later than May 15 each school year, the Association shall provide written notice of the name of the BEA President for the following school year; such notice will be provided to the Superintendent and/or Designee and the BEA President for the following school year's building principal. In addition, no later than April 15 in each BEA President election year, the Association shall provide in written notice the names of those candidates running for the BEA President position; such notice will be provided to the Superintendent and/or Designee and to each candidate's building principal.

The Board will create the duty assignment of BEA President Duty that shall be - at least one period per school day and up to two (2) periods per school day subject to operational needs. (but never to exceed 100 minutes) for the purpose of the BEA President performing responsibilities/tasks related to that position. With sufficient written notice identified above, in the master schedule developed for the start of the school year, the Association President (one person) will be assigned to the BEA President Duty. The District will make its best effort to schedule the duty assignment as the first class period of the day, or as the last class period of the day, or before or after a teaching planning period; such scheduling decision is not grievable. If the individual holding the BEA President position changes during the school year, the Board will make a good faith effort to provide the new president with a BEA President Duty, but that BEA President Duty is not guaranteed.

Nothing in this Article 5.13 alters that the BEA President will continue to perform responsibilities/tasks related to the position at times other than assigned BEA President Duty (e.g., grievance hearings scheduled after school hours). This Article 5.13 does not prevent the BEA President from being assigned to non-BEA President building-level duties.

Association Business

5.2 At the request of the Association, a leave of absence (part-time or full-time) with full pay shall be granted to one (1) Association officer for the year(s) for which he/she is elected. The Association shall reimburse the Board for the total or prorated cost of the officer's salary and all benefits. The officer of the Association granted a leave of absence shall retain all rights and privileges to which he/she would have been entitled had he/she continued the performance of his/her duties in the Bedford City Schools during the leave of absence. At the commencement of the school year following the expiration of the leave of absence, the officer shall be returned to a position comparable to that which he/she occupied prior to the granting of the leave.

5.21 The Association will be permitted the use of bulletin board space in an area accessible to all professional staff members determined by the building principal. The Association shall have the right to reasonable distribution of Association material in the professional staff members' mailboxes or in district emails.

5.22 The Association shall have 2.5 hours on one (1) of the orientation day(s) to provide lunch for newly hired professional staff members at which time they will be afforded the opportunity to address new professional staff members.

5.23 Duly authorized representatives of the Association may conduct Association business on school property during the working day as long as it does not interfere with normal business of the school day.

5.24 The President, P.N. Chairperson, and the P.R. & R. Chairperson of the Association shall, with notice to the building office, be permitted to conduct Association business outside of his/her building during non-assigned time.

5.25 Any other duly authorized representatives shall receive permission from his/her principal before leaving a building to conduct Association business.

Board and Association Communications/Meetings

5.3 The Association representatives or professional staff members may attend all legal board meetings, receive an agenda, and can speak a reasonable length of time at the proper time on all matters that come before the Board. A copy of the agenda and the minutes of the last Board meeting shall be available online via Board Docs (or a similar software program) to the Association President prior to the next Board meeting.

5.31 This section does not extend the right to attendance at executive sessions of the Board.

5.32 The Association and the Board or a committee representing the Board shall meet yearly on request with the Association representatives to discuss the financial position of the schools.

5.33 The Board of Education's Policy Manual shall be available online at the BCSD website. Notice of a Board-adopted policy change shall be sent electronically to professional staff members, which shall include reference to the policy section that was changed.

5.34 The Administration/Board and the Association shall seek to keep lines of communication open. The Administration/Board shall continue to provide professional staff members the opportunity for input and the Association shall encourage professional staff members to participate on committees which offer opportunities for professional staff member involvement.

5.35 While the Administration/Board intends to continue to involve professional staff members and seek their input, the Board retains the responsibility and authority for making those decisions as are required for the operation of the schools.

5.36 Quality Communications Forum (QCF)

The Board and the Association shall seek to keep lines of communication open through the Quality Communications Forum (QCF) to discuss any item of concern to the Association and/or administration. Meeting dates and times shall be mutually agreed upon. The Association shall have the President, Vice-President and Professional Rights and Responsibility Chairs present at all meetings. Administration will assign their representatives to this committee. Both sides reserve the right to have other persons present when they deem it appropriate.

Teacher Evaluation

5.4 Annually, but not later than February 1 of the school year, upon the request of the President of the Association or the Superintendent, a committee shall be appointed to examine the professional staff member evaluation forms and procedures. This committee shall consist of seven (7) professional staff members appointed by the President of the Association and seven (7) administrators appointed by the Superintendent of Schools. It shall be charged with developing recommendations that would improve the evaluation process.

5.41 The committee will by April 30 of the same school year present a written report to the Superintendent of Schools for presentation to the Board for its consideration and disposition. At the same time a copy of the report shall be sent to the Association President. The Superintendent will notify the Association President of the Board's disposition. The committee shall be dissolved after it presents its written report, or on April 30, whichever comes first.

5.42 Professional staff members shall be evaluated according to the evaluation procedures set forth in the Ohio Teacher and School Counselor Evaluation System Handbook which is by reference incorporated into and made a part of this Agreement.

It is the intention of the parties that the evaluation procedures contained in this Agreement shall supersede and be exclusively used instead of the provisions of R.C. 3319.11 and 3319.111 and that the evaluation procedures of those statutes shall not apply to members of this bargaining unit.

The administration must adhere to the timeline of teacher evaluation in order to non-renew professional staff members serving on a limited contract for reasons of poor performance.

5.43 Notice of Continuing Contract Eligibility

5.431 Each year on or about September 15, the office of the Superintendent and/or Designee shall provide a memo to all teachers on limited contract setting out the criteria for eligibility for continuing contract. The memo also shall set out the options available in the event continuing contract status is not approved.

5.432 Teachers who believe they are or will be eligible for consideration for continuing contract status and will have completed the requirements by the final Board meeting in April of that school year and wish to be so considered shall complete the application form attached to the memo and return the form to the Superintendent and/or Designee by October 15th.

5.433 By November 15th, the building principal/evaluating administrator will confer with the teacher who has expressed an interest in being considered for continuing contract to discuss the process. A teacher who does not complete and return the form confirming his/her intent to be considered shall not be eligible for consideration for continuing contract status during that school year.

5.434 A teacher who expresses her/his intent to be considered and is not able to complete the steps required, or who wishes to withdraw from continuing contract consideration, shall notify her/his building principal/evaluating administrator of that fact not later than March 31. Such teacher shall not be eligible for continuing contract but shall not experience another employment consequence solely as a result of not completing the continuing contract eligibility requirements. Such teacher shall not be required to, but may elect to, apply for continuing contract consideration in a subsequent year.

5.435 The memo and application form are Appendix I to the contract. With respect to the application process for continuing contract consideration only, this provision shall supersede ORC Sections 3319.11 and 3319.111.

5.44 Compliance with Federal and State Law.

At the time of ratification of this agreement, the Association and Board agreed that the full extent of the obligations imposed upon the Board and members of the bargaining unit by The Every Student Succeeds Act ("ESSA") is not clear. A legal compliance committee made up of four representatives of the Association appointed by the BEA President and four administrators appointed by the Superintendent is hereby established. The committee shall convene at the call of the BEA President and/or Superintendent to consider and recommend steps necessary to comply with ESSA to the Superintendent and BEA President. Should the committee recommend steps that conflict with one or more provisions of the agreement, the Board and the Association agreed to promptly engage in good faith bargaining in an attempt to reach agreement on necessary modifications in contract provisions.

Local Professional Development Committee

5.5 The Board and the Association shall establish a Local Professional Development Committee (LPDC), in compliance with O.R.C. §3319.22 (SB 230). There shall be one (1) committee composed of six (6) members: the Association President and/or his or her designee, two (2) teachers selected by the Association, and the Superintendent and/or Designee and two (2) administrators appointed by the Superintendent or his/her designee. The approval process of the committee shall be three (3) teachers and two (2) administrators when a teacher licensure is considered and three (3) administrators and two (2) teachers when an administrator licensure or non-bargaining unit members are considered assigned on a rotating basis.

5.51 The length and term limit of the term of office for teacher Committee members of the LPDC shall be two (2) years on a staggered schedule. Vacancies occurring during a term shall be filled by the appointing authority. Claims of abuse of powers, or violations of confidentiality can be made by any interested party to either appointing body.

5.52 There shall be a process to appeal LPDC decisions:

1. Level One — Reconsideration by the LPDC submitted by the educator.

2. Level Two — If satisfaction is not reached by the educator, that person may appeal through the second step by selecting a current or former professional staff member/administrator. The LPDC shall select a current or former professional staff member/administrator. These two educators become the appellate board and will select a third to round out the panel. They, as the complete appellate board, shall review the appealing educator's claims in the climate of the LPDC directives.

3. Level Three — If satisfaction is not reached by the educator, that person may appeal through the third step by requesting a cooperative, neighboring school district to intercede and act as the final body. That school district(s) will be arranged through the LPDC.

4. The Ohio judicial system acts as the court of last resort.

5.53 The LPDC shall determine the time, place and frequency of its meetings.

5.54 Expenses of the LPDC shall be borne by the Board of Education in compliance with O.R.C. 3319.22. However, release time will be provided as necessary during the school year for training purposes only, not to exceed five (5) days per year as determined by the Superintendent.

5.55 Payment to teachers for LPDC work outside the regular work day during the school year shall be paid pursuant to a supplemental salary contract (Category E). Reasonable expenses incurred by LPDC members shall be reimbursed by the Board.

5.56 No action of the LPDC shall bind the Board or the Association in any manner that may be contrary to any provisions of this Contract.

5.57 Members of the LPDC shall be indemnified for actions related to the proper performance of their duties as members of the LPDC except for malicious, willful or wanton acts.

5.58 As current literature pertaining to certification, retirement, legislation and other pertinent data is received, it will be placed in the prescribed places in each building.

5.59 3319.22 (H) (1) will apply: Exempt consistently high-performing teachers from the requirement to complete any additional coursework for the renewal of an educator license issued under this section or section 3319.26 of the Revised Code. The rules also will specify that such teachers are exempt for any requirements prescribed by professional development committees established under divisions (F) and (G) of ORC section 3319.22.

Right to Representation

5.6 Members of the bargaining unit have the right to union/legal representation of their choice, provided this choice does not result in an unreasonable delay at a Board/Administration investigatory interview which the member of the bargaining unit reasonably believes might result in disciplinary action.

Association Dues

5.7 The parties agree to maintain as a Legacy Document in Appendix H the Fair Share Fee provisions contained in the negotiated agreement immediately prior to the U.S. Supreme Court decision in *Janus v. American Federation of State, County, and Municipal Employees, Council 31*. The parties agree to maintain this Legacy Document in the event there is a change in law that will allow for this language to be placed back into the contract and be implemented.

In the event there is such a change in law, the parties shall negotiate to agreement, any necessary changes to this legacy document prior to the document being placed back into the negotiated agreement.

5.71 Payroll Deduction of Association Dues

Bargaining unit members may authorize payroll deductions to be made by the Treasurer for payment of Association dues. BEA will annually present to the Treasurer an authorization document. All authorization documents shall be presented to the Treasurer at the start of each school year by October 1 and shall state the monthly deduction amount to be deducted for the school year. Such authorization shall be effective for the entire school year, unless the bargaining

unit member is no longer employed in a position within the bargaining unit, or the authorization is revoked.

Deductions will commence in November, to be deducted on the first pay period of each month during the months of November through August. No deductions for dues will take place during the months of September and October. The deductions will be as nearly equal in amount as possible for the individual. The Board agrees to transmit the money electronically to the Association.

Should the bargaining unit member's employment with the district be severed (either voluntarily or otherwise) mid-year, the Board shall notify the Association's treasurer regarding the member's last work day, and total union dues paid year-to-date. Remaining dues will be deducted according to the parameters set forth in the enrollment form.

Authorization for dues deduction will be on a continuing basis from year to year unless a request for withdrawal from the association is submitted in writing to the district treasurer and BEA President between August 15 and August 31.

5.72 Indemnification of Employer

The Association on behalf of itself and the OEA and NEA agrees to indemnify the Board for any costs or liability incurred as a result of the payroll deductions and/or payment and/or collection of dues from bargaining unit members provided that:

A. The Board shall give a ten (10) day written notice of any claim made or action filed against the employer for which indemnification may be claimed;

B. The Association shall reserve the right to designate counsel to represent and defend the employer;

C. The Board agrees to:

1. give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding,

2. permit the Association or its affiliates to intervene as a party if it so desires, and/or

3. to not oppose the Association or its affiliates' application to file briefs amicus curiae in the action; and

D. The Board acted in good faith compliance with the Association Dues provision of this Agreement; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) or misapplies such provision herein.

5.73 Exclusivity

The above payroll deduction provision shall be an exclusive right of the Association during the term of this Agreement and it will not be granted to any other employee organization seeking to represent employees in the bargaining unit represented by the Association.

5.74 Legal Compliance

The Association hereby assures the Board, its members, officers and administrative employees that the Association's procedure(s) for the payroll deductions and/or payment and/or collection of dues from bargaining unit members fully comply with and satisfy legal requirements established by the State Employment Relations Board and the Ohio and federal courts. In the event such procedure(s) are challenged by any employee, deduction of Association dues for the challenging employee(s) shall continue but the money shall be placed in a separate, interest-bearing escrow account, until such challenge is fully and finally resolved and until all time for appeals has been exhausted, with the proceeds of the escrow account to be distributed as directed by SERB or the appropriate state or federal court.

Master Teacher Committee

5.8 Definition

A "Master Teacher" demonstrates excellence inside and outside of the classroom through consistent leadership and focused collaboration to maximize student learning. A master teacher strives for distinguished teaching and continued professional growth as specified by the Ohio Standards for Teaching Profession

A "classroom teacher" is any bargaining unit member holding a valid Ohio teaching certificate/license issued by the Ohio Department of Education.

5.81 Responsibilities

A District-wide Master Teacher Committee will be established in accordance with Senate Bill 2. The responsibilities of this committee shall include, but not be limited to: (1) reviewing and scoring Master Teacher applications, narratives and document samples; (2) establishing an appeal process; and (3) maintaining records including EMIS reporting forms, candidates' scoring reports and candidates' written narratives.

Each Master Teacher Committee members will receive the rate of $30 per initial teacher portfolio reviewed.

Each Master Teacher Committee members will receive the rate of $15 per renewal teacher portfolio reviewed.

5.82 There shall be one (1) committee composed of five (5) members; three (3) teachers, who hold the Master Teacher designation can be placed on a ballot, if they so choose, to be selected by the Association through a majority vote of the organization's members, and two (2) administrators appointed by the Superintendent.

5.83 The length and term limit of the term of office for Committee members of the Master Teacher Committee shall be two (2) years on a staggered schedule.

5.84 The Master Teacher Committee shall determine the time, location and number of committee meetings.

5.85 The Master Teacher Committee members shall jointly establish its Plan of Operation for the appropriate designation of a master teacher including but not limited to the application and review process, the dissemination of general information to local association members, and the appeal procedure.

5.86 Under no circumstances is the involvement in the activities of the Master Teacher Committee to be used for adverse employment decisions by the employer.

5.86.1 Members of the Master Teacher Committee shall be indemnified for actions related to the proper performance of their duties as members of the Master Teacher Committee except for malicious, willful or wanton acts.

5.87 In the event of an in-term vacancy or removal, the teacher member shall be replaced by the association according to their bylaws and constitution.

5.88 There shall be a process to appeal Master Teacher Committee decisions:

5.881 Upon denial of an application, written appeals shall be submitted to the Master Teacher Committee chairperson. All written appeals will be reviewed at the next scheduled meeting of the Master Teacher Committee. No appeals will be considered based on scoring of a candidates' application. Written notification of the appeal decision shall be provided to the applicant within ten (ten) contract days, or thirty (30) calendar days of the meeting, whichever comes first.

5.882 If the appeal is denied, the applicant may request a terminal option, a binding decision rendered by a three-person mediation team chosen as follows: the person appealing may select a current or former professional staff member/administrator. The Master Teacher Committee shall select a current or former professional staff member/administrator. These two educators become the appellate board and will select a third to round out the panel. They, as the complete appellate board shall review the appealing educator's claims in the climate of the Master Teacher Committee directives.

5.89 Expenses of the Master Teacher Committee shall be borne by the Board of Education. However, release time will be provided as necessary during the school year for training purposes only, not to exceed five (5) days per year as determined by the Superintendent.

5.90 Each teacher receiving Master Teacher Status will receive a one-time stipend of five hundred dollars ($500) to be paid by the second pay in September.

ARTICLE VI — GRIEVANCE PROCEDURES

6.1 Definition

6.11 A grievance shall be defined as any claim by a certificated staff member, the Association, or a group of certificated staff members that there has been a violation, misinterpretation or misapplication of the Master Agreement and/or written teacher evaluation procedure.

6.12 A party-in-interest shall mean the person or persons making the claim, including the designated representative as provided for herein, and any person or persons who might be required to take action or against whom action might be taken in order to resolve the grievance.

6.2 Rights of the Grievant and Association

6.21 The grievant may be represented at any stage of the grievance procedure by a person and/or legal counsel of his/her own choosing. Any grievance that is settled without Association representation is considered non-precedent setting. If the grievant chooses to have a representative, the Administration must be given at least 24 hours written notice of same. The administrator may also have a second party present at the hearing.

6.22 Each party-in-interest and the President of the Association shall receive notice of each meeting held to resolve a grievance formally filed. Decisions rendered at each formal level shall be made in writing on the formal grievance form setting forth the decision and the reasons therefor. A copy of the form shall be transmitted to each party-in-interest, and the Association President.

6.23 The Board and/or its representatives will cooperate in the investigation of any grievance.

6.24 The number of actual working school days considered in each Step is maximum unless extended by written agreement of both parties in the Agreement. If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the school year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to a party-in-interest, the time limit set forth herein will be reduced so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as is practicable. "Days" shall mean actual working days.

6.25 No reprisals of any kind will be taken by the Board or any member of the administration against the aggrieved person, any school representative, any member of the P.R. & R. Committee, or any other participant in the grievance procedure by reason of such participation. If, in the opinion of a grievant, reprisals have occurred, the grievant may initiate a new grievance.

6.26 Failure at any level of an administrator to communicate a decision within the specified time limit shall permit the grievant to proceed to the next level of the formal grievance procedure.

6.27 Grievances shall be filed at the lowest possible administrative level where the administrator has the authority to make a decision on the grievance.

6.3 Grievance Procedure

6.31 Informal meeting (prior to initiating Step I)

The parties agree to have an initial discussion between the grievant or an Association representative on their behalf with an appropriate administrator prior to initiating Step I (Formal) in an attempt to resolve the issue without proceeding to the Formal grievance procedures.

6.32 Step I (Formal)

A meeting initiates the grievance procedure. A grievance must be filed within twenty-five (25) days of its occurrence or it no longer exists. The parties acknowledge that it is most desirable for a certificated person and the administrator to resolve problems through free and informal communications.

For the purposes of initiating the meeting, the grievant or an Association representative on their behalf shall submit to the appropriate administrator who has the authority to bring about a resolution of the alleged problem, a completed and signed Step I Grievance Form (Addendum A-1). A copy of the completed form shall be given to the grievant and to the Association President.

The submission of the Step I Grievance Form by the grievant or an Association representative on their behalf shall indicate to the administrator that Step I of the grievance process has formally begun. This will put the administrator on notice and will serve as a point of reference regarding the time limitations.

Within five (5) days of receipt of the Step I Grievance Form, the administrator shall meet with the grievant (which may also include his or her Association representative), to resolve the grievance at the Step I level. Following this meeting, the administrator shall have up to ten (10) days to indicate in writing to the grievant and to the Association President whether the grievance is upheld or denied, using the Disposition for Step I By the Administrator form (see Addendum A-2).

6.3 Step II (Formal)

If the grievance is not resolved through Step I, or if no disposition has been made within the above ten-day time limit, the grievant and/or Association representative must within ten (10) days present his/her formal grievance by submitting a completed Complaint By the Grievant, Step II Form (See Addendum A-3), to the Superintendent or his or her designee. If the Complaint By the Grievant, Step II Form, is not forwarded by the grievant to the Superintendent within ten (10) days after the disposition in Step I, the grievance shall be considered waived. Copies of this form, showing the date of the occurrence, a statement of the nature of the grievance and provisions of the Master Agreement and/or written teacher evaluation procedure allegedly violated and the relief sought, may be submitted by the grievant or the Association representative.

Within five (5) days of the receipt of the Complaint By the Grievant, Step II Form (See Addendum A-3), a meeting shall be held between the Superintendent or his or her designee and the grievant. Either party, at his/her sole option, may be accompanied by up to two (2) representatives. The names and positions of the representatives shall be given to the opposite party no later than twenty-four (24) hours prior to the meeting.

The Superintendent or his or her designee shall indicate his/her disposition of the grievance within ten (10) days after such meeting by completing Disposition for Step II By the Superintendent or Designee Form (See Appendix A-4) and returning it to all parties-in-interest and the President of the Association.

6.33 Step III (Formal)

If the grievance is not resolved through Step II, or if no disposition has been made within the above ten-day time limit, the grievant and/or Association representative may within ten (10) days present a written request for facilitation/mediation by directing such request in writing to the Superintendent with copies to all parties in interest. The purpose of facilitation is to help the parties reach a mutually agreeable resolution to a grievance. Facilitation is voluntary for both sides and the facilitator has no authority to require any particular resolution.

The Superintendent or his/her designee shall, within ten (10) school days after receipt of the written request for facilitation respond to the Association as to whether the Board is amenable to facilitation/mediation.

If both parties have agreed to the facilitation option and agree upon a facilitator, the Board and the Association shall contact the third-party facilitator, which may include Federal Mediation and Conciliation Services, to schedule a facilitation meeting at a time agreeable to the Association, the Board and the facilitator.

6.34 Step IV (Formal)

If the grievant is not satisfied with the disposition of the grievance at Step II and either 1) the Board and the Association have not agreed upon facilitation at Step III, or 2) facilitation at Step III has been completed but has not resulted in

resolution of the grievance, the grievant shall complete Grievance Report Form, Step IV (See Addendum A-5), and submit the form to the Board. The request for a meeting before the Board shall be made within ten (10) days following receipt of the disposition of grievance in Step II, or if facilitation has been requested, within ten (10) days following either the facilitation meeting or the Board's rejection of the facilitation request at Step III. If the Grievance Report Form, Step IV, is not forwarded by the grievant to the Board within ten (10) days as described in this paragraph, the grievance shall be considered waived.

6.341 The Board, at its next regularly scheduled meeting or within three (3) weeks of the appeal, shall meet with the aggrieved certificated staff member and representatives (not more than three (3)) if requested, and the Superintendent or his/her designee, to review such grievance in executive session. The disposition by the Board shall be made by completing the Grievance Report Form, Step IV (See Addendum A-6), within ten (10) days of the meeting. A written notification of such disposition shall be furnished to all parties-in-interest and the Association President.

The Board may waive its right to hear the grievance at Step IV, in which case the grievant and the Association may proceed to Step V.

6.35 Step V (Formal)

If the Board waives its right to a hearing at Step IV or if the grievant is not satisfied with the disposition made in Step IV, then the Association, acting on the grievant's request, may request a hearing by an arbitrator. The Association demand for arbitration must be made within fourteen (14) days of the decision of the Board at Step IV. Failure to make a timely demand for arbitration constitutes a waiver of the right to arbitrate and the grievance shall be considered withdrawn. The selection of an arbitrator shall be made from a panel(s) of names (with a minimum of seven (7) names provided) prepared and submitted by the American Arbitration Association in accordance with its procedures. The person so selected shall hold the necessary hearing promptly and the hearing shall be conducted in accordance with the rules of the American Arbitration Association. The arbitrator's award shall be in writing. Decisions of the arbitrator shall be binding on the Board and the Association.

6.36 The arbitrator shall have no authority to add to, subtract from, or modify the terms of this Agreement, nor to substitute his/her judgment for an administrator's judgment as pertains to teacher evaluation.

6.37 Costs for the arbitrator and the AAA shall be shared equally by the parties. Each side shall pay its own cost of representation and witnesses.

ARTICLE VII — REDUCTION IN FORCE

7.0 A reduction in force may be implemented in accordance with O.R.C. §§ 3316.07 and 3319.17. Before reduction in the number of bargaining unit members would become effective, representatives of the Association and the Board shall meet to review and discuss the reasons behind consideration of such actions. The representatives will consider alternatives such as program elimination, discuss ways to provide priority to teachers on continuing contract, and try to ensure that the number of persons affected is kept to a minimum by not employing replacements for those who retire, resign or take a leave of absence. If the Board plans to make reduction in force, reductions shall be achieved in accordance with the following procedures:

Attrition

7.1 The number of persons affected by a reduction in force will be kept to a minimum by not employing replacements insofar as practical for professional staff members who retire, resign, die, take leave, are terminated or whose limited contracts are not renewed. To achieve educational aims, however, it may be necessary to hire some replacements for some positions if other professional staff members in the system do not possess the certification and background courses of study and the position is one that needs to be filled.

Reduction Other Than by Attrition

7.2 To the extent reductions are not achieved through attrition, reductions shall be achieved in accordance with the following procedures:

7.21 Within each area of certification/licensure affected by the reduction in force, contracts shall be suspended pursuant to the recommendations of the Superintendent or his/her designee under the provisions of this Article. The least senior teacher in each affected area of certification/licensure by comparable evaluation group shall be laid off first, starting with the lowest comparable evaluation group as described herein. However, teachers holding limited contracts shall be suspended before teachers holding continuing contracts, regardless of comparable evaluations. If additional reductions are required after suspending the contracts of teachers holding limited contracts, the Board shall suspend the contracts of teachers holding continuing contracts, utilizing the process described herein.

In determining "comparable evaluations" for the purposes of reduction in force, there shall be four (4) categories:

(1) Ineffective
(2) Developing for three (3) or more consecutive years
(3) Developing for fewer than three (3) consecutive years
(4) Skilled and Accomplished

Bargaining unit members shall be "comparable" to each other only if they are in the same category. The evaluation ratings specified in this section refer to the final summative evaluation ratings assigned to a teacher. If, for whatever reason, the employee does not possess a final summative rating for the year in which the reduction in force will occur, the employee's last rating will be utilized for the purposes of considering whether employees are "comparable." In the event the teacher does not have any prior rating, at the discretion of the District, the most recent evidence (e.g., observations, formal walkthroughs and items uploaded to the governing State Evaluation Platform will be considered to assign a rating to the individual.

Any reduction in force shall begin with the lowest comparable evaluation group within each area of certification/licensure affected by the reduction in force in the following order:

(1) Ineffective
(2) Developing for three (3) or more consecutive years
(3) Developing for fewer than three (3) consecutive years
(4) Skilled and Accomplished

7.22 Seniority shall be defined as the length of continuous service in the bargaining unit beginning with the professional staff member's first contracted working day for the Bedford City Schools. Any years of professional service served on a part-time basis in the bargaining unit shall for seniority purposes be equated as a fraction of full-time service. Authorized leaves shall be used in computing length of service for the purpose of reduction in force. Time on the recall list shall count toward continuous seniority.

7.221 An opening exists when a new position is created and approved by the Board or when a staff member terminates his/her service or has his/her service terminated during the year or for the following school year and the position is not abolished by the authority of the Board.

7.222 An opening does not have to be posted if it is filled by a staff member from the recall list.

7.223 An opening does not exist if the position can be filled by a transfer and the transferee's position does not have to be filled.

7.224 An opening exists if a certified staff member takes an unpaid leave of absence which will result in an absence of more than thirty (30) days. The services of the replacement shall be terminated upon the return of the staff member.

7.23 In addition, the following criteria may be used to determine which professional staff members will be affected by staff reduction:

7.231 The following specified supplemental contracts: all head high school athletic coaches — boys' and girls' sports and high school band director, who have fewer than four (4) years' experience with the Bedford City Schools.

7.24 All professional staff members shall be placed on seniority lists in each of the teaching fields the professional staff member holds certification and has taught in at some time in his/her Bedford career. A professional staff member may appear on more than one (1) teaching field list. All professional staff members whose positions are reduced as part of a reduction in force shall have the right to bump into any other positions for which they are appropriately licensed/certified to teach in accordance with the current licensure/certification, the teacher's continuing contract or limited contract status, comparable evaluation rating, and applicable seniority.

7.25 Any form of substitute teaching and/or hourly tutoring does not constitute time toward seniority.

7.26 Supplemental contract duties shall not be considered in the calculation of seniority.

7.27 If two (2) or more professional staff members have exactly the same length of continuous service and the same contract status, the following tie-breaking procedures shall be used. They are listed in order of priority:

7.271 Highest level of certification/licensure appropriate to the position, i.e permanent, professional, provisional;

7.272 Previous interrupted service in the Bedford City School System;

7.273 Previous professional service in other school districts in Ohio;

7.274 Previous professional service in other school districts;

7.275 Service as substitute or tutor in the Bedford City Schools prior to current contract;

7.276 Number of graduate hours completed after bachelor's degree;

7.277 Number of undergraduate hours completed after bachelor's degree;

7.278 Number of undergraduate hours.

7.28 The continuous service of a professional staff member who has returned to employment following resignation, retirement other than disability, or other termination of employment, shall be measured from the date of return.

7.29 By March 1, the Superintendent and/or Designee will make available to the President of the Association a copy of the seniority lists as mentioned in Section 7.24 of this Agreement.

7.291 By April 10, the Superintendent and/or Designee will make available to the President of the Association a copy of the list of the professional staff members who are returning from leave and those who have been granted leaves for the coming school year. These lists shall include certification areas.

7.292 The Superintendent and/or Designee shall make available to the President of the Association a copy of the tentative Reduction in Force list for the current year five (5) days before professional staff members who are scheduled to have their contracts suspended because of reduction in force receive their written notice of intent to suspend.

7.293 Release notices under this Reduction in Force provision shall clearly state the reason for the contract suspension.

7.294 The non-renewals of limited contract teachers shall be made prior to or at the same time as making decisions as to which professional staff members shall be released under the Reduction in Force provision. The Board shall act on awarding continuing contract(s) to eligible teachers prior to acting on a reduction in force.

Recall

7.3 It shall be the responsibility of each professional staff member to keep the Superintendent and/or Designee's office apprised of his/her current address and certification status.

7.31 An offer of recall shall normally be communicated verbally. Verbal offers shall be confirmed in writing. If a professional staff member receives a verbal offer of reemployment or recall, the professional staff member shall have five (5) calendar days from the date of the offer to accept.

7.311 If the offer is not communicated verbally, it shall be sent by certified mail to the professional staff member's last known address. The professional staff member shall have five (5) days from the date the offer is sent to accept; however, during June and July the professional staff member shall have seven (7) days from the date the offer is sent to accept.

7.32 Professional staff members who are reemployed or recalled from suspension, return to the system with neither loss nor gain of salary schedule placement, accumulated sick leave, and all other benefits. If a professional staff member on the Reduction in Force list is recalled, the professional staff member shall be given credit on the salary schedule for any teaching experience in a public school in the State of Ohio while on the recall list.

7.33 Continuing Contract and limited contract Teachers shall be eligible for recall in the order of seniority to vacancies for which they are appropriately licensed provided that seniority shall not be the basis for reemployment of the teacher except when making a decision between teachers in the same area of licensure who have comparable evaluations, as defined in Article 7.21. If evaluations are not comparable, priority shall be given to the teacher with the highest comparable evaluation. However, within the recalled certification/licensure area, teachers holding continuing contracts shall be recalled before teachers holding limited contracts, regardless of comparable evaluations. A professional staff member may waive the right to recall if:

1. the professional staff member is under contract to another school and that school will not voluntarily release that professional staff member.

2. the position offered is less than the position previously held by the RIFFED teacher.

3. The position offered is less than 120 days.

7.331 A waiver of recall shall be in writing, shall specify the position which is the subject of the waiver, and the school year for which the waiver applies.

7.332 If the professional staff member does not have the right to waiver and the offer of recall is refused, or if a timely response is not received in accordance with the times indicated above, that professional staff member shall be dropped from the recall list and the Board will have no further employment obligation to that professional staff member.

7.34 Professional staff members shall remain on a recall list for a period of two (2) years following the expiration of their limited contract. During this time, they shall be notified of all open positions within their current area(s) of certification on file as they occur.

7.35 The Board shall give every consideration to qualified and certified professional staff members on the recall list when a position that requires temporary certification opens. If the Bedford-riffed professional staff member has qualifications and certification equal to outside candidates, the Bedford-riffed professional staff member will be employed.

7.36 Professional staff members on the recall list may continue their hospitalization, dental, prescription, and life insurance coverages, fully paid by the professional staff member, provided full payment is received by the Treasurer thirty (30) days in advance of the Treasurer's due date for the payment of such premiums. If payment is not received within ten (10) calendar days of the billing date, the Board shall terminate coverage. If this provision (7.36) would result in an increase in the premium to the District, it shall become inoperative.

7.37 In the event a teacher on continuing contract, as a result of being retained or recalled following a reduction in force, is assigned to a teaching field she/he has not taught in the Bedford Schools, the Association and administration agree to collaborate to encourage that teacher, during her/his first year in that assignment, to complete 30 PDU hours or to take a refresher college course in that area of licensure, and/or to seek and obtain mentoring and guidance with a teaching colleague experienced and successful in that area of licensure.

Reassignment

7.4 Professional staff members who have had their contracts suspended because of Reduction in Force should be afforded the opportunity to apply for non-certificated job openings which occur. Whenever possible, the aforementioned professional staff members shall be given priority over persons not employed by the Bedford City Schools. A professional staff member may only be considered for such a position after all qualified non-certificated people on recall have had the opportunity to apply for the position.

7.41 The Superintendent and/or Designee shall recommend the employment of suspended professional staff members as substitute teachers and, whenever possible, they will be given first consideration for substitute employment.

Notification of Professional Staff Members

7.5 As early as possible but no later than June 1, any professional staff member whose contract is to be suspended as the result of Reduction in Force, shall be notified in writing of his/her intended suspension or non-renewal and the reasons for the suspension or non-renewal. No professional staff member shall have his/her continuing or limited contract suspended or non-renewed effective during the school year when such reductions are the result of decreased enrollment.

Reduction in Force Transfer

7.6 On July 20, the Superintendent and/or Designee shall make available to all riffed professional staff members a list of all positions available for the ensuing school year.

Retirement, Resignation, and Leave Announcement

7.7 The Association strongly urges all professional staff members who plan retirement, leave of absence, or resignation to put their resignation or request in writing and submit it to the Superintendent and/or Designee as early as possible in the school year.

7.71 The Association strongly urges qualified professional staff members to aid administrators in filling all positions on the co-curricular extra duty list contained in the Master Agreement.

7.72 The effective date of the Reduction in Force clause for purposes of establishing seniority to employment served on a part-time basis and/or authorized leaves shall be retroactive to dates of part-time service and/or authorized leaves.

ARTICLE VIII — LEAVES

Sick Leave

8.1 A professional staff member who is ill may be absent without loss of pay in accordance with the provisions outlined below. The purpose of such absence is to protect the professional staff member and the children (from potential illness) when a professional staff member becomes ill.

8.12 No certificated staff member shall lose his/her accumulated sick leave allowance by reason of having been absent for a period without pay, nor shall he/she accumulate any additional days of allowance during his/her absence. Certificated staff members are allowed to accumulate fifteen (15) days of sick leave each school year (July 1 to June 30) to a year-end maximum of 260. In the final year of employment before retirement this total shall be 260 plus whatever unused days remain from the 15 accumulated in that year, up to a maximum of 275. Year-end accumulated sick leave shall be computed using the following formula: Beginning number of accumulated sick days for the year + fifteen (15) number of sick leave days taken during the year, subject to the above maximum. For staff members not completing an entire year, sick leave earned will be calculated according to the following formula: Number of contract days served times fifteen (15) divided by the staff member's total number of contract days. Where five (5) days are granted pursuant to 8.14 below at the beginning of a year, they are part of the fifteen (15) days for the entire year.

8.13 Sick leave may be used for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, or death in the certificated staff member's immediate family. Proof of illness, and/or death must be established to the satisfaction of the principal and/or Superintendent. When a certificated staff member is absent on sick leave, a report of such absence shall be entered into the District's attendance software by the certificated staff member and acknowledged by an administrator. The certificated staff member shall enter the absence as soon as possible prior to the absence, but no later than one (1) hour prior to the start of the work day. The Association strongly urges all professional staff members to use sick leave in a professional and responsible manner. Falsification of a statement to support the use of sick leave is grounds for suspension or termination of employment pursuant to ORC 3319.16. A professional staff member displaying a pattern in or excessive use of his/her sick leave, may be asked to conference with the Superintendent and/or Designee to review his/her attendance. Additional conferences may be required which may begin the progressive

discipline process. If attendance does not improve it may impact the Professional Responsibility Standard of the OTES/OSCES process.

Teachers may take sick leave in partial day increments, per the schedule below, for medical appointments for the teacher and/or immediate family members. Teachers shall be encouraged to attempt to schedule medical appointments early in the morning or later in the afternoon to attempt to minimize the impact on the student day.

- 0 minutes to 110 minutes — .25 of a day
- 111 minutes to 220 minutes — .50 of a day
- 221 minutes to 330 minutes — .75 of a day
- 331 minutes or more — 1 day

Lunch of 30 minutes not considered

8.14 Five (5) days' sick leave shall be advanced to new certificated staff members who have not yet earned sick leave and to certificated staff members who have exhausted all the sick leave they have earned, provided the certificated staff member can earn said advanced sick leave during the current school year. If the certificated staff member terminates employment or cannot earn back all the advanced sick leave, the excess sick leave advancement will be deducted from final salary due at date of termination of services or at completion of current contract.

Sick leave may be used:

For immediate family for illness or injury to, the immediate family shall be identified as: parent, spouse, domestic partner, child, brother, sister, grandparents, grandchild, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, nephew or member of the immediate household.

For death in the immediate family. Immediate family shall be identified as: parent, spouse, domestic partner, child, brother, sister, grandparents, grandchild, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, nephew or a member of the immediate household.

For death, critical illness or accident of close friend.

A teacher who exhibits repeated patterns of sick leave use may be required to provide written explanations of the reasons for her/his use of sick leave.

Transfer of Sick Leave

8.15 A certificated staff member who transfers from another Ohio public school shall be credited with the unused balance of his/her accumulated sick leave up to the maximum of the sick leave accumulation permitted in the Bedford City Schools. A statement of such days must be filed with the Treasurer's Office. The Treasurer's Office shall notify each new employee in writing that he/she has the right to transfer unused sick leave.

Other Employees

8.16 Provisional appointees, or those who render part-time, seasonal, intermittent, per diem, or hourly service shall be entitled to sick absence for the time actually worked at the same rate as that granted full-time employees. (This is calculated by granting credit of one and one-fourth days (1-1/4) days with pay each month worked.)

Personal Leave

8.17 Personal leave shall be granted:

Each certificated staff member shall be granted up to three (3) days of personal leave with pay, each school year. In the event a certificated staff member is employed for one (1) semester or less, the personal leave will be prorated. The teacher shall notify the principal of her/his intent to use personal leave by personal contact or phone. The principal shall establish a reporting chain in the event she/he cannot be reached. Personal leave requests may not be approved by the building secretary. If possible, the certificated staff member will give his/her principal or immediate superior twenty-four (24) hours advance notice of intention to take such leave.

8.171 When a certificated staff member is absent for personal reasons, such absence will be entered in the online attendance software by the staff member. Such a report shall contain a certification by the certificated staff member that his/her absence was not in violation of the Master Agreement. The filing of a false statement by a certificated staff member shall be considered by the Board as grounds for disciplinary action.

Disciplinary action will be progressive:

First offense: A letter of reprimand will be issued and the certificated staff member may lose a day's pay for every day in violation.

Second offense: A letter of reprimand will be issued and the certificated staff member may lose up to three days' pay for every day in violation.

Third offense: A letter of reprimand will be issued and the certificated staff member may lose up to three days' pay for every day in violation, or the certificated staff member may be terminated.

Upon request, the certificated staff member will be granted a hearing prior to effectuating the disciplinary action. The certificated staff member may be represented at the hearing by a person of his/her choosing. The Superintendent and/or Designee will serve as the hearing officer.

8.172 Invalid reasons — the following are some examples which do not usually constitute valid reasons for personal leave:

Other employment;
Making application for employment elsewhere;
Interviewing for employment elsewhere;
Immediately before or after holiday vacation periods, recesses, in order to extend these times.

The Superintendent or designee may authorize utilization of personal leave before or after holiday vacation periods, recess if necessary.

8.173 The Superintendent or designee may authorize one (1) additional personal leave day. The reason for such a request will be stated in writing to the Superintendent.

Payment for unused sick/personal leave

8.174 Per diem rate shall be paid for unused sick/personal leave.

1. Miss 1 day or less receives 4 days per diem.

   Miss 1.25 to 2 days receive 2 days per diem

   Miss 2.25 to 3 days receive 1 day per diem.

2. Per diem as defined in 14.9. 3. Payment shall be made with the second paycheck in July at the end of each school year.

3. Involuntary legal commitments (i.e., jury duty, subpoenas in legal proceedings) shall be excluded from days absent for purposes of the payment of unused sick/personal emergency leave.

4. Any unpaid approved leave shall be included with days absent for purposes of the payment of unused sick/personal emergency leave.

8.175 **Unpaid Time-Off**

When unpaid time off is requested in advance by a member, the Association President will be notified of the request and the result of the request. On a one-time basis during the member's term of employment with the board, and regardless of the number of days that are used, a member may take time off without pay, or the absence would not meet one of the reasons for the use of personal emergency leave, Section 8.17 above. A member taking unpaid time off shall be subject to the following penalties:

(i) One (1) Day of absence — deductions of two (2) days of pay at per diem rate, including the per diem Board contribution toward the cost of health insurance and retirement benefits; letter of reprimand for improper time off to be included in personnel file.

(ii) Two (2) Days of absence — deduction of three (3) days at per diem rate, including the per diem Board contribution towards the cost of health insurance and retirement benefits; deduction of substitute teacher wages and associated costs, including the employer's share of retirement contribution; and a letter of reprimand included in personnel file.

(iii) Three (3) Days of absence — deduction of five (5) days at per diem rate, including the per diem Board contribution toward the cost of health insurance and retirement benefits; deduction of substitute teacher wages and associated costs, including employer's share of retirement contribution, and a letter of reprimand included in personnel file.

Religious Leave

8.176 A professional staff member may be granted, with the approval of the Superintendent and/or Designee, up to two (2) days leave for the observance of religious holidays where total abstinence from work is required. If additional days are needed, personal leave may be used.

[Section 8.17 intentionally omitted]

Bereavement Leave

8.18 A professional staff member is eligible for up to three (3) days (paid) of bereavement leave per occurrence for death in one's immediate family. Immediate family shall be identified as: parent, spouse, domestic partner, child, brother, sister, grandparents, grandchild, parent-in-law, brother-in-law, sister-in-

law, daughter-in-law, son-in-law, aunt, uncle, niece, nephew or member of the immediate household or any individuals serving or having served *in loco parentis* to the professional staff member.

8.181 Use of bereavement leave does not affect the professional staff member's balance of accumulated sick leave nor the balance of personal leave.

8.182 Use of bereavement leave does not affect the payment for unused sick/personal leave unless the professional staff member uses more than four (4) sick/personal leave days. If the professional staff member has exceeded the four-day sick/personal leave limit, then any eligible remaining payment will be reduced by one-half (1/2) per diem for each bereavement day used.

Parental Leave

8.2 Parental leave is without pay or benefits. The purpose of parental leave is to allow a new parent a period of time to be home with his/her child. Parental leave will be granted under the following conditions:

8.22 If a professional staff member is expecting the birth or the adoption of a child, he/she shall notify his/her immediate administrative superior within a reasonable time. He/she shall indicate the probable effective date of his/her requested leave of absence.

8.23 By the 30th day on FMLA leave a professional staff member will advise the if she/he intends to take parental leave. Requests received after July 10 may not be approved for the requested date unless or until a replacement teacher is placed under contract.

8.24 [Intentionally blank]

8.25 [Intentionally blank]

8.26 Parental leave may be for the remainder of the school year, and one (1) additional school year (September - June), if requested, or for one (1) full school year and an additional school year, if requested. No leave shall extend beyond two (2) full school years. For parental leaves commencing with the 2004-05 school year, a teacher is not eligible for consecutive parental leaves. Such teacher is not eligible for another parental leave unless she/he has returned and completed a full year of service. He/she may apply during that year for another parental leave to begin the following school year.

8.27 After completion of FMLA (for the birth of a child and to care for the newborn child within one (1) year of birth; the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement); the teacher has the following options:)

a. return to complete the school year and then to take the following school year as parental leave; or

b. to take the rest of the current school year as parental leave.

A teacher who begins FMLA leave in one school year which will be completed in the following school year will make best efforts to notify the Superintendent and/or Designee by June 15th of her/his intent to take parental leave for the following school year.

8.28 All professional staff members on parental leave shall receive, prior to March 1, a written notice from the Office of the Superintendent and/or Designee reminding them that a written request for reemployment for the following school year must be on file by March 15, or the services of the person on leave shall be terminated.

8.29 Professional staff members may return to service from a parental leave at the beginning of the following school year unless a vacancy occurs at an earlier date in which that person is qualified.

8.30 A professional staff member returning from parental leave shall retain his/her status on the salary schedule and shall be positioned where qualified and certificated. The professional staff member will, however, be subject to the "Reduction in Force" policy.

8.31 A professional staff member who has been granted parental leave shall not be exempt from the provisions of the R.I.F. policy.

Legal Commitments and Transactions

8.32 Any professional staff member called for physical examination for induction into the Armed Forces and is absent due to this shall not be deprived of pay or charged to his/her sick absence allowance.

8.33 A professional staff member who is not party to a court case or administrative hearing who is subpoenaed to appear in court or at the hearing during normal working hours shall be paid his/her full salary, provided such appearance is not in connection with an action against the Board. However, an appearance in an action against the Board may be approved at the discretion of the Superintendent.

8.34 A professional staff member who is party to a court case or administrative hearing during normal working hours shall be paid his/her full salary, if absence is approved by the Superintendent or his/her designee.

8.35 A full-time professional staff member may keep his/her regular compensation, and the remuneration received by him/her for service as a juror may be kept by the professional staff member.

Military

8.4 A military leave of absence without pay shall be granted to any regularly appointed professional staff member who shall be inducted, or shall, during a declared period of war or national emergency, enlist for military duty with any branch of the Armed Forces of the United States. Tenure status is not required.

A professional staff member who is on a limited contract and is returning to employment from military service, shall be regarded as retaining the period of probationary service achieved prior to his/her military service.

8.41 Professional staff members on military leave shall be given the benefit of any increments which would have been credited to them had they remained in active service with the school system. The Board reserves the right to give or to withhold increments or to deny extension of leave to those remaining in military service beyond the compulsory period. Sick leave allowance will be maintained by professional staff member but shall not accrue or accumulate during military service.

8.42 A professional staff member returning from military leave shall be positioned where he/she is qualified and certificated. Every effort by the Superintendent will be made to match his/her new position with the one previously held. It is anticipated that a professional staff member would return from leave at the beginning of a semester; however, if a suitable vacancy arises at some other time during the year, he/she may be assigned to that vacancy.

8.43 Absence for temporary military service will be administered in accordance with the O.R.C. §5923.05.

Professional Purposes

8.5 Professional staff members may be permitted to visit another school, or attend local, district, state, regional and national meetings or conferences of a professional stature with approval of the Superintendent or his/her designee.

8.51 Reimbursement for such expenses incurred while in attendance of the above stated professional absences shall be made through proper procedural channels. The day preceding or following any vacation period shall not be taken for this absence without prior approval of the Superintendent or his/her designee. Guidelines for requests to attend professional meetings are listed in the Board Policies Handbook.

Sabbatical Leave for Professional Study, Travel or Research

8.6 A professional staff member who has completed five (5) years of service may, with the permission of the Board and the Superintendent of Schools, be entitled to take a leave of absence with part pay, for one (1) or two (2) semesters subject to the following

restrictions: The professional staff member shall present to the Superintendent for approval, a plan for professional growth prior to such a grant of permission, and at the conclusion of the leave provide evidence that the plan was followed. The request for the leave shall be submitted prior to April 1. The professional staff member may be required to return to the District at the end of the leave for a period of at least one (1) year, unless the professional staff member has completed twenty-five (25) years of teaching in this state.

8.605 A teacher with three or more years of service with the District working on an advanced degree in an area of current or projected certification/licensure may apply for an unpaid leave of absence for one (1) year, renewable for one added year upon application. During such leave the teacher is not eligible for paid fringe benefits, and shall not accrue salary schedule step progression but shall accrue seniority. The teacher who intends to return to duty following such leave must submit written notice of such intention to the Superintendent and/or Designee by March 1 of the year preceding such return. Such leave may not precede, follow or be concurrent with any other leave, exclusive of approved sick leave.

8.61 All professional staff members on professional leave shall receive a written notice from the Board prior to March 1 reminding them that they have until March 15 to render a decision regarding their employment status during the coming school year.

8.62 The Board may not grant such leave unless there is available a satisfactory substitute, nor grant such leaves to more than five (5) percent of the professional staff at any one time, nor allow a part salary in excess of the difference between the substitute's pay and the professional staff member's expected salary, nor grant a leave longer than one (1) school year, nor grant a leave to any professional staff member more often than one (1) for each five (5) years of service, nor grant a leave a second time to the same individual when other members of the staff have filed a request for such leave. The professional staff member retains tenure, retirement rights, hospitalization, and position on the salary schedule.

Health and Hardship

8.7 Leave of absence without pay may be granted to any continuing contract professional staff member for either one (1) semester or one (1) year who gives to the Superintendent detailed information indicating family or personal hardship. Said leave may be renewable upon application.

Public Service Leave

8.8 A leave of absence without pay may be granted for one (1) year, renewable upon application, to any professional staff member for the purpose of campaigning for or serving in a public office or serving as officer for NEOEA, OEA, or NEA.

Federal Family and Medical Leave Act

8.9 Professional staff members have rights and responsibilities under the Federal Family and Medical Leave Act. The BEA and the Board will share the responsibility of making all professional staff members aware of the provisions under this Act. The Board will develop appropriate forms to assist professional staff members in exercising these rights and responsibilities. Where FMLA is requested due to childbirth or adoption, a physician's statement confirming the pregnancy or a letter confirming the impending adoption shall accompany the request.

ARTICLE IX — SEVERANCE PAY

9.1 The Board shall grant a severance payment based on unused accumulated sick leave days of a certificated staff member if both of the following requirements are met:

1. Any of the following circumstances occur:

   a. The staff member:

      i. Expresses to the Board in writing his or her intent to terminate employment on account of retirement;

      ii. Files a copy of his or her retirement application with the Treasurer of the Board;

      iii. Retires underage and service retirement or disability retirement under State Teachers Retirement System, School Employees Retirement System or Public Employees Retirement System; and

      iv. Shows proof of retirement to the Treasurer.

   b. The staff member: submits a written letter of resignation to the Board and resigns from the district after twenty-five (25) or more consecutive years of service with the Bedford City Schools.

   c. The staff member submits a written letter of resignation to the Board and resigns from the district after attaining age fifty-two (52) and has twenty (20) or more consecutive years of service with the Bedford City Schools.

   d. The staff member terminates employment on account of death.

2. At the time of the staff member's retirement, resignation or death, the staff member had not previously received severance pay from the Board or another Ohio school district.

For purposes of clauses 1.b and 1.c above, authorized leaves shall be used in computing length of consecutive service.

In the case of a death of the staff member, if the staff member was married at the date of his or her death, payment shall be made to the surviving spouse; and if there is no surviving spouse, payment shall be made to the deceased's estate.

9.2 The amount of the severance payment shall be determined by multiplying the per diem rate of contracted pay, at retirement, resignation or death by the unused accumulated sick leave days as follows:

1. The per diem rate is defined in 14.9.

2. Payment shall be determined by multiplying the per diem rate of contracted pay at the time of retirement by the total number of accumulated sick leave days up to but not exceeding forty (40) days. Certificated staff members who have accumulated days in excess of forty (40) shall receive payment determined by a ratio of one (1) day for every ten (10) days, or fraction thereof, of accumulation for all days in excess of forty (40). The maximum number of sick days to be used in the calculation of severance pay shall be two hundred sixty (260) days, plus such additional days, if any, as are available from the final year's sick leave accumulation.

9.3 Severance pay may be withheld by the Board until all debts and obligations of the certificated staff member due the Board are discharged. Unless severance pay is withheld pursuant to the preceding sentence, severance pay for bargaining unit members who retire between January 1 and June 30 shall be paid no later than September 15. Severance pay for bargaining unit members who retire between July 1 and December 31 will be paid no later than March 15, unless an earlier payment date is required to be made to a deferral plan as is provided under Section 9.6 below.

9.4 Severance pay shall be subject to all deductions mandated by law. Severance pay shall not be subject to credit union payments or any other payroll deductions that may have been authorized by the certificated staff member. Severance pay may be paid to a plan on behalf of a staff member or deferred by a staff member in accordance with Section 9.6 below.

9.5 Upon payment of the severance pay to the certificated staff member, all accumulated sick leave shall be canceled.

9.6 Severance Pay Deferral Plans and Elective Deferrals of Severance Pay

1. Retiring Employees who are entitled to Severance Pay (as defined below) shall have the total amount that otherwise would be payable to them as Severance Pay mandatorily paid into a Section 403(b) Plan Contract that is a group annuity contract of Voya that has been designated by the CBA for that purpose (the "Voya Contract"). Payment of such amounts under this Section shall be in lieu of payment of such amounts directly to the retiring Employee; and no retiring Employee shall have the option of receiving payment of such amounts directly in cash.

The provisions of this Section are hereinafter referred to as the BEA Severance Pay Deferral Program. The terms of the BEA Severance Pay Deferral Program shall include the following:

(i) Participation in the BEA Severance Pay Deferral Program shall be mandatory for all "Covered Employees". A Covered Employee shall be any Employee whose terms of employment are governed by the CBA who meets all of the following requirements:

(A) The member is entitled to "Severance Pay", and

(B) The member's last day of employment is in or after the calendar year the member is or will be age 55.

(ii) For purposes of the BEA Severance Pay Deferral Program, the term "Severance Pay" shall include any amounts that are payable to the Covered Employee under severance pay under the CBA that are attributable to accrued but unused sick days. In addition, the Severance Pay must be payable no later than the last day of the fifth calendar year following the calendar year of the Covered Employee's termination of employment on account of retirement.

(iii) The Employer Contribution made on the behalf of the Covered Employee under the BEA Severance Pay Deferral Program in each calendar year shall be in an amount equal to the lesser of:

(A) The total amount of the Covered Employee's Severance Pay.

(B) The maximum contribution amount allowable under the terms of this Plan, including Appendix A hereof.

(iv) The required Employer Contribution under the BEA Severance Pay Deferral Program shall be made within the timeframes described in Section 9.3 of this Agreement.

(v) To the extent that the Employer Contribution under the BEA Severance Pay Deferral Program exceeds the maximum amount allowable under this Plan in the calendar year of payment, the excess amount shall be payable to the 403(b) Plan in January in subsequent calendar years, up to the maximum amount allowable under this Plan, for up to a maximum of five (5) calendar years after the calendar year of the Covered Employee's retirement; and if there is any remaining amount of Severance Pay, the excess amount shall be paid to the Covered Employee in cash.

(vi) The Voya Contract shall be the Plan Contract for purposes of the BEA Severance Pay Deferral Program; provided, however, the Board shall continue to have authority to continue to approve or disapprove of Plan Providers. A Covered Employee under the BEA Severance Pay Deferral

Program shall complete any enrollment forms or other forms the Covered Employee may be required to have the Employer Contribution under this Plan paid on his or her behalf to the Voya Contract; and unless and until the Covered Employee does so, no Employer Contribution of Severance Pay shall be made to the Voya Contract on behalf of the Covered Employee.

(vii) If a Covered Employee is entitled to have an Employer Contribution paid under the BEA Severance Pay Deferral Program and dies prior to such contribution being paid to the Voya Contract, an amount equal to the unpaid contribution shall nevertheless be paid in cash directly to the Beneficiary of the Covered Employee who was named under the Voya Contract; and if there is no such named Beneficiary, it shall be paid to the estate of the deceased Covered Employee.

2. Retiring employees who are entitled to severance pay and are not Participants under the BEA Severance Pay Deferral Program shall be entitled to (i) make elective deferrals of severance pay under Section 403(b) of the Internal Revenue Code ("IRC") in accordance with the terms of the Bedford City School District Section 403(b) Plan and applicable law, and/or (ii) make elective deferrals of severance pay under IRC Section 457(b) in accordance with the terms of the Ohio Deferred Compensation Plan or any other IRC Section 457(b) plan maintained by the Board, and applicable law.

3. All contributions to the Plans, all deferrals to a TSA, and all check payments to staff members, shall be subject to reduction for any tax withholding or other withholding that the Treasurer, in his or her sole discretion, determines is required by law. Neither the Board nor the Association guarantee any tax results associated with the Plans, deferrals to a TSA or check payments made to a staff member.

9.7 A teacher who submits written notice of retirement by March 15 shall receive, in addition to the amounts set forth in section 9.2 above, an early notice incentive in the gross amount of $1000.00. The teacher will be paid the incentive pay on the payroll immediately before their last active day. When submitting notice for incentive, members must also indicate their request for a separate check if desired.

ARTICLE X — TEACHING ASSIGNMENTS

10.1 The Board shall seek to employ only those members of the professional staff who possess the minimum of a Bachelor's degree and the necessary qualifications for a two-year provisional career technical, Professional or Permanent certificate, or teaching licenses. Exceptions to this policy are as follows:

10.11 Prior to the close of school each year, all professional staff members, shall be notified in writing of their tentative programs for the coming year including the schools to which they will be assigned and the grades and/or subjects they will

teach. Professional staff members affected by any subsequent changes in assignment shall be consulted and termination of contract permitted without penalty.

10.12 It is the responsibility of each professional staff member to maintain all areas of certification/licensure to which she/he is currently assigned. Professional staff members are employed and assigned on the basis of their area of teaching competency. Professional staff members shall not be assigned outside the scope of their teaching certification and their major or minor field of study except temporarily and for good cause.

a. The Board will pay all fees for any added area of certification/licensure it requests a teacher to obtain. The Board will pay the fee for any area of certification/licensure it asks the teacher to renew/maintain in which she/he is not currently assigned.

b. A teacher who intends to drop one or more areas of certification/licensure to which she/he is not currently assigned must provide notice of that intent by completing the relevant portion of the Request for Reassignment and Certification Declaration form and submitting same by January 30th.

c. Beginning with those who commence employment with the 2001-02 school year, teachers must maintain all areas of certification/licensure held at the time of initial employment for five (5) years following initial employment.

10.13 As Career Technical education programs expand there may be exceptions. Culinary arts, may be an example, for which there are limited or no professional training programs. Administration will, upon request, notify the Association of the recruitment efforts made for such positions.

10.14 Any professional staff member whose certificate/license will expire by the following June will be notified in writing by January 1 of the current school year. It is the professional staff member's responsibility to get the certificate/license to the Office of the Superintendent and/or Designee where a duplicate copy will be made.

Secondary School Counselor Assignments

10.2 The ratio of pupils to full-time school counselors at the secondary level should not exceed 300 to 1. Because of the nature of the school counselor's work, the Board may require a school counselor's school year to precede the regular professional staff member's contract year and extend beyond the regular professional staff member's contract year. The stipend for extended time shall be paid at the professional staff member's per diem rate.

Pupil Services

10.3 In addition to Secondary School Counselors, the Board will make every effort to provide adequate student services which may include school counselors, psychologists and speech/language pathologists at all levels Pre K-12.

Relocation of Professional Staff Members

10.4 Relocation of professional staff members may be necessary to accommodate enrollment, to meet instructional requirements, to maintain a balance of experienced professional staff members on a particular staff, to honor the wishes of professional staff members for service elsewhere in the system, to provide a better opportunity for professional growth or for other reasons. Where practical and feasible, no vacancy shall be filled before it has been posted as specified in this Agreement for seven (7) calendar days.

Professional Staff Openings During the School Year

10.5 When a position is created and approved by the Board and/or a professional staff member requests termination of service during the school year or for the following school year, those positions will be posted for seven (7) calendar days.

10.51 All job openings will be posted on the District's electronic job posting service, and sent to bargaining unit members via e-mail.

10.52 Any qualified staff member may apply by formal application or by letter for any position without giving reasons. In filling a vacancy, the Board agrees to give weight to the personal background and professional attainment as well as other relevant factors of all applicants. The decision of the Board as to the filling of vacancies shall be final.

10.43 As current literature pertaining to certification, retirement, legislation and other pertinent data is received, it will be sent to bargaining unit members via email.

Requests for Reassignment

10.6 Between January 1 and January 15 of each year, certificated personnel will receive a Reappointment Request Form. This form provides the professional staff members an opportunity to state the subjects or grade level, and in which building in the school system they prefer to teach the following year.

10.61 If a professional staff member would prefer an assignment for the following year other than the one indicated on the tentative assignment notice at the close of the school year, the professional staff member may file a request for a change of assignment with the Superintendent and/or Designee and/or building principal within five (5) days after the receipt of notice. This request will indicate the professional staff member's preferred assignment.

Summer School

10.7

a. Applications for summer school will be available via the current employment software after March 15. Summer school applications (for in person and/or online summer school) must be submitted to the administrator in charge of summer school by May 1.

b. If possible, the summer school staff shall be selected by May 25. Summer school positions (for in person and/or online summer school) should be filled by professional staff members under contract with the Board. In the event applicants from the Bedford City School District are not available, non-BEA members and/or personnel from outside the Bedford City Schools may be used to fill such summer school positions. All applicants from Bedford School professional staff members for summer school employment shall receive notification by May 30 from the summer school principal: (1) that they are tentatively appointed to a position, subject to cancellation based on student enrollment or other considerations; or (2) that there is a possibility for appointment at a later date; or (3) that they will not be appointed during the current summer.

c. Compensation for summer school work by BEA members shall be at the rate of 0.125 of the teacher's per diem rate for grades K-5 for each hour of summer school work, or $35 per hour, whichever is greater, prorated for partial hours; and at a rate of $35 per hour for grades 6-12 for each day of summer school work, prorated for partial hours.

d. In addition, PD, Summer Study, and extra student instructional rates shall each be $35 per hour, effective June 1, 2022.

Adult and Community Education Program

10.8 Should the District determine to reinstate an adult and community education program, the wages, hours and/or terms and conditions of employment relative to such a program shall be a mandatory subject of bargaining.

ARTICLE XI — CURRICULUM

Curriculum Development

11.1 A request for curriculum development (a change in present Program of Studies, graded course of study, and/or curriculum guide) may be initiated by any person presenting a valid question, need or idea for improvement to the appointed team leader, building principal, supervisor or Director of Curriculum and Instruction.

11.11 Curriculum development consists of:

Evaluation, review and change in existing curricula;

Adopting new teaching materials and/or textbooks; Development of new instructional programs.

Curriculum Changes

11.2 Before a proposed change in the curriculum can be accepted, the department and/or grade level professional staff members affected will have the opportunity to meet as a group with the appropriate school administrators to give input and make recommendations about changes. Notice of the meeting and an agenda for the meeting will be available at least three (3) workdays prior to the meeting.

A curriculum advisory committee shall be created composed of two teachers from each building and the curriculum personnel. The committee shall operate by consensus. The committee shall meet by the end of the school year to discuss which programs are effective and make recommendations to the Superintendent and/or Designee on which programs most appropriately meet the needs of the students. Additional meetings shall be held as needed.

11.21 A graded course of study shall be considered complete when it contains the required sections and is approved by the administration, and the Department of Curriculum and Instruction, and the Board.

11.22 All actions regarding changes in curriculum and/or the development of graded courses of study shall result in recommendations to the Superintendent of Schools for evaluation and presentation to the Board for its consideration in exercising the authority granted to it under Ohio law to establish curriculum.

11.23 The time commitment for major curriculum development shall be determined on a project basis between the professional staff member(s) and the Superintendent or his/her designee, subject to the approval of the Board. Compensation for major curriculum development projects shall be at the Summer Study curriculum rate of $35 per hour. Such projects shall be on premises, unless off-premises work is approved by the Superintendent or his/her designee. Personnel, such as team leaders, may be involved in a major curriculum development that would not require they be given additional compensation.

Academic Freedom

11.3 It is recognized that democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for professional staff member and student is encouraged.

In the spirit of academic freedom, professional staff members will create a classroom atmosphere which invites in-depth study of the critical issues of the day. The classroom environment shall be conducive to investigation, interpretation, analysis and evaluation of data on all sides of the critical issue(s) under study.

11.31 The professional staff member is responsible for exercising sound judgment in selecting for discussion those issues within his/her teaching assignment deemed relevant to the maturity and understanding of the students involved. Programs dealing with controversial issues will be cleared with the principal to assure maximum professional staff support.

ARTICLE XII — INSTRUCTION

Philosophy

12.1 The Board and the Association acknowledge that a professional staff member's primary responsibility is to teach.

School Day

12.2 Bargaining unit members work day is defined as 7.25 hours.

12.21 Changes within the teachers' daily time schedule. for the purpose of improving instruction can be decided at the building level with involvement of a representative committee of the staff, with support of 51% of the faculty, with endorsement of the building principal, and with approval of the superintendent.

12.22 After a proposal has been submitted by the BLT to the faculty, members will be given time for input and discussion during the presentation of the proposal. The ballot for election shall be designed by mutual agreement of the Superintendent, or designee, and the BEA President. Members are given 48 hours to contemplate the proposal with voting commencing on the third day for a 3-day period before and after school under the supervision of the BEA rep and administrative designee.

Each teacher will initial their building roster used to keep track of the voting and to record her/his participation in the vote.

Votes must be counted by the BEA building representative and one administrator from the building affected. Votes will be a secret ballot — all ballots will be maintained in the BEA records for one year. Voting must include 70% of the bargaining unit members assigned to the building. If 70% of the bargaining unit members do not vote, a failure to vote will be treated as a vote in favor of a change.

Pupil-Teacher Ratio

12.3 The parties recognize that optimum school facilities for both students and professional staff members are desirable to ensure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the professional staff member is to teach and the organization of the school day should be directed to ensuring that the energy of the professional staff member is primarily utilized to this end. Because the pupil-teacher ratio is an important

aspect of an educational program, the parties agree that pupil-teacher ratio should be lowered wherever practical.

12.31 The Board believes it is a desirable goal at the class level K-5 to have no more than twenty-four (24) students per class; and at the class level 6-12, no more than thirty (30) students per class, exclusive of areas such as Physical Education, Band and Choral Groups, and except for class sizes mandated by State law. When possible, teachers will be given 24 hours' notice when a new student is assigned to that bargaining unit member.

12.32 Placement of special education students shall occur in accordance with state and federal law. It is strongly recommended that the Building Principal keep the size of the inclusion classes smaller than the size of the non-inclusion classes.

Class Load

12.4 Secondary - The Board and the Association recognize that it is the desired goal that no secondary professional staff member have more than six (6) class assignments or more than three (3) preparations. If, in some instance it is determined that more than three (3) preparations may be necessary, the secondary administration will have conversation with the Association President or designee from the secondary building prior to assignments being determined.

12.41 Elementary special area teachers will have a class load of up to nine (9) classes per day. No special area teacher shall be required to teach in more than two (2) buildings per day.

12.511 For the purpose of this item, special area professional staff members are those professional staff members teaching elementary art, physical education technology and/or music in elementary schools, not including the middle school.

12.42 Student class lists shall be made available to teachers three (3) days before the first teacher work day. It is understood that such lists will be modified over the course of the year due to student enrollment fluctuations.

12.43 The alphabetical bus list by building and grade level shall be available to teachers in the buildings three (3) days before the first teacher work day. It is understood that such lists will be modified as students enroll and withdraw.

12.44 Planning

Both the administration and BEA understand that planning time is important for the professional work of the teacher and the education of the students. Therefore, planning is to be used for its intended purpose such as preparation time, individual conferences with students, parents, staff and /or administrators, including instructional coaches. If teachers are asked to meet during their planning period,

teachers may request another mutually agreed upon time that will not take away their planning period.

A rotational system for teacher attendance at student specific meetings, such as IEP, ETR, 504 and Attendance meetings will be established at each building level by the Pupil Services Department by September 1. Every effort will be made to limit teacher attendance to no more than two such meetings per week during the teacher's planning time.

12.45 Secondary Planning

Each full-time secondary teacher shall receive one planning period per student day; the planning time shall be pro-rated for part time teachers.

Elementary Planning Time

12.5 Each elementary professional staff member (including those special elementary teachers listed below) will have a minimum of 225 minutes planning time per week with at least one-half (1/2) hour of continuous planning time per day exclusive of the state-mandated one-half (1/2) hour of uninterrupted lunch period for the teachers.

12.51 Non-scheduled instructional time before and after the student school day in the elementary school will not be counted toward the 225 minutes of planning time per week for elementary classroom teachers.

12.52 For the purpose of this item, classroom teachers do not include special area elementary teachers such as art, technology, physical education, music, guidance, Specific Learning Disabilities (SLD), and gifted. Planning time for those teachers, although usually scheduled during the student day, may be scheduled prior to the student day, if special circumstances exist. Planning may not be scheduled during the 30 minutes uninterrupted lunch nor during travel time. Special area and traveling teachers shall be assigned duties in a manner which is equitable with that assigned to regular classroom teachers. The building principal will make every reasonable effort to schedule such teachers for 30 consecutive minutes of planning time during the teacher work day. Each year, one special teacher from each area (art, music and physical education) shall meet with the building principals to review and discuss scheduling options for special area teachers. The building principal has the option of reducing elementary art classes by 5 minutes, provided the remaining provisions of this section are satisfied. Planning for the purpose of this section includes teachers of the pre-kindergarten, kindergarten, first, second, third, fourth, fifth, and sixth grades, and teachers of the Developmentally Handicapped (DH), Multiple Handicapped (MH), Severe Emotional Disturbance (SED), and Severe Emotional Disturbance (SED) students.

12.521 On the last student day each year, elementary students (Pre-K through 6) will be in attendance one-half (1/2) day. The afternoon will be dedicated to completion of all required records.

12.522 Traveling Teachers

Travel time for teachers who are assigned to more than one building during a school day shall be in increments of 30 minutes. Traveling teachers shall be assigned duties based on their class load; therefore, if the teacher has already worked the length of the work day in the building where he/she began the day, teachers with a full class load will not be assigned a duty, with the exception of a building's before student arrival time, or after student departure, but not both. The building principal will make every reasonable effort to schedule such teachers for 30 consecutive minutes of planning time during the teacher work day. Each traveling teacher shall be assigned a home school for purposes of meeting attendance, which will be the building in which they end their day. Traveling teachers shall equitably distribute parent-teacher conference times among assigned buildings to a total of 6 hours for each release day. The Superintendent or Designee shall make every effort to identify the home school by the end of the first full week of school and shall insure that start and ending times are equitable. Under Section 12.83, each traveling teacher shall be expected to attend open house in each building to which she/he is assigned. A traveling bargaining unit member may be scheduled to attend a meeting at other than the home school with advance notice to the traveling teacher and the home school principal.

Absent a non-crisis situation, SEL staff will be scheduled to no more than one building per day.

Teachers assigned to more than one (1) building during the workday will be reimbursed for mileage at the then-current Internal Revenue Service (IRS) standard mileage rate upon submission of a mileage reimbursement form to the Treasurer's Office. Mileage reimbursement forms may be submitted at any time during the school year; however, forms must be submitted no later than the last teacher workday of the current school year for reimbursement to be processed for that school year.

Student Services Handbook

12.63 A Student Services Handbook will help staff members and administrators to understand the responsibilities and expectations for special education and Section 504 plans.

12.64 MTSS (Multi-Tiered System of Support) Team Chair(s) shall receive a yearly stipend, in the amount of $1,500, payable in three equal payments on the second pay of November, March, and June.

Lesson Plans

12.7 Lesson plans are to provide sufficient, specific information for a substitute to carry out the daily classroom tasks and to require adequate planning by the professional staff member. Administration will not require a uniform format for lesson plans. This is not to be interpreted to preclude the indication of desired content.

12.71 Administrators who require professional staff members to hand in lesson plans will review the plans within a reasonable time period and provide feedback.

After School Meetings/Teachers' Meetings

12.8 Professional staff members may be required to remain after school for attendance at the following meetings:

a) General staff meetings, which when held, will be the first Monday of every month. In the event the Monday is a non-scheduled workday, general staff meetings will be held the Tuesday after that Monday.

b) Department or grade level groups.

12.81 Attendance at these meetings may not be required beyond one hour past dismissal.

12.82 The above meetings labeled (a) and (b) shall not exceed two (2) meetings per month, except that in the case of emergency, a third meeting may be called in any one (1) month. Additional required meetings will be held during school hours. A teacher unwilling to attend meetings beyond those set forth in this Article XII will not be negatively evaluated for the exercise of such rights. Meetings in this Article XII shall not be used for TBT purposes – i.e., for TBT teams to engage in the five-step process.

12.83 Meetings will be organized effectively with an agenda distributed to the participants at least one (1) school day prior to the meeting, unless an emergency develops which relates to the safety or welfare of students or professional staff. Any items arising from meetings on the same day may be included on the agenda. Any bargaining unit member who is asked to present at a meeting, and their administrator, will mutually agree upon the date of the presentation.

12.84 [Intentionally blank]

12.85 Services on committees, etc., shall be at the option of the individual professional staff member but the Board and Association encourage active participation at such meetings as part of the professional staff member's professional responsibility.

12.86 Selected extended committee work may be approved for reimbursement by the Superintendent or their Designee at the rate of $35/hour.

12.87 Meetings with parents will be arranged with consideration of the teacher's schedule and other commitments and will be scheduled during regular work hours when possible. The BEA and the Board recognize that meeting with professional colleagues and parents regarding the identification, evaluation, development, implementation and modification of educational programs for students must be conducted and completed to ensure compliance with state and federal law.

12.88 **Interdisciplinary Team Time**

(a) Master scheduling team, to the best of their ability, will create interdisciplinary or grade-level team meeting time. Teacher teams have the right to choose their own interdisciplinary or grade-level team meeting time.

Parent-Teacher Conference Time

12.9 The Board and teachers in the Elementary schools (pre-K-6) and in the Middle School and High School will use two (2) 'one-half (1/2) days' each semester for parent-teacher conference time. Parent-teacher conferences may be held in the evening and shall be scheduled for specific times at the elementary buildings; parents will be encouraged to schedule in-person conferences. All dates, times, and security arrangements for the scheduling of parent-teacher conferences shall be mutually agreed upon between building principals and the professional staff of the buildings, shall avoid conflicts with other school conferences, and shall be approved by the Superintendent. Teachers shall be present at conferences for a total of 6 hours to qualify for the compensatory day. Conferences shall be scheduled to provide sufficient time for discussion of the student's performance. Parents who need additional time to discuss the student's performance will be advised by the administration that they may contact the teacher by phone or email for further discussion. If a parent/guardian does not appear for a scheduled conference, the teacher will make contact with the parent by phone or letter or email.

12.91 The Board and teachers in the middle school and high school will use two (2) 'one-half (1/2) days' (or their equivalent) during the school year for parent-teacher conferences. All dates, times, and security arrangements for the scheduling of parent-teacher conferences shall be mutually agreed upon between building principals and the professional staff of the buildings, shall avoid conflicts with other school conferences, and shall be approved by the Superintendent. Parent-teacher conferences may be held in the evening; parents will be encouraged to schedule in-person conferences. Teachers shall be present at conferences for a total of 6 hours to qualify for the compensatory day. Conferences shall be scheduled to provide sufficient time for discussion of the student's performance. Parents who need additional time to discuss the student's performance will be advised by the administration that they may contact the teacher by phone or email for further discussion. If a parent/guardian does not appear for a scheduled conference, the teacher will make contact with the parent by phone or letter or email.

Intervention Specialist and Speech Pathologist Time/Compensation and Other Time

12.92 Intervention specialists will be given seventy-five (75) minutes or ninety (90) minutes release time per assigned student for the purpose of planning and/or holding IEP conferences and $20.00 per year per assigned student. The teacher will advise the appropriate special education supervisor if seventy-five (75) or ninety (90) minutes are required. For the purpose of determining released time, each student will be assigned to one teacher. At the anniversary date of an IEP, any intervention specialist may request additional time of the Director of Special Education. As well, the intervention specialist, with notice to the building principal, may forgo attendance at up to three (3) hours of department/grade level meetings at the anniversary date of an IEP, and use that time to plan and/or hold IEP conferences.

In addition, a teacher serving as case manager will be paid $20.00 for any IEP she/he writes for a student added to her/his caseload during the school year. However, IEPs need to be completed within the required timeline to remain in compliance. It is the case manager's responsibility to monitor the process and complete the IEPs on time. Except for circumstances beyond the case manager's control, payment for an IEP that is out of compliance will not be made.

No more than four (4) release days may be used for the purpose of planning and/or holding IEP conferences. This in-district release time will be planned by the teacher and the building principal with consideration given to building and district schedules. Substitutes will be hired to cover class time.

12.92.1 Speech/language pathologists will receive $20.00 per IEP written, for a maximum of fifteen (15) students totaling no more than $300.00 of compensation. The IEP compensation will be provided for speech only students.

12.92.2 Alternate Assessments

Case managers for one or more students receiving alternate assessments will be trained early in each school year on compiling alternate assessment data on an ongoing basis over the course of the school year. Teachers primarily responsible for compilation of alternate assessment reports may request that the Director of Special Education authorize release time for the compilation of alternate assessment reports.

12.92.3 RIMPS/MIMPS/WEPS/WAPS

Teachers will receive the following release times when writing RIMPS, MIMPS, WEPS AND WAPS:

- Less than four (4): No release time
- Between five (5) and fifteen (15): Two (2) hours release time
- Sixteen and above: half (1/2) day release time

Open House and Evening Activities

12.93 Traveling teachers will split by buildings to equal their two hours of Open House time.

12.94 The Administration and the BEA Negotiation Team will convene annually by April 1 to establish parameters for the open house and evening activities. The decision will be made by consensus.

12.95 In recognition of professionalism and the support of our students, K - 8 teachers are encouraged to attend one (1) evening music program for their class in their building and high school teachers are encouraged to attend high school graduation.

12.96 Effective with the 2026-2027 school year, the WIN/NNI/Intervention period shall be eliminated from the daily schedule in each building. The thirty (30) minutes previously allocated to WIN/NNI/Intervention shall be redistributed evenly within each building's daily schedule. Intervention and enrichment shall be provided during assigned class times utilizing extended class periods.

A report shall be provided at each regular Building Leadership Team (BLT) meeting to the building administrator regarding the manner and timing by which RIMPS/Intervention/Enrichment is scheduled and implemented for affected students.

Loss of Planning Time

12.10 All spot substitution under this Article 12.10 shall be defined as payment in lieu of a teacher's regularly scheduled planning period (as a result, for example, a teacher will not be reassigned for the day). When any PreK-12 professional staff member is requested by an administrator to assume the responsibilities of teaching a class in lieu of a substitute teacher, the professional staff member shall be paid $25 for more than 20 minutes of spot substitution coverage, and $12.50 for 20 minutes or less of spot substitution coverage. School counselors will not be compensated for more than one (1) spot substitution per school day. The professional staff member accepting spot substitution agrees to make up the lost preparation period on his/her own time prior to the next school day. Each principal shall keep accurate records and inform the Treasurer when reimbursement is due.

Guidelines for spot substitution shall be made available to all professional staff members at the beginning of each school year.

A teacher may not refuse to spot substitute during his/her planning period when everyone with a planning period has refused to take the spot substitution assignment; in that case, the administrator will select a teacher on a rotational basis.

Split Classes

12.10.01 Split classes are defined as taking students in your class that are not currently on your homeroom class roster as a result of another teacher's absence. Where a class is split among a group of teachers, each teacher shall receive $20 per day for covering a portion of such a split class. Such teachers also may be eligible for spot sub pay in the event she/he assumes a spot sub assignment under section 12.10 above.

12.10.2 All spot substitutions and split classes must be determined and approved by the administration and will be recorded by the secretary. Teachers must turn in their spot substitution and split class sheets weekly. Payment for spot substitution shall be made twice, (the second payday in January and June), per year. A professional staff member may elect not to take payment and carry over time from January to June but not from one school year to the next. The records shall be open to inspection by professional staff members during regular school hours.

12.10.3 Priority for filling a full day teacher absence is hiring a substitute teacher, then spot substitution, and lastly splitting the class. For any absence, it is the responsibility of the teacher to report his/her absence per the reporting requirements of the District.

12.10.4 Records Days - Two (2) days per year will be designated as records days.

12.10.5 The format for records day(s) will be agreed to by the principal(s) and faculty(s) involved and approved by the Superintendent.

Professional Development

12.11 Professional Development will be scheduled up to eight (8) work days throughout the school year, unless circumstances require additional days in the best interest of the District, as determined by the process in this Section.

The schedule for the Professional Development Days shall be established by the Superintendent or his/her designee annually, after an opportunity for feedback from the Association President or his/her designee. Such feedback shall be provided by the Association President or his/her designee to the Superintendent no later than April 1 of each year. When possible, the schedule for professional development days will follow the regularly scheduled work hours for each building.

Four (4) of the full work days of professional development shall be dedicated as professional development/teacher-driven days. These days will consist of three and one-half (3.5) hours of Professional Development, 45 minutes for teacher lunch, and three (3) hours of teacher-driven time.

12.11.1 A Professional Development Day shall be defined as a day when all professional staff members are in session without students, for the purpose of the improvement of instruction and/or performance. The date of the Professional Development Days will in no way change or conflict with those days or times established as non-student/teacher workdays or times, nor will it involve any more than the presently negotiated number of contract days.

12.11.1.0 The development of these programs shall be agreed upon by the principal(s) and faculty(s) involved and approved by the Superintendent. Such meetings should be a collaborative effort of teachers, staff and principal. Each May, representatives of each building serving on the district leadership team (no more than 3 from each building) plus the building administrator will meet to evaluate the success of the program and may agree to modify the program for the following year. Decisions shall be made by consensus.

12.11.2 The date for Professional Development Days shall be determined at the time the calendar for the school year is developed, unless extenuating circumstances require the Superintendent to determine the date after the calendar for the school year is developed. In such cases of extenuating circumstances, teachers will be given one months' notice of the determined date.

12.11.3 If a member attends professional development/training outside of the contractual workday, that is required by the District/their job description, members will be paid at the rate of 0.125 of the staff's per diem rate for each hour, or $35 per hour, whichever is greater, prorated for partial hours. (This does NOT include PD or Training necessary to maintain licensure and/or renewal -for example CPI training).

Mentorship Program/Entry Year Program

12.12 A Board approved Traditional Mentorship Program will be implemented. Any changes in the Traditional Mentorship Program shall be negotiated by a committee of six (6) members, three to be appointed by the BEA President and three by the Superintendent of Schools. Each party shall be free to appoint its own representatives to the committee. The Committee shall meet on an as needed basis as determined by either party. Meetings shall commence by November 1st and to conclude by May 1st. Any required changes in contract language shall be ratified and approved by the parties in accordance with their normal processes.

12.12.1 Silent Mentor

A silent mentor is a veteran teacher with a minimum of 4 years of experience (all Resident Educator assessments completed) who has demonstrated strong instructional performance in her/his discipline. Every attempt will be made to place a teacher with a content area/grade level colleague where a silent mentor appointment is to be made. Teachers will be asked to work with veteran teachers

(the "silent mentor") with the intent of helping them to reach the goals outlined on their improvement plan. Teachers that are asked to be a silent mentor can decline their request if they so choose. Silent mentors will work directly with their mentees in confidential/coaching style relationship. Silent mentors will be recommended by their credentialed evaluator, and approved by the Superintendent and/or Designee. Teachers will not have the option of selecting a silent mentor but will have input relative to the person selected. Silent Mentors will be compensated per the master agreement, which such payment shall be prorated for late hires based on his/her date of assignment to the position of silent mentor.

Peer Coaching Program

12.12.2 A Board-approved peer coaching program will be implemented. The purpose is to improve the instructional skills of professional staff members.

The relationship between the coach and the professional staff member will be built on trust and mutual respect. The relationship is intended to be non-evaluative and non-threatening in nature.

Participation in the peer coaching program will be voluntary, and may or may not stem from the evaluation process.

The professional staff member will select his/her coach from among the professional staff, or with the help of the building principal if so requested.

The principal will facilitate the opportunity for classroom observations between the coach and professional staff member by arranging for substitute teachers or appropriate released time.

In-service training may be arranged for the peer coach.

Limitations may be placed on the number of participants by the building principal based upon the time and resources available.

Teacher-Student-Parent Relationships

12.13 Today's society presents professional staff members, students, and parents with many challenges. One way to address these challenges is for each building staff to emphasize a caring and supportive approach in the day-to-day working relationships with students and their families. To sustain this goal, the Building Leadership Team will work together to collaboratively develop a plan to maintain and improve these teacher-student-parent relationships at the building level. The plan should promote a positive learning environment and a spirit of trust and cooperation between the home and the school. The plan, developed collaboratively by teachers and principals at each school site each year, should include, but not be limited to, the following elements:

1. the goal(s) of the plan as it relates to the teacher-student-parent relationships;

2. tentative activities which will be implemented;

3. a timeline for action; and,

4. the procedure by which the plan will be evaluated.

The plan should be submitted to the superintendent by October 15, and the final evaluation should be completed and submitted to the superintendent by May 31. This plan will carry over from one calendar year to another.

Technology

12.14 The administration shall provide adequate training in new technology to teachers and will build capacity to provide technical support in each building as new technology is added. Teachers shall be compensated for training in the use of technology in accordance with the Master Agreement. New technology programs shall be introduced on a voluntary basis and piloted and evaluated by the members of the Association bargaining unit and administration. When the piloting, evaluating and training process is completed, BEA will encourage the use of adopted technology by all members.

ARTICLE XIII — TEACHER RIGHTS AND RESPONSIBILITIES

13.1 Professional Obligations Beyond Classroom Duties

13.11 Many activities other than those found in the classroom are necessary if an educational institution is to meet all the needs of students. Professional planning, supervision of school-related activities, parental contacts and community relationships are but a few of the techniques used by professional teachers to determine and plan for the needs of students.

13.12 In order for schools to function properly, the responsible cooperation of all professional staff members, staff and administrative personnel is needed. Supervision and observation of students on the playground, in the hallways, and cafeteria, and monitoring/supervision of student behavior/conduct in the restroom, is not only necessary for a school to function properly, but also gives the professional staff member an opportunity to observe student reaction in an informal situation. The principal shall assign these duties on a rotation basis or some basis that is equitable and reasonable.

13.13 Meeting the educational needs of all students in the regular classroom does not include handling bodily wastes or the disposal of such. Special education teachers should consult the Student Services Handbook.

13.14 These duties also do not include the dispensing of medicine, including prescription and non-prescription drugs.

13.15 Recognizing that duties are an essential element of a teacher's daily responsibilities, the Board will endeavor to limit such duties in the elementary

school buildings to other than lunchroom supervision. Such attempts will be limited by staffing situations or the need for teacher interventions; extenuating circumstances may warrant the need for teachers to be assigned to the lunchroom.

Grade-level teachers will create a recess rotation schedule to be approved by the building principal.

Parent Meetings

13.16 A teacher may elect to postpone a meeting requested by a parent that has not been scheduled in advance with the teacher. Such postponement will be for no more than 24 hours.

Professional Meetings

13.2 The Board will implement a policy to reimburse teachers for expenses incurred in attending approved professional meetings with prior authorization from the principal and the Superintendent or his/her designee.

13.21 The Board will allow professional staff to attend professional meetings in compliance with the Board's policy. In an effort to make possible the implementation of the policy, a budget for professional meetings will be established each year and announced at the opening of school.

School Buildings - New Construction, Closings

13.3 The professional staff members of the Bedford City Schools will have input on the reorganization of the schools and/or the closing of a school building. If a committee is formed, the members will be selected by the Superintendent. The President of the Association and/or a delegate of his/her choice may serve on the committee.

13.31 Prior to the design of a school building, school building addition, or remodeling of a school building, the administrative representatives of the Board will meet with a committee of professional staff members, who shall be representatives of all grade levels and disciplines to be housed in the building, to discuss education requisites for the construction. The same group shall review the preliminary drawings prior to the preparation of working drawings. These meetings may occur outside of school hours. A set of working drawings will be on file in the Business Office for review.

Involuntary Transfer

13.4 Each professional staff member who is required to make a move to another building will be given consideration of his/her desires, concerns and fears in making such a move. Administration will counsel with each individual and/or group requesting it.

13.41 If a school building is closed and/or a professional staff member is involuntarily transferred, the Board shall provide each professional staff member who is required to transfer the following:

Packing materials;

Custodial services for the moving of the professional staff member's materials to the newly-assigned school;

At the discretion of the Superintendent and/or Designee and upon approval by the Board, if a professional staff member is required to spend an excessive amount of time in transfer of materials, that professional staff member will be paid an amount equal to the base substitute pay per day.

Bargaining members will be paid up to 5 hours for packing, moving, and unpacking of materials.

Professional Personnel Records and Services

13.5 The State Department of Education requires that certain personnel records be kept up to date and on file for reference at all times.

The following personnel records, filed in the Office of the Superintendent are:

Application for employment;
Confidential credentials and references;
Ohio teaching certificate;
Transcript of college credits showing official record of the degree granted, original or certified copy;

Record of military service;
Record of TB test or X ray;
Record form of all accumulated absences or leaves;
Professional evaluations;
Bureau of Criminal Records Report.

13.51 Anonymous letters or materials shall not be placed in a professional staff member's file nor shall they be made a matter of record.

13.52 Considering that negative contents on file are only alleged, and considering that professional staff member should be given the opportunity to speak on his/her own behalf, the professional staff member shall have the right to answer any materials contained in personnel files and his/her answer shall be attached to the file copy.

13.53 Each professional staff member shall have the opportunity, upon request and after managing a suitable appointment, to review the contents of his/her official personnel file except for material supplied to the administration as confidential

prior to employment. Review of one's file must be in the presence of an authorized administrative staff member who will, upon request, assist the professional staff member in the calculation of hours of credit being used to determine his/her placement on the salary schedule. It is the professional staff member's responsibility to have up-to-date transcripts on file on specified dates to meet salary determinations. The signing of the contract and/or salary notification will serve as an indication that the salary as specified is correct. If it is determined at a future date that the teacher had additional credits but did not have documentation of said credits on file, no retroactive correction will be made. At the request of a professional staff member, the Superintendent or designee shall make copies of materials contained in that professional staff member's file with exceptions as noted herein. All costs of same shall be borne by the requesting teacher.

13.54 While limited counseling regarding the notification of hospitalization coverage and other matters such as retirement, workers' compensation, etc., is available, the limitations of local counseling must be recognized. However, the Business and/or Superintendent and/or Designee's Office will endeavor or provide information upon request or refer the requesting party(ies) to the representative of the organization involved.

13.55 It is the professional staff member's responsibility to notify the Treasurer's Office of any change in status that may affect the coverage of hospitalization.

Teaching Environment

13.6 The Board shall make available a lunchroom and restroom in each school to be used by staff members and other adults. At least one (1) room shall be reserved for use as a staff member lounge. The lunchroom and staff lounge may be in the same room.

13.61 The Board agrees to make available the following in the preparation of instructional material for the schools of the District:

District laptop

Copy facilities

Locked storage space for each professional staff member to store personal articles.

Whiteboard/Chalkboard space for every classroom where required for instruction.

Copies, for each professional staff member's use, of all texts used in each of the courses they are to teach.

Storage space in each classroom or in each department center for instructional materials.

Paper, chalk, erasers, dry erase markers and dry erase erasers, and other such materials required in daily teaching responsibility.

Reasonable access to a telephone for each staff member.

A separate desk for each professional staff member in the District, and the District shall endeavor to provide it with lockable drawer space.

A file cabinet or cupboard, and the District shall endeavor to provide it with a lock for instructional materials.

13.62 If a professional staff member has concerns about the teaching environment, the staff member shall inform the building principal.

13.63 Professional staff members are expected to dress in a professional manner.

13.64 Hepatitis B. All professional staff members employed by the Bedford City School System that are interested will be inoculated with the hepatitis B shots as prescribed by the medical community. The Board of Education shall incur the expense of these shots only if they are taken in sequence to completion.

Student Assistance

13.65 A teacher who believes she/he has responsibility for a student who may present a particular danger of harm to self or others and who believes she/he may need the ability to seek immediate help from the school office may request assignment of a radio. The teacher may submit written request to the director of pupil services and her/his building administrator, following criteria to be established by the director, submit a request that the director assign her/him such equipment.

Pay Dates

13.7 During the 2026-2027 school year, pay dates will be established so that checks are issued one time every two (2) weeks resulting in a twenty-six (26) pay plan or a bi-weekly pay plan. The pay date will be every other week on Friday. Should the pay date be a bank holiday, the pay date will be the last banking day preceding the bank holiday.

Effective beginning with the 2027-2028 school year, bargaining unit members shall be paid in twenty-four (24) essentially equal installments, payable on the fifth (5th) and twentieth (20th) day of each month. Should the pay date be a holiday or weekend the pay date will be on the last workday preceding the holiday or weekend.

The Board shall provide bargaining unit members with a payroll calendar identifying the pay dates for the then-current school year, which calendar shall be distributed at the beginning of each school year.

All professional staff members shall be paid via direct deposit to a cooperating bank on pay day. All professional staff members shall receive their pay stubs electronically. There shall be no paper pay stubs.

School Closings Due to Extreme Weather and Road Conditions

13.8 In the event of hazardous road and/or weather conditions, professional staff faculty members who may be late shall notify the school thirty (30) minutes before starting time if possible. Time missed is covered under the personal emergency leave procedure where applicable.

13.81 When the need arises the Board shall implement a delayed opening procedure and communicate same to the media.

13.82 Calamity Days. On days when school is closed as a result of inclement weather, extremely cold days or any other public calamity ("Calamity Days"), teachers shall not be required to report for work except as specified below, and, furthermore, will not be docked pay.

When one or more buildings are closed for a calamity due to extreme heat, or due to an emergency (e.g., a water main break issue, loss of water, loss of electricity), the affected bargaining unit members are required to report to work/stay at work, unless otherwise specifically directed by the Superintendent. The time shall be used for teacher-driven activities related to instruction, with the administration having discretion to utilize/schedule the teachers' work time for up to one (1) hour per day.

In the event of the calamity being due to extreme heat, teachers will work an abbreviated schedule of 9 AM-2:30 PM, with a working lunch and no planning period. Also, in the event of extreme heat calamity day(s), teachers will be permitted to dress in appropriate yet comfortable clothing. There will be no abbreviated schedule for a calamity due to an emergency.

Bargaining unit members may be assigned to report to another building that remains open in the event his/her individual building is closed but others remain open.

Bargaining unit members who work on a student-only emergency or calamity day(s) for extreme heat shall receive their regular per diem pay for the day. Where a bargaining unit member is not required to report to work due to an emergency or calamity, he or she will not be docked pay, but shall be subject to the makeup procedures herein.

Makeup days or hours shall not be scheduled if the number of Calamity Days does not exceed the student hour equivalent of eight (8) school days. In the event there are calamity day(s) due to extreme heat where teachers report to work, such

extreme heat days shall not count toward the eight (8) school days. Makeup days or hours for student instruction may be scheduled by the Board at the Superintendent's discretion in the event the number of Calamity Days exceeds the student hour equivalent of eight (8) days. Makeup days or hours may be scheduled by the Superintendent during the regular school calendar year only with the mutual agreement of the BEA President. The Superintendent's recommended calendar to the Board, per Article XIX, may include at least one calamity make-up day, to be used if needed. If mutual agreement cannot be reached, all makeup days or hours will be scheduled at the end of the school year, excluding Saturdays and Sundays. It is understood that the teachers shall report for the makeup days or hours identified above with no further compensation for those days or hours.

Under any circumstance, notwithstanding any of the above, the Board shall schedule make up days or hours for any days or hours missed that would put students under the state minimum contact hours prescribed by law.

Student Discipline and Professional Staff Member Protection

13.9 The Board recognizes its legal responsibility to give all reasonable support and assistance with respect to the maintenance of control and discipline in the classroom. The Board also recognizes that it is the constitutional right and the act of responsible citizenship for a professional staff member to sign a civil or criminal complaint against person or persons engaged in assault or vandalism against the professional staff member's person and/or property.

13.91 A professional staff member may use any reasonable and necessary means to protect himself/herself from attack or to prevent injury to another person. There will be no reprisal or act of prejudice on the part of the Board and/or Administration against a professional staff member pursuing such rights.

13.92 Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to secure such attention or assist the child's parents if they seek to avail themselves of such services.

13.93 Regardless of the cause of any pupil difficulty, no professional staff member or class is required to tolerate any act of gross misconduct including flagrant discourtesy, abusive and vile language, acts of violence and/or deliberate insubordination. Such cases may be referred immediately to the principal for appropriate action. A professional staff member may remove a pupil from class to the charge of the principal when the seriousness of the offense, persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom a serious threat to instruction and/or well-being of other persons.

13.94 In such cases the professional staff member shall furnish the principal in writing as promptly as his/her teaching obligations will permit, full particulars of the incident(s) including the professional staff member's recommendation for the

reentry of the pupil into the classroom. When a professional staff member refers a student to any administrator for violation of the building's student code of conduct, that administrator, upon request of the professional staff member, shall report to the professional staff member in a timely fashion the action taken including information about any special circumstances. If the professional staff member does not make such a request, the principal shall not be required to report the specific action taken.

During each BLT and DLT meeting the building administrator will provide a report summarizing the current quantity and status of discipline referrals for their building.

In addition, professional staff members are encouraged to provide input in writing to the building principal regarding the building student code of conduct. Such input should be submitted prior to April 1 of each school year.

Dialogue between the professional staff and the building principal about proposed changes in the student code of conduct is encouraged.

13.941 The Board will establish the policy for a district-wide code of student conduct which will include consequences. Building principals will develop procedures regarding implementation of the student code of conduct at the building level. These procedures will be coordinated by building principals with common grade levels.

A committee composed of six members appointed by the BEA President and up to 6 members appointed by the Superintendent has been formed and shall continue to review sections 13.9 through 13.943. The committee shall continue to review practices and discipline plans of different buildings and search for best practices to recommend. Among the issues the committee will reconsider is the time in which written referrals are to be submitted to the offices and the time for the administration to respond to referrals. The committee will continue to examine "progressive discipline" practices across the District and through different grade levels. The committee also will consider identifying programs and/or consultants that might be effective in helping improve student behavior and classroom management.

13.942 Each building principal will develop a written chain of command document to be followed in cases when the Principal is absent from the building. The chain of command document will clearly define the priority, authority, and responsibilities of those members acting in lieu of the Principal.

The Plan will be discussed at a faculty meeting by the end of September and distributed to each professional staff member.

Whenever feasible, the staff should be informed when the principal is absent from the building.

Student Discipline

13.943 The building administration shall not "package" referrals for investigation, i.e., shall not tie the administration of discipline for such alleged infractions into other discipline matters.

Assaults on Professional Staff Members

13.95 Any case of assault upon a professional staff member in school shall be promptly reported to the Superintendent by the professional staff member and/or his/her principal, or a designated representative. In cases where legal action may ensue, the principal shall attempt to obtain a list of the witnesses to the assault. The principal shall promptly attempt to obtain a written report from the professional staff member and all witnesses. These statements shall be signed, dated and filed. The Board will provide legal counsel competent to advise the professional staff member of his/her rights and obligations with respect to such assault.

13.951 Time lost from the professional staff member's school work in connection with any injury, court procedure or other action resulting from such an assault shall not be charged against the professional staff member unless the professional staff member is finally adjudged guilty of a crime in connection therewith by a court of competent jurisdiction. In the case of an assault by a student(s) on a professional staff member or by any persons while the professional staff member is on duty, the Board will assist the professional staff member in seeking redress. Whenever possible, the professional staff member shall not be required to teach or supervise the offending student in the future.

Complaints Against Professional Staff Members

In the event the District is considering a complaint as a matter possibly subject to discipline, then Article 13.96 shall apply instead of this Article 13.952-5.

13.952 Complaints against a professional staff member will be handled in the following order:

Step 1: Complainant shall direct the complaint directly to the employee. If such interaction does not lead to understanding and resolution of the problems involved, or if the complainant is unwilling to direct the complaint directly to the employee, a complainant may move to Step 2.

Step 2: Submit a complaint to the employee's direct supervisor. If such interaction does not lead to understanding and resolution of the problem involved, the complainant may move to Step 3.

Step 3: Appeal to the Superintendent or his/her designee. If not resolved, the complainant may appeal to the Board as outlined in Section 13.953.

13.953 If still not resolved, it may be appealed to the Board. The professional staff member may request and be accompanied by counsel and/or an Association representative and/or legal counsel at any level of appeal. Any written reports are to be signed by the professional staff members as witness to having seen such report and not as agreement to the contents of the report.

13.954 No professional staff member shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause, in accordance with Article 13.96. Any such discipline, reprimand or reduction in rank, suspension with or without pay, compensation or advantage shall be subject to professional grievance procedure. Contract termination must be in accordance with the applicable provisions of the Ohio revised Code. All information forming the basis for disciplinary action will be made available to the teacher.

13.955 Defense of Members in litigation related to Performance of Job Duties

The Board agrees to fulfill its responsibilities to defend (provide counsel) and indemnify (pay damages) for any member of the bargaining unit who is named as a defendant in any legal action "which contains an allegation for damages for injury, death, or loss to person or property caused by the [member in connection with her/his employment, provided the member] was acting both in good faith and not manifestly outside the scope of [her/his] employment or official responsibilities." ORC 2744.07(A)(1).

Progressive Discipline

13.96 No Bargaining Unit Member shall be disciplined or deprived of any professional benefits without just cause. Disciplinary action shall be reasonable in view of the offense. Bargaining unit members shall be notified if a report is submitted to the Ohio Department of Education and provided with a copy of such report. Progressive discipline does not preclude bypassing lesser disciplinary action in cases of flagrant violations.

First offense situations and any subsequent offenses where such actions is deemed appropriate by the administrator involved, an oral warning may be issued at a conference for that purpose. Subsequent offenses may subject a member to letters of reprimand or further disciplinary action. Each party shall have the right to a representative of his/her choice at any disciplinary conference.

Progressive Discipline Steps

The following steps of progressive discipline will be used by the administration:

Step 1 – Verbal Reprimand - (to be maintained outside of the personnel file)

Step 2 – Written Reprimand

Step 3 – Suspension with or without pay, not to exceed ten (10) days.

Step 4 – Termination in accordance with O.R.C. 3319.16

- Steps may be bypassed for flagrant violations

During an investigation the bargaining unit member may be assigned to home without loss of pay or benefits. Work may be provided while on paid home assignment. Every effort will be made to return the bargaining unit member to active employment as quickly as possible. In the event they are out beyond 10 days, bi-weekly check-ins will be provided by administration, to the bargaining unit member and their BEA representative.

Before a bargaining unit member is issued a written reprimand or is suspended without pay for not more than ten (10) days, the bargaining unit member shall receive a written notice of a hearing on the possible discipline. The notice shall specify that the bargaining unit member is entitled to bring a BEA or OEA representative to the meeting, provided the meeting will not be delayed beyond the end of the following school date to accommodate the attendance of the representative.

Following the hearing the bargaining unit member and representative will be advised in writing of the discipline to be imposed.

Bargaining unit members have the right to appeal any discipline issued for Steps 1, 2, and 3 through the grievance procedure of the Agreement. Step 4, termination shall be through the O.R.C. 3319.16 statutory procedure.

ARTICLE XIV — COMPENSATION AND BENEFITS

14.1 Professional staff members shall be paid in accordance with the salary schedules which appear in Addenda B-1 of this Agreement.

The Board agrees to hire into the bargaining unit only people holding a valid teaching certificate/license issued by the Ohio Department of Education and Workforce for every teaching assignment except for teachers hired to teach Career Tech courses who would be hired and placed according to Article XVI.

The BA-0 base salary shall be increased as follows:

Contract Year	Percentage Increase
2026-2027	1.25%
2027-2028	2.0%

***To be eligible for Step 18 on the salary schedules on pages 92-93 an employee must be employed at Step 14 for a period of four (4) years.**

At the time of initial employment:

i. Credit for up to ten (10) years of teaching experience may be given in accordance with the provisions of the negotiated salary index; however, the Board is only obligated to give placement credit on the salary schedule of five (5) years (or the minimum number of years as set forth by the Ohio Revised Code if different than five (5) years) of previous teaching experience, which may be fewer years of teaching experience than otherwise would apply. Teaching experience is defined as teaching in a school that holds a state charter such as a public school, private state-chartered schools in state or out of state. Excluded are private schools without state charters. Teaching experience granted must have been in a position that required a valid state teaching certificate/license. Included in the aforementioned ten (10) years credit may be up to five (5) years of military experience as defined in the Ohio Revised Code.

ii. A bargaining unit member with previous teaching experience in the District shall, upon re-employment by the District, be restored to the next position on the Salary Schedule above that which they left. Seniority is not impacted by this provision and seniority continues to be governed by Article 7.

iii. A member who is hired into the bargaining unit shall be given credit of one (1) year on the Salary Schedule for each one hundred twenty (120) full days (840 hours) of service they rendered as a substitute teacher in the District within a given school year.

iv. A member with a start date prior to October 1 will be placed on a full limited contract following Board approval. Those hired after October 1st will be classified as a substitute until they meet the ORC requirement otherwise.

14.12 In addition to the base salary, an amount of $50 per graduate semester hour will be paid for each block of nine (9) graduate semester hours earned after the M.A. or M.Ed. Degree to a maximum of five (5) blocks: MA+9 = $450, MA+18 = $900, MA+27 = $1,350, MA+36 = $1,800, MA+45 = $2,250. Semester credits are to be submitted to the Office of Superintendent and/or Designee by September 15 of each year to be applied for that current year.

14.121 By July 1 of each year, each teacher shall be issued a salary/benefits statement to show each teacher her/his salary for that school year. If hired after July 1, the professional staff member will receive the salary/benefits statement as soon as possible. The statement shall also show Board contributions for health and life insurance, STRS, Medicare, and liaison pay as applicable. For salary and step/column information, employees have access through Employee Navigator or other HR platform that is in place.

Longevity Pay

14.13 A longevity increment will be provided in the amount of $1,300 per year after a teacher has completed twenty (20) years of service with the Bedford City School District; $1,550 per year after a teacher has completed twenty-five (25) years of service with the Bedford City Schools; and $1,800 per year after a teacher has completed thirty (30) years of service with the Bedford City School District.

14.14 There shall be no maximum salary increase amount.

Tuition Reimbursement

14.15 The Board will establish a fund for payment of tuition and fees for college courses taken by professional staff members. The fund shall be $39,000 for the 2024-2025 school years. Each fiscal year will be administered jointly by the Superintendent's and BEA President's designees, who shall meet by September 30 to make such determinations.

14.151 The Board agrees to pay up to two hundred and ten ($210.00) per semester hour for the 2025-2026 school years, not to exceed $1,260.00 per staff member per school year for the 2025-2026 school years, to full-time professional staff members who successfully complete college courses taken at accredited colleges or universities related to the teaching profession or relevant to their teaching field(s), subject to limitations as described in Articles 14.152 and 14.154, not to exceed the actual cost of the coursework.

14.152 An employee may receive reimbursement for a maximum of six (6) semester or nine (9) quarter hours per school year under this provision. A certified transcript and a receipt for tuition payments must be submitted by September 1 of the school year for which the request is being made to the

Board Treasurer to be eligible for tuition reimbursement. Tuition reimbursement payments shall be issued as soon as possible but no later than November 1st.

14.153 An employee must be employed in the District the year following the eligible coursework to receive tuition reimbursement, unless the employee is affected by a reduction-in-force and the coursework was scheduled and paid prior to the employee's RIF notification. If the teacher does not complete the contract year in which the payment is made, a prorated portion (based on percentage of the school year completed) of the reimbursement shall be deducted from the teacher's final check.

14.154 If the number of valid tuition reimbursement requests exceeds the appropriated amount, eligible employees will be reimbursed on a prorated basis computed by dividing the appropriated amount by the total number of eligible credit hours district-wide for which reimbursement was requested. Payment will be made during September of the following school year.

14.155 Employees who are reimbursed by another agency shall be eligible for reimbursement of only the difference, if any, between the actual cost of the coursework and the amount of reimbursement from the other agency.

Contract Pay

14.2 184 days except for beginning teachers for orientation - 187 days.

14.3 **Medical and Hospitalization Insurance**

1. The District provides medical and hospitalization insurance through a family and single base plan that provides coverage in accordance with the plan design specifications. Please refer to the current Summary Plan Description for current coverage descriptions.

2. Changes in carrier and/or plan design shall be made through the recommendation of the Health Care Committee as part of their annual policy review as provided in Section 14.91.

14.31 A member who elects to enroll in the base plan shall pay 20% of the monthly premium, unless the member has obtained an age appropriate wellness examination during the previous calendar year on or before November 15. Having done so, the monthly premium contribution shall be reduced to 15% for that calendar year (e.g., premium contribution will be reduced to 15% of the 2025 monthly premium for calendar year 2025 if an employee obtains an age appropriate wellness examination during calendar year 2024 on or before November 15).

An "age appropriate wellness examination" shall be in accordance with the guidelines set forth by the member's plan.

14.33 The premium contribution for any high deductible plan shall be determined by the Health Care Committee ("HCC"). However, an employee choosing the High Deductible Plan will pay an additional 1% of the premium if he/she does not obtain an age appropriate physical exam during the previous calendar year on or before November 15. An employee choosing the High Deductible Plan will pay an additional 5% of the premium if he/she does not obtain an age appropriate physical exam during the previous calendar year on or before Nov. 15.

14.34 Employees may choose an alternate plan as may be determined by the Health Care Committee.

14.35 Premium paid by Board and employee shall be prorated for part-time employees.

14.36 Employees, except two (2) teacher families who are covered by another medical insurance plan who elect not to enroll in Board-paid HMO, hospitalization and major medical insurance or managed care plan, shall receive a payment at the completion of each full school year (July 1 through June 30) in the following amount:

Eligible for	**Enroll in**	**Payment**
Family	No Board plan	$400
Family	Single	$200
Single	No Board plan	$200

14.4 Term Life Insurance: All certificated employees shall receive $75,000 term life insurance and will have the option of purchasing at their own expense additional insurance at the Board rate through the carrier, if available.

14.5 Dental Insurance: Per plan adopted by the HCC. Non-traditional plans may carry a different contribution as determined by the HCC.

14.6 Prescription Drugs: Prescription drug coverage shall be provided as an essential health benefit in all medical plans offered by the Board in accordance with law.

14.7 Spousal Insurance

(This Section only applies to teachers newly hired in the Bedford City Schools beginning with the 2007-2008 school year.)

1. If a teacher's spouse is eligible to participate (as a current employee or retiree) in group health insurance sponsored by his/her employer, the spouse must enroll in such employer sponsored group insurance coverage(s) ("spouse available insurance"). The spouse may enroll in single employer sponsored group insurance coverage(s); the spouse is not required to enroll in family coverage.

2. Upon the spouse's enrollment in any such "spouse available insurance" insurance coverage, that coverage will become the primary payer of the spouse's benefits and

the coverage sponsored by the Board will become the secondary payer of the spouse's benefits.

3. Any spouse who fails to enroll in any "spouse available insurance" as required by this Section, shall be ineligible for benefits under the group insurance coverage sponsored by the Board.

4. Every employee whose spouse participates in the Board's group health insurance coverage shall complete and submit to the Board, upon request, a written declaration (Addendum F-1) verifying whether his/her spouse is eligible to participate in "spouse available insurance" sponsored by the spouse's employer.

5. If a teacher submits false information or fails to timely advise the Board of a change in his/her spouse's eligibility for "spouse available insurance" within thirty (30) days of the qualifying event, and such false information or such failure by the teacher results in the Board providing benefits and/or payment of administrative fees to which the spouse is not entitled, the teacher will be personally liable to the Board for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the Board.

    a. Any amount to be reimbursed by the teacher may be deducted from the benefits, including salary, to which the teacher would otherwise be entitled.

    b. In addition, the teacher's spouse will be terminated immediately from the Board's group health insurance.

6. If a teacher submits false information about his/her "spouse available insurance" coverage(s), the teacher may be subject to disciplinary action by the Board, up to and including termination of employment.

14.8 Enrollment Practices

If a teacher and/or his/her spouse and/or his/her dependent(s) involuntarily lose insurance coverage(s) from any other plan (e.g. employer of spouse/dependent discontinues insurance coverage(s), spouse/dependent changes job and no longer has insurance benefits through employer), that teacher and/or spouse and/or dependent(s) are automatically eligible to enroll in the Board's insurance coverage(s) with no preexisting condition exclusions or waiting period.

14.9 Per Diem Rate Definition

Per Diem rate for all purposes when per diem rate is relevant is the salary from the salary schedule, excluding supplemental salaries, which includes longevity pay and hours beyond the Masters pay, divided by 184. All places in the Agreement where per diem rate is referenced shall be modified to be consistent with this definition.

14.91 **Health Care Committee**

A committee composed of four (4) representatives appointed by the BEA president and four (4) representatives appointed by the Superintendent shall be charged with the reduction of health care costs to the Board and members of the bargaining unit through improvement of employee health status and health plan cost management. The OAPSE local president shall be invited to appoint four representatives as well. The Health Care Committee shall be co-chaired by the Bedford Education Association president, the support staff president and the superintendent or his or her designee. A recording secretary shall be appointed. Regular minutes shall be kept and shared with all members.

A. If training becomes necessary for HCC members, the objective of the training is to make committee members familiar with important concepts in employee wellness, emerging trends in coverage and expenses, and taking effective steps to control health care costs.

B. Specifically, the Health Care Committee shall work to keep total annual increases on overall premiums effective January 1st of each year at 5% or below compared to the prior year's premium. Due to differences in the design of different plan offerings, some offered plans may increase or decrease more or less than five percent (5%), but the target overall increase should be five percent (5%) or less.

C. (1) If the increase in premium is 5% or less the committee will not be required to consider any adjustment in plan design and/or certificate of coverage. Members who elect to enroll in any plan shall pay the applicable member monthly premium contribution.

If the increase in premiums is greater than five percent (5%) over the previous year, the Health Care Committee shall direct the Health Care Advisors/Consultant to provide an analysis detailing the reasons for the size of the increase and to make recommendations to the Health Care Committee about steps that may be taken to reduce the premium of that plan. All recommendations shall include details on how the proposed changes impact both premiums and quality of coverage.

On or before November 1st each year, the Health Care Committee must vote on the recommendation of the Health Care Advisor/Consultant. Health Care Committee members must consider both price and quality of coverage in considering any recommendation. The Health Care Committee may consider multi-year proposals as part of a long-term strategy to minimize cost increases while maintaining the quality of coverage. Members who abstain from voting are not counted in those present at the meeting. Members may send a substitute in his or her place where

circumstances prevent a member from attending at committee meeting.

D. The administration and the Association each commit and agree that they will appoint members to serve on the Health Care Committee and the parties shall work to consensus on cost reduction items that the Health Care Committee wants to consider.

E. The committee shall also be empowered to change plan design or the certificate of coverage in order to be pre-emptive in controlling any projected increase. Any such change shall become effective as soon as is practicable, on and after the effective date of the bargaining agreement.

F. Following completion of the training program set forth above, the Health Care Committee shall jointly select the health insurance consultant through a request for qualifications process (RFQ).

G. Changes in plan design or the certificate of coverage or increased premium contributions agreed upon by the committee will become effective January 1 for the BEA and the administration.

Any premium rebates or discounts received directly from carriers shall be applied proportionately to the Board share and Employee share of per employee premiums such that the overall percentage of premium increase for both the Board share and the Employee share are equal. However, the Committee may decide to hold all or part of those rebates or discounts in the health care fund in order to offset high premium increases in future years.

In the event a healthcare committee issue does not apply to OAPSE or where the consensus structure is different for OAPSE, the voting members of the committee shall include only the BEA and administrative team members.

H. This section shall be amended from time to time as the Health Care Committee considers changes to the plan. Any changes adopted by the Committee shall be added to this section as an addendum.

I. In order for all members of the committee to get the same information at the same time, all communications with the healthcare consultant and any member of the HCC will be shared with the HCC members within 24 hours on matters directly related to the health care committee.

14.92 Section 125 Plan

Effective as soon after July 1, 2005 as possible, the Board shall adopt and enhance Section 125 Plan including provisions for premium pass through, flexible spending and dependent care features; the administer fee associated with the flexible spending and dependent care provisions shall be paid by those employees who elect to participate.

ARTICLE XV — COACHING AND CO-CURRICULAR COMPENSATION

Supplemental Contracts

15.1 Supplemental Contract assignments are those conducted outside of the professional staff member's contractual school day or contractual school year. These assignments shall not be obligatory but offered only to those professional staff members who are willing to assume the responsibility. Supplemental Contracts are ordinarily offered to those professional staff members who have exhibited an interest in and demonstrated the ability to conduct them. All supplemental contracts are for one year ONLY, therefore, each supplemental will be posted annually in order to generate interest.

15.2 By April 1 the administration will provide all teachers via email a list of all supplemental positions to be filled for the following school year. All letters of interest for non-athletic positions must be submitted to the building principal and individuals must apply electronically no later than April 15. For athletic supplemental positions all letters of interest must be submitted to the Athletic Coordinator and individuals must apply electronically no later than April 15. If by April 15, no interest has been generated, the Asst. Superintendent's office may send a letter to the previous coach/leader/advisor gauging their possible interest.

The beginning of the year letter sent by central office outlining first day(s) of school, will include a link/web address to a list of any unfilled supplemental positions. Further emails will be sent to all teachers as needed throughout the year after new positions are created, or an existing position becomes vacant and will be filled. For non-athletic supplemental positions, teachers interested in the position shall provide a resume and submit an expression of interest to the building principal and for athletic positions teachers shall provide a resume and submit an expression of interest to the Athletic Coordinator. Emails will be sent to advise of actions to fill supplemental contracts.

15.3 Payment for all co-curricular positions with a total annual stipend of $900 or more will occur in three equal payments paid in the months of November, March and June. Payments will be made on the second pay of these months.

15.4 If a club or organization does not have 8-10 student members, it is not considered a viable club or organization, unless it is approved by the building principal, Superintendent or Designee.

15.5 A supplemental committee comprised of up to five (5) administrators appointed by the Superintendent or designee and up to five (5) BEA representatives appointed by the BEA President will be established by the first Wednesday in October each year to review the current supplemental classifications, open positions, and new supplemental applications. The committee will submit its recommendations to the Superintendent and BEA no later than April 1 of the year prior to the year of the expiring negotiations agreement with the understanding that a joint supplemental proposal will be submitted to the negotiations teams to consider.

Publicizing Openings for Supplemental Contracts

15.6 When a vacancy exists for a supplemental contract, the principal of the building in which the vacancy exists will so notify the Superintendent and/or Designee, who will, upon learning of the vacancy post appropriate notices electronically to all employees.

15.61 The Superintendent and/or Designee will maintain a current listing, by category, of those professional staff members who wish to be considered for supplemental contracts. As vacancies occur, he/she will notify, via inter-school communications, those professional staff members whose names appear in the category of the vacancy. When the vacancy occurs in the summer (vacation) months, an email will be posted electronically and emailed to all professional staff members announcing any unfilled positions. In addition, included in the beginning of the year letter sent by central office outlining first day of school, will be a list of any unfilled positions.

15.7 The salary index schedules for coaching and co-curricular positions appear in Addendum C-1 and C-2 of this Agreement.

15.8 Coaching experience is negotiable between coach and administration when hired.

15.9 Coaches of both girls' and boys' sports are expected to have equal work loads and requirements.

15.10 Ratios are based on the BA minimum in effect during each school year.

15.11 All coaches will receive the supplemental pay in two (2) equal payments. The payments will be made in the second pay of the month as follows:

Fall season coach - September and November
Winter season coach - December and March
Spring season coach - April and June

ARTICLE XVI — CAREER AND TECHNICAL EDUCATION

16.1 Initial Placement on Salary Schedule for Non-Degreed Members.

A non-degreed member must have at least five (5) years full-time experience in the area to be taught and will be placed on the proper step/column of the salary schedule based on criteria set forth in 16.2.

If a non-degreed member has full-time experience in excess of five (5) years, the member will receive credit not to exceed ten (10) years.

The Board also may grant a non-degreed member up to five (5) years of experience credit for years of active military service in the Armed Forces of the United States; however, any combined years of full-time and military experience shall not exceed a maximum of ten (10) years.

16.2 "BA" equals a bachelor's degree (120) semester hours or equivalent; "equivalent" means five (5) years of appropriate work experience related to the pathway, plus a minimum of a two (2) year provisional license.

"BA 150" equals one hundred fifty (150) semester hours or equivalent; "equivalent" means five (5) years of appropriate work experience related to the pathway, plus a minimum of a five (5) year advanced career-technical workforce development (CTWD) license, or the first renewal of a two (2) year provisional license.

"BA 180" equals one hundred eighty (180) semester hours or equivalent; "equivalent" means seven (7) years of appropriate work experience related to the pathway, plus a minimum of a five (5) year advanced career technical workforce development (CTWD) license

"MA" equals a master's degree or equivalent; "equivalent" means eight (8) years of appropriate work experience related to the pathway, plus a bachelor's degree, plus a minimum of a two (2) year provisional.

"MA9" equals a master's degree or equivalent; "equivalent" means eight (8) years of appropriate work experience related to the pathway, plus a bachelor's degree, plus five (5) year advanced career technical workforce development (CTWD) license.

No CTE teacher shall be placed on the salary index in any column greater than "MA" based on earning the "equivalent." To move to MA9, for example, a CTE teacher must earn an M.A. or M.Ed. degree and nine additional graduate semester hours.

16.3 In determining proper placement on the salary schedule, quarter hours of college credit may be substituted for semester hours of credit at the rate of three (3) quarter hours equal two (2) semester hours.

16.4 Career and Technical Education Teachers shall advance on the salary schedule either in accordance with these provisions or by preparing and submitting an Individual Professional Development Plan to the Local Professional Development Committee. The LPDC will review said plan and make a recommendation to the Superintendent and/or Designee regarding crediting non-college credit work for possible salary schedule advancement.

ARTICLE XVII — REEMPLOYMENT OF RETIRED TEACHERS

17.1 A teacher retired under STRS ("re-employed teacher") may be employed subject to the following conditions:

17.2 Subject to these provisions, the re-employed teacher is a member of the bargaining unit and subject to the provisions of the BEA-Board Agreement.

17.3 A re-employed teacher shall receive a maximum of five (5) years' experience credit and the individual's educational attainment for salary schedule, placement purposes. If the teacher is re-employed the following school year, he/she will advance one year on the salary index for each year of employment under section 17.03.

17.4 A re-employed teacher shall commence employment with zero years of seniority credit for purposes of layoff and zero days of accumulated sick leave.

17.5 A re-employed teacher shall serve under a one-year limited contract which will be automatically non-renewed at the conclusion of that year without the need for completion of the evaluation process. The Board and BEA intend that this provision expressly supersedes any rights the re-employed teacher might otherwise enjoy under ORC §§3319.11 and 3319.111.

17.6 A re-employed teacher shall not be subject to the entry year/mentoring program.

17.7 Effective January 1, 2009, a re-employed teacher will be eligible for health insurance on the same basis and terms as other members of the bargaining unit as set forth in section 14.3 through 14.92.

ARTICLE XVIII – RESIDENT EDUCATOR

18.1 Purpose: The purpose of the Resident Educator Program is to provide a program of support and formative assistance for teachers new to the profession who hold a 4-year provisional resident educator license. The program is designed to provide ongoing instructional support through differentiated mentoring models that allow new teachers to grow and practice the profession of teaching during their initial years of residency.

18.2 The Resident Educator Program will be a Program administered and funded by the Board and coordinated by the Superintendent and/or Designee's office. This program shall be separate from and shall not replace the employee evaluation system.

a. Resident Educator: A Resident Educator is a teacher employed under a resident educator license.

b. Mentor Teacher: A Mentor Teacher is a teacher trained and assigned by the Board to provide professional support to a Resident Educator following the guidelines and protocols of the Resident Educator Program.

i. With prior notice and approval by the Board, the Board will pay all training fees and expenses required for Mentor Teachers to receive the mandatory ODE mentor training.

ii. Mentor Teachers may be assigned one or more Resident Educators as determined by the Board based on the needs of the Program.

iii. Participation as a Mentor Teacher is voluntary.

18.3 RESA Mentors

a. Qualifications and selection

i. The Mentor Teacher must have a minimum five (5) full-time years of teaching experience in the Bedford City School District. Teachers wanting to serve as mentors shall receive a letter of recommendation from the building principal.

ii. Teachers selected to be mentors for the first time shall successfully complete the required training through the current ODE Resident Educator program, including refresher training as outlined by the state.

18.4 General

a. Resident Educators shall also be required to participate in a teacher induction program.

b. No Mentor Teacher shall participate in the District's evaluation of any Resident Educator.

c. No Mentor Teacher shall be requested or directed to make any recommendation regarding the continued employment of the Resident Educator.

d. The Resident Educator Mentor Teachers shall receive a stipend of $1,500 per school year, pro-rated for partial years of service.

ARTICLE XIX - CALENDAR

19.1 The school calendar shall be adopted two years in advance by the Bedford City School District Board and shall designate workdays with students and workdays without students.

a. The calendars to be developed shall take into consideration the views of the professional staff, other employees, parents, and students, state calendar laws and regulations.

b. Proposed calendars shall be developed by a committee made up of the Superintendent and/or Designee and two designees and the BEA President and two designees. The committee shall submit proposed calendars to the Superintendent, who shall consider the proposed calendars and will provide his/her recommendation to the committee for input prior to making a his/her final recommendation in his/her discretion to the Board. This committee process shall be commenced after return from the December holiday vacation period, and final calendar recommendations submitted by the Superintendent to the Board for its consideration by May of the applicable year.

Master Agreement
Between the
BEDFORD EDUCATION ASSOCIATION
and the
BEDFORD CITY SCHOOL DISTRICT
BOARD OF EDUCATION
Effective July 1, 2026 – June 30, 2028

Signature Page

Negotiating Team

Administration

Tom Evans
Superintendent

Taylor Freidrich, Treasurer

Eva Boyington
Management Team Member

Montez Morton
Management Team Member

Bedford Education Association

Susan K. Dodge
OEA Field Representative

Trish Duncan, BEA President

Doug Dressman
BEA Professional Negotiator

Teacher – Barb Davila

Teacher – Erin Estell

Teacher – Christina Langan

Teacher – Shonda Martin

Teacher - Tricia Mencin

GRIEVANCE FORMS

BEDFORD EDUCATION ASSOCIATION

BEDFORD CITY SCHOOL DISTRICT

STEP 1 – FORMAL GRIEVANCE FORM

Grievant_____ Date of Step I Meeting_____

School_____ Administrator_____

Grievant's representative (if any)

Date of alleged contract violation _____

Date of Informal meeting or conversation

_____

Statement of Grievance, provisions of the Master Agreement and/or written teacher evaluation procedure allegedly violated, and Adjustment sought:

_____
Signature of Grievant

(Type or print all information except signature)

Copies to: Administrator
Association President

DISPOSITION FOR STEP I BY THE ADMINISTRATOR

(To be completed by the Administrator within ten (10) days after hearing)

Grievant_____ Date of Step I Meeting_____

School_____ Administrator_____

Disposition of the Administrator:

_____ I uphold the grievance.

_____ I deny the grievance.

Date of Disposition_____ _____
Signature of Administrator

Grievant's Response: (To be completed by the grievant within ten (10) days of decision.)

_____ I accept the above disposition of the administrator.

_____ I hereby refer the above disposition for further grievance procedures.

Date of Response_____ _____
Signature of Grievant

Copies to: Grievant
Representative (if any) Association President

ADDENDUM A-3

COMPLAINT BY THE GRIEVANT (STEP II)

Grievant_____ Date_____

School_____Superintendent _____

Grievant's Representatives (if any) _____

Date of Step II Disposition_____

Statements of Grievance, provisions of the Master Agreement and/or written teacher evaluation procedure allegedly violated, and Adjustment sought:

_____
Signature of Grievant

(Type or print all information except signature)

Copies to: Superintendent
Association President

DISPOSITION BY SUPERINTENDENT (STEP II)

(To be completed by Superintendent of Schools or his representative within ten (10) days after hearing with the grievant and his/her representative.)

Grievant _____ Date of Step III Hearing _____

Disposition by the Superintendent:

_____ _____

Date of Decision Signature of Superintendent and/or his/her Designee

Grievant's Response: (To be completed by the grievant within ten (10) days of disposition.)

_____ I accept the above disposition of the Superintendent of Schools.

_____ I hereby request Step III facilitation/mediation.

_____ I hereby appeal to the Board for a review of this grievance.

_____

Signature of Grievant Date of Response

Copies to: Grievant
Representative (if any) Association
President

ADDENDUM A-5

COMPLAINT BY THE GRIEVANT (STEP IV)

Grievant _____ Date _____

School _____

Grievant's representatives (if any) _____

Date of Step III Disposition _____

Statements of Grievance, provisions of the Master Agreement and/or written teacher evaluation procedure allegedly violated, and Adjustment sought:

_____
Signature of Grievant

(Type or print all information except signature)

Copies to: President of Board
Association President

DISPOSITION BY BOARD (STEP IV)

(To be completed by the Board, or committee thereof, within ten (10) days after hearing with the grievant and his/her representative.)

Grievant _____ Date _____

Date of Formal Hearing with Board _____

Disposition by the Board:

_____ _____

Date of Decision Signature of Superintendent and/or his/her Designee

Grievant's Response: (To be completed by the grievant within fourteen (14) days of disposition.)

_____ I accept the above disposition of the Board of Education.

_____ I hereby request arbitration of this grievance.

_____

Signature of Grievant Date of Response

Copies to: Grievant
Representative (if any) Association
President

BEDFORD CITY SCHOOL DISTRICT

Office of the Superintendent

MEMORANDUM

TO: Teachers on Limited Contract

FROM: Office of the Superintendent and/or Designee

SUBJECT: Consideration for Continuing Contract

Under the Board-BEA agreement, teachers who wish to be considered for continuing contract status must complete the application and return it to your building principal/ evaluating administrator by October 15th. Applications can be obtained from the principal's office. To be eligible for tenure consideration, you must:

1. By the end of this school year have taught 3 of the last 5 years in Bedford or, if he/she has acquired tenure in another Ohio district, have completed 2 years of teaching in Bedford by the end of the school year.
2. 5 year professional license.
3. Are working to be eligible for her/his professional (5 year) license and expect to be completed by the last Board meeting in April.
4. Complete the applicable of one of the following:
    a. *If the teacher did not hold a masters degree at the time of initially receiving a teacher's certificate under former law or an educator license, thirty semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the state board of education shall adopt;*

OR

    b. *If the teacher held a masters degree at the time of initially receiving a teacher's certificate under former law or an educator license, six semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified in rules which the state board of education shall adopt.*

If a teacher has completed the necessary work and holds the required certificate/license and applies to be considered for a continuing contract, the following options are available to the Board under ORC Sections 3319.11 and 3319.111:

a. The Superintendent may recommend that the teacher will be recommended for and receive continuing contract status for the following year;

b. The Superintendent may recommend that the teacher be recommended for continuing contract status but the Board rejects that recommendation. At a subsequent meeting the teacher either will be non-renewed or approved for an extended limited contract for one or two years; or

c. The Superintendent may recommend that the teacher be non-renewed and that recommendation is approved by the Board.

If you do not wish to be considered for tenure, you need not complete the application. If you wish to be considered and return the application, you and your building administrator/evaluating administrator will meet by November 15th to discuss the continuing contract consideration process.

If you apply for tenure consideration and later learn you will not be able to complete the requirements by the final Board meeting in April or decide by March 31 you do not wish to be considered, please advise the building principal/evaluating administrator. If you withdraw you may elect to apply for continuing contract consideration in a subsequent year.

SALARY INDEX

SALARY INDEX FOR 2026-2027													
BEDFORD CITY SCHOOLS													
Base Salary: $47,131													
1.25% increase over previous base of $46,549													
		BA		**BA+150**		**BA+180**		**MA**	**+450 MA9**	**+450 MA18**	**+450 MA27**	**+450 MA36**	**+450 MA45**
0	1.000	47,131	1.030	48,545	1.080	50,901	1.090	51,373	51,823	52,273	52,723	53,173	53,623
1	1.034	48,733	1.064	50,147	1.114	52,504	1.124	52,975	53,425	53,875	54,325	54,775	55,225
2	1.068	50,336	1.098	51,750	1.148	54,106	1.158	54,578	55,028	55,478	55,928	56,378	56,828
3	1.109	52,268	1.139	53,682	1.189	56,039	1.194	56,274	56,724	57,174	57,624	58,074	58,524
4	1.154	54,389	1.184	55,803	1.234	58,160	1.240	58,442	58,892	59,342	59,792	60,242	60,692
5	1.200	56,557	1.240	58,442	1.286	60,610	1.290	60,799	61,249	61,699	62,149	62,599	63,049
6	1.260	59,385	1.306	61,553	1.349	63,580	1.355	63,863	64,313	64,763	65,213	65,663	66,113
7	1.326	62,496	1.373	64,711	1.413	66,596	1.435	67,633	68,083	68,533	68,983	69,433	69,883
8	1.392	65,606	1.440	67,869	1.489	70,178	1.515	71,403	71,853	72,303	72,753	73,203	73,653
9	1.466	69,094	1.516	71,451	1.575	74,231	1.605	75,645	76,095	76,545	76,995	77,445	77,895
10	1.541	72,629	1.609	75,834	1.672	78,803	1.705	80,358	80,808	81,258	81,708	82,158	82,608
11	1.621	76,399	1.703	80,264	1.771	83,469	1.805	85,071	85,521	85,971	86,421	86,871	87,321
12	1.700	80,123	1.796	84,647	1.868	88,041	1.905	89,785	90,235	90,685	91,135	91,585	92,035
13	1.700	80,123	1.796	84,647	1.868	88,041	1.905	89,785	90,235	90,685	91,135	91,585	92,035
14	1.739	81,961	1.837	86,580	1.910	90,020	1.950	91,905	92,355	92,805	93,255	93,705	94,155
15	1.739	81,961	1.837	86,580	1.910	90,020	1.950	91,905	92,355	92,805	93,255	93,705	94,155
16	1.739	81,961	1.837	86,580	1.910	90,020	1.950	91,905	92,355	92,805	93,255	93,705	94,155
17	1.739	81,961	1.837	86,580	1.910	90,020	1.950	91,905	92,355	92,805	93,255	93,705	94,155
18	1.800	84,836	1.904	89,737	1.978	93,225	2.019	95,157	95,607	96,057	96,507	96,957	97,407

SALARY INDEX FOR 2027-2028

BEDFORD CITY SCHOOLS

Base Salary: $48,074

2% increase over previous base of $47,131

		BA		BA+150		BA+180		MA	+450 MA9	+450 MA18	+450 MA27	+450 MA36	+450 MA45
0	1.000	48,074	1.030	49,516	1.080	51,920	1.090	52,401	52,851	53,301	53,751	54,201	54,651
1	1.034	49,709	1.064	51,151	1.114	53,554	1.124	54,035	54,485	54,935	55,385	55,835	56,285
2	1.068	51,343	1.098	52,785	1.148	55,189	1.158	55,670	56,120	56,570	57,020	57,470	57,920
3	1.109	53,314	1.139	54,756	1.189	57,160	1.194	57,400	57,850	58,300	58,750	59,200	59,650
4	1.154	55,477	1.184	56,920	1.234	59,323	1.240	59,612	60,062	60,512	60,962	61,412	61,862
5	1.200	57,689	1.240	59,612	1.286	61,823	1.290	62,015	62,465	62,915	63,365	63,815	64,265
6	1.260	60,573	1.306	62,785	1.349	64,852	1.355	65,140	65,590	66,040	66,490	66,940	67,390
7	1.326	63,746	1.373	66,006	1.413	67,929	1.435	68,986	69,436	69,886	70,336	70,786	71,236
8	1.392	66,919	1.440	69,227	1.489	71,582	1.515	72,832	73,282	73,732	74,182	74,632	75,082
9	1.466	70,476	1.516	72,880	1.575	75,717	1.605	77,159	77,609	78,059	78,509	78,959	79,409
10	1.541	74,082	1.609	77,351	1.672	80,380	1.705	81,966	82,416	82,866	83,316	83,766	84,216
11	1.621	77,928	1.703	81,870	1.771	85,139	1.805	86,774	87,224	87,674	88,124	88,574	89,024
12	1.700	81,726	1.796	86,341	1.868	89,802	1.905	91,581	92,031	92,481	92,931	93,381	93,831
13	1.700	81,726	1.796	86,341	1.868	89,802	1.905	91,581	92,031	92,481	92,931	93,381	93,831
14	1.739	83,601	1.837	88,312	1.910	91,821	1.950	93,744	94,194	94,644	95,094	95,544	95,994
15	1.739	83,601	1.837	88,312	1.910	91,821	1.950	93,744	94,194	94,644	95,094	95,544	95,994
16	1.739	83,601	1.837	88,312	1.910	91,821	1.950	93,744	94,194	94,644	95,094	95,544	95,994
17	1.739	83,601	1.837	88,312	1.910	91,821	1.950	93,744	94,194	94,644	95,094	95,544	95,994
18	1.800	86,533	1.904	91,533	1.978	95,090	2.019	97,061	97,511	97,961	98,411	98,861	99,311

ADDITIONAL STIPENDS

(Rates for stipends will be mutually agreed upon by the BEA and Administration.)

INSTRUCTIONAL SPECIALISTS – HS $2,500.00
Freshman Academy
Sophomore Academy
Language Arts
Special Education
Social Studies
Science
Math
Career Tech/Business Education
World Language

INSTRUCTIONAL SPECIALISTS – Heskett $2,500.00
Language Arts
Science
Social Studies
Math
Special Education

K-12 SUBJEST AREA COORDINATORS $2,000.00
Health and Physical Education
Music
Art
School Counselor

OPPORTUNITY SCHOOL – HESKETT (Instructional hourly rate based on BA-0 Base Salary)

-Mentors	**26-27**	**27-28**
Traditional Mentor/per teacher mentored(prorated for late hires)	$400	$400
Silent teacher mentored (prorated for late hires)	$800	$800

	26-27	**27-28**
SUMMER SCHOOL/STUDENT INSTRUCTIONAL RATE – Page ____ Article 10.7 of Master Agreement	$35	$35
Social Media / Webmaster	$1000	$1000

ART – MUSIC
Elementary special area teachers K-8 (art and music) shall receive a stipend of $125 for every evening or outside of teacher work day student program beyond the first such program in a school year. to be eligible for the stipend, the building principal must approve the program

ALTERNATIVE EDUCATION INSTRUCTOR
The rate will be $35.00 per hour.

POOL MANAGER – Twenty (20) days per diem rate.

MASTER TEACHER (Page 22 of Master Agreement)

- Each Master Teacher Committee members will receive the rate of $30 per initial teacher portfolio reviewed.
- Each Master Teacher Committee members will receive the rate of $15 per renewal teacher portfolio reviewed.
- $500.00 one-time stipend payable in September for receiving Master Teacher status (Page 23 of Master Agreement)

RESA (Page 92 of Master Agreement)

- Resident Educator Mentor Teachers shall receive a stipend of $1,500 per school year, pro-rated for partial years of service.

MTSS (Page 58 of Master Agreement)

- MTSS (Multi-Tiered System of Support) Team Chair(s) shall receive a yearly stipend, in the amount of $1,500, payable in three equal payments on the second pay of November, March, and June.

Application for Continuing Contract

In accordance with section 5.43 of the Master Agreement, I (print name) _____ am submitting my name as a potential candidate for a continuing contract. I believe I have met, or will meet, the eligibility requirements for a continuing contract by the specified timelines during the current school year.

Applicants need to submit this application form to the building principal/evaluating administrator by October 15th to be considered for a continuing contract in the current school year.

Signatures:

_____ _____

Teacher/Candidate Signature Date

Date this document was received by the principal/evaluating administrator:

_____ _____

Administrator Signature Date

The building principal should provide a copy of this document to the office of the Superintendent and/or Designee by October 21st of the current school year.

Spouse Eligibility Certification

(To be completed by the Employee — PLEASE PRINT)

If NOT EMPLOYED, STOP, sign below and return form. Otherwise, complete and have your spouse's employer complete all applicable sections of this form.

EMPLOYEE INFORMATION

FULL NAME	SCHOOL DISTRICT	SOCIAL SECURITY #
	Bedford City Schools	

SPOUSE INFORMATION

FULL NAME	DATE OF BIRTH	SOCIAL SECURITY #

Spouse is:
- x Not Employed
- x Retired_____(date)
- x Employed
- x Other _____

Is group health insurance or prescription drug insurance available to your spouse through his/her employment (whether as a current employee or retiree)?

x YES x No

Regardless of your answer, your spouse must have his/her employer complete the Employer Information on the other side of this page

The District requires that if your spouse is eligible to participate in group health insurance and/or prescription drug insurance, the spouse must enroll in such employer-sponsored group insurance coverage(s). Any spouse who fails to enroll in any group insurance coverage sponsored by his/her employer, as required by this Section, shall be ineligible for benefits under such group insurance coverage sponsored by the Board of Education.

The District provides healthcare and prescription drug benefits and will rely upon the information contained in this Certification in making its determination regarding your spouse's eligibility to receive benefits from the Plan.

Please note that it is your responsibility to advise the District immediately (and not later than 30 days after any change in eligibility) if your spouse becomes eligible to participate in group health insurance and/or prescription drug insurance sponsored by his/her employer after the date you submit this Certification. Upon becoming eligible, your spouse must enroll in any group health insurance and/or prescription drug insurance sponsored by his/her employer, and upon such enrollment by your spouse, the District will become the secondary payor of benefits.

If you submit false information in this Certification or fail to timely advise the District of a change in your spouse's eligibility for employer-sponsored group health insurance and/or prescription drug insurance, and such false information or such failure by you results in the District providing benefits to which your spouse is not entitled, you will be personally liable to the District for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the District. Any amount to be reimbursed by you may be deducted from the benefits to which you would otherwise be entitled. In addition, your spouse will be terminated immediately from group health insurance and/or prescription drug insurance coverage under the Plan. If you submit false information in this Certification, you may be subject to disciplinary action by your school district, up to and including termination of employment.

EMPLOYEE CERTIFICATION

I HEREBY CERTIFY THAT THE ABOVE EMPLOYEE AND SPOUSE INFORMATION IS CORRECT, and understand that, to ensure benefits are coordinated properly between employers, the District will verify the accuracy of information by conducting audits, contacting me, and contacting my spouse's employer.

X

EMPLOYEE'S SIGNATURE & DATE (Required) | **AREA CODE/PHONE NO.**

TO BE COMPLETED BY THE EMPLOYER OF THE SPOUSE OF Bedford City Schools EMPLOYEE:

SPOUSE'S EMPLOYER INFORMATION

EMPLOYEE'S NAME (Spouse of Bedford City Schools Employee/Plan Participant)

SPOUSE'S EMPLOYER'S NAME _____

MAILING ADDRESS _____

Do you offer employer-sponsored group health insurance and/or prescription drug insurance (including, but not limited to, insurance requiring employee premium contributions):

(a) to employees? ❑ YES ❑ NO (b) to retirees? ❑ YES ❑ NO

HEALTH INSURANCE PLAN INFORMATION

PLAN/GROUP # PLAN YEAR FROM: _____ TO _____

INSURANCE COMPANY NAME:

MAILING ADDRESS

PRESCRIPTION DRUG PLAN INFORMATION (IF SEPARATE FROM HEALTH)

PLAN YEAR FROM: TO:

PLAN/GROUP #

INSURANCE COMPANY/PBM NAME:

MAILING ADDRESS:

EMPLOYER CERTIFICATION

I HEREBY CERTIFY THAT THE ABOVE EMPLOYER AND PLAN INFORMATION IS CORRECT.

X	
SPOUSE'S EMPLOYER SIGNATURE	**TITLE**
DATE COMPLETED	**AREA CODE/PHONE**

ATTENTION EMPLOYEE:
PLEASE RETURN COMPLETED CERTIFICATION TO YOUR DISTRICT TREASURER'S OFFICE

LEGACY FAIR SHARE FEE

In accordance with Article 5.7 of the 2019-2022 negotiated agreement, the parties agree to maintain as a Legacy Document in Appendix G1 the Fair Share Fee provisions contained in the negotiated agreement immediately prior to the U.S. Supreme Court decision in *Janus v. American Federation of State, County, and Municipal Employees, Council 31*. The parties agree to maintain this Legacy Document in the event there is a change in law that will allow for this language to be placed back into the contract and be implemented.

Fair Share Fee

5.7 Effective with the first business day following ratification of the Agreement and its approval by the Board, and in recognition of the Association's obligation to provide representation services for the entire bargaining agreement as the exclusive bargaining agent, the following Association security fee provisions are provided:

5.71 Payroll Deduction of Fair Share Fee

The Board shall deduct at no charge to the Association from the pay of members of the bargaining unit who elect not to become or to remain members of the BEA/OEA/NEA a fair share fee for the Association's representation of such nonmembers during the ten ii of this Memorandum of Agreement. No nonmember filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Association's work in the realm of collective bargaining.

5.72 Notification of the Amount of Fair Share Fee

Notice of the amount of the annual fair share fee, which shall not be more than 100% of the unified dues of the Association, shall be transmitted by the Association to the Treasurer of the Board on or about October 1 of each year during the term of this Contract for the purpose of determining amounts to be payroll-deducted, and the Board agrees to promptly transmit all amounts deducted to the Association. For those employed less than a full year, the annual fee will be appropriately prorated according to OEA's formula.

5.73 Schedule of Fair Share Fee Deductions

A. All Fair Share Fee Payors

Payroll deduction of such fair share fees for the annual July to July employment year shall begin at the first payroll on or after January 15 except that no fair share fee deductions shall be made for bargaining unit members employed after December 31 until after thirty (30) days after initial employment. An employee may elect to commence earlier deductions by written authorization to the Treasurer.

B. Upon Termination of Membership During the Membership Year

The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction.

5.74 Transmittal of Deductions

The Board further agrees to accompany each such transmittal with a list of the names of the bargaining unit members for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each.

5.75 Procedure for Rebate

The Association represents to the Board that an internal rebate procedure has been established in accordance with Section 4117.09(C) of the Revised Code and that a procedure for challenging the amount of the representation fee has been established and will be given to each member of the bargaining unit who does not join the Association and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and the State of Ohio.

5.76 Entitlement to Rebate

Upon timely demand, nonmembers may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.

5.77 Indemnification of Employer

The Association on behalf of itself and the OEA and NEA agrees to indemnify the Board for any costs or liability incurred as a result of the implementation and enforcement of this provision provided that:

A. The Board shall give a ten (10) day written notice of any claim made or action filed against the employer by a nonmember for which indemnification may be claimed;

B. The Association shall reserve the right to designate counsel to represent and defend the employer;

C. The Board agrees to:

1. give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding,

2. permit the Association or its affiliates to intervene as a party if it so desires, and/or

3. to not oppose the Association or its affiliates' application to file briefs amicus curiae in the action; and

D. The Board acted in good faith compliance with the fair share fee provision of this Agreement; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) or misapplies such fair share fee provision herein.

5.78 Nonmember Rights

A nonmember in the bargaining unit who pays a fair share fee to, or whose fee is in the process of collection by the local affiliate in the amount as provided in paragraph 1 above, shall be entitled to all of the rights, privileges, services and assistance enjoyed by regular active members of the Association, except as limited by OEA policy.

Any nonmember of the Association who elects to continue employment with the Board after a thirty (30) day period shall be deemed to have consented to receiving the services and benefits to be conferred by the Association as the exclusive bargaining agent and shall be liable (subject to a civil action for damages in the amount of any unpaid service fee and other assessments) to the Association for the annual service fee assessment.

5.79 Exclusivity

The above fair share fee provision shall be an exclusive right of the Association during the term of this Agreement and it will not be granted to any other employee organization seeking to represent employees in the bargaining unit represented by the Association.

5.791 Legal Compliance

The Association hereby assures the Board, its members, officers and administrative employees that the Association's fair share fee and rebate procedures fully comply with and satisfy legal requirements established by the State Employment Relations Board and the Ohio and federal courts. In the event the deduction of fair share fees is challenged by any employee, deduction of fair share fees for the challenging employee(s) shall continue but the money shall be placed in a separate, interest-bearing escrow account, until such challenge is fully and finally resolved and until all time for appeals has been exhausted, with the proceeds of the escrow account to be distributed as directed by SERB or the appropriate state or federal court.

NON-COACHING SUPPLEMENTAL SALARY SCHEDULE

BASE PAY FOR SUPPLEMENTALS: $45,974

There will be no supplemental step increases for the 2026-2027 school year.

SCHOOL YEAR
2026-2027

BASE SALARY FOR SUPPLEMENTAL SCHEDULE: **$ 45,974.00**

CATEGORY A	0.161 $ 7,402.00
CATEGORY B	0.1 $ 4,597.00
CATEGORY C	0.048 $ 2,207.00
CATEGORY D	0.037 $ 1,701.00
CATEGORY E	0.031 $ 1,425.00
CATEGORY F	0.026 $ 1,195.00
CATEGORY G	0.022 $ 1,011.00
CATEGORY H	0.019 $ 874.00
CATEGORY I	0.014 $ 644.00

DEPARTMENT		
Academics	**SUPPLEMENTAL**	**CATEGORY**
	8th Grade Class Advisor - HE	F
	Academic Challenge	G
	Academic Pursuit - HE	H
	BLT	I
	Freshman Class Advisor	E
	Grade Level Chairs (Pre-K through Grade 5)	G
	(Each grade level + one Special Educ Chair)	

	Graduation Coordinator	C
	Assistant Graduation Coordinator	D
	Senior Advisor/Graduation Coordinator (Excel)	I
	Junior Class Advisor	D
	Local Professional Development Committee (3)	E
	Senior Class Advisor	D
	Sophomore Class Advisor	E
	Student Senate - HS	E
	UBS College Visits Coordinator	F
	UBS Fundraising Coordinator	F
	UBS Outreach Coordinator	F
	UBS Student Membership Coordinator	F
	Yearbook - HE	F
Activity	Yearbook - HS	B
	Athletic Events Supervisor	H
	Community Service Coordinator - HS	D
	Dance Team - HE	F
	Dance Team (Football) – HS	D
	Dance Team (Basketball) - HS	F
	Enviro Club	F
	GSA (Gay Straight Alliance)	E
	Intramurals - Elementary and HE	G
	LINK Crew (4 positions - no splitting)	E
	Newspaper - HE	H
	Sparkle Team Advisor	F
	Special Olympic Coach	F
Career Tech	Washington DC Coordinator - HE	C
	Business Professionals of America - HS	E
	DECA - HS	E
	Educator Rising	E
	Future Health Professionals	E
Club	Skills USA	E
	Art Club - HE	H
	Art Club (combined program) - HS	F
	ASL Club	H
	Assistant Drama Club Advisor - HE	H
	B.I.O.N.I.C.	H
	Drama Club Advisor - HE	G
	Foreign Language Club - HS	H
	Girls Who Code	H

	Mac Scholars Coordinator - HS	D
	National Honor Society - HS	F
	National Junior Honor Society - HE	G
	Pop Literature Culture Club	G
	Power of the Pen - HE	F
	Robotics Club	H
	SADD (Students Against Destructive Decision) - HS	E
	Student Council - HE	D
	Student Council Advisor - Elementary	G
	TLC - HS	E
Music	Varsity B Club Advisor	D
	Assistant Musical Director - Pit - HS	D
	Assistant Musical Director - Voice - HS	D
	Assistant Musical Director - HS	G
	Assistant Musical Director -Piano - HS	D
	Band Guard Advisor - HS	F
	Fourth of July Band Director	G
	Hand Bell Choir - HE	F
	Jazz Band - HE	F
	Jazz Band - HS	D
	Madrigal - HS	C
	Marching Band Asst./Camp Director Asst. -HS	B
	Marching Band/Camp Director - HS	A
	Marching Band/Guard Choreographer - HS	D
	Musical Choreographer - HS	D
	PEP Band - HE	D
	Musical Director - School Musical - HS	B
	Stage Manager BHS Play	H
Technology	Building Technology Coordinator	C

NON-COACHING SUPPLEMENTAL SALARY SCHEDULE

BASE PAY FOR SUPPLEMENTALS: $48,074

SCHOOL YEAR
2027-2028

BASE SALARY FOR SUPPLEMENTAL SCHEDULE: **$ 48,074**

CATEGORY A	0.161 $ 7,740.00
CATEGORY B	0.1 $ 4,807.00
CATEGORY C	0.048 $ 2,308.00
CATEGORY D	0.037 $ 1,779.00
CATEGORY E	0.031 $ 1,490.00
CATEGORY F	0.026 $ 1,250.00
CATEGORY G	0.022 $ 1058.00
CATEGORY H	0.019 $ 913.00
CATEGORY I	0.014 $ 673.00

DEPARTMENT	SUPPLEMENTAL	CATEGORY
Academics		
	8th Grade Class Advisor - HE	F
	Academic Challenge	G
	Academic Pursuit - HE	H
	BLT	I
	Freshman Class Advisor	E
	Grade Level Chairs (Pre-K through Grade 5)	G
	(Each grade level + one Special Educ Chair)	
	Graduation Coordinator	C
	Assistant Graduation Coordinator	D
	Junior Class Advisor	D
	Senior Advisor/Graduation Coordinator (Excel)	I

	Local Professional Development Committee (3)	E
	Senior Class Advisor	D
	Sophomore Class Advisor	E
	Student Senate - HS	E
	UBS College Visits Coordinator	F
	UBS Fundraising Coordinator	F
	UBS Outreach Coordinator	F
	UBS Student Membership Coordinator	F
	Yearbook - HE	F
Activity	Yearbook - HS	B
	Athletic Events Supervisor	H
	Community Service Coordinator - HS	D
	Dance Team - HE	F
	Dance Team (Football) – HS	D
	Dance Team (Basketball) - HS	F
	Enviro Club	F
	GSA (Gay Straight Alliance)	E
	Intramurals - Elementary and HE	G
	LINK Crew (4 positions - no splitting)	E
	Newspaper - HE	H
	Sparkle Team Advisor	F
	Special Olympic Coach	F
Career Tech	Washington DC Coordinator - HE	C
	Business Professionals of America - HS	E
	DECA - HS	E
	Educator Rising	E
	Future Health Professionals	E
Club	Skills USA	E
	Art Club - HE	H
	Art Club (combined program) - HS	F
	ASL Club	H
	Assistant Drama Club Advisor - HE	H
	B.I.O.N.I.C.	H
	Drama Club Advisor - HE	G
	Foreign Language Club - HS	H
	Girls Who Code	H
	Mac Scholars Coordinator - HS	D
	National Honor Society - HS	F
	National Junior Honor Society - HE	G
	Pop Literature Culture Club	G

	Power of the Pen - HE	F
	Robotics Club	H
	SADD (Students Against Destructive Decision) - HS	E
	Student Council - HE	D
	Student Council Advisor - Elementary	G
	TLC - HS	E
Music	Varsity B Club Advisor	D
	Assistant Musical Director - Pit - HS	D
	Assistant Musical Director - Voice - HS	D
	Assistant Musical Director - HS	G
	Assistant Musical Director -Piano - HS	D
	Band Guard Advisor - HS	F
	Fourth of July Band Director	G
	Hand Bell Choir - HE	F
	Jazz Band - HE	F
	Jazz Band - HS	D
	Madrigal - HS	C
	Marching Band Asst./Camp Director Asst. -HS	B
	Marching Band/Camp Director - HS	A
	Marching Band/Guard Choreographer - HS	D
	Musical Choreographer - HS	D
	PEP Band - HE	D
	Musical Director - School Musical - HS	B
	Stage Manager BHS Play	H
Technology	Building Technology Coordinator	C

COACHING SUPPLEMENTAL SALARY SCHEDULE
SCHOOL YEAR 2026-2027

BASE FOR CALCULATIONS: 45,974

	0		1		2		3		4		5		6		7		8		9
CATEGORY A FOOTBALL																			
Head HS	0.2	9,195	0.21	9,655	0.22	10,114	0.001	10,160	0.001	10,206	0.001	10,252	0.001	10,298	0.001	10,344	0.001	10,390	0.001	10,436
Asst. HS	0.132	6,069	0.139	6,390	0.146	6,712	0.001	6,758	0.001	6,804	0.001	6,850	0.001	6,896	0.001	6,942	0.001	6,988	0.001	7,034
Head Heskett - 7th	0.117	5,379	0.123	5,655	0.13	5,977	0.001	6,023	0.001	6,069	0.001	6,115	0.001	6,161	0.001	6,207	0.001	6,253	0.001	6,299
Head Heskett - 8th	0.117	5,379	0.123	5,655	0.13	5,977	0.001	6,023	0.001	6,069	0.001	6,115	0.001	6,161	0.001	6,207	0.001	6,253	0.001	6,299
Asst. Heskett	0.104	4,781	0.109	5,011	0.115	5,287	0.001	5,333	0.001	5,379	0.001	5,425	0.001	5,471	0.001	5,517	0.001	5,563	0.001	5,609
CATEGORY B BASKETBALL																			
Head HS	0.162	7,448	0.171	7,862	0.18	8,275	0.001	8,321	0.001	8,367	0.001	8,413	0.001	8,459	0.001	8,505	0.001	8,551	0.001	8,597
Asst. HS	0.12	5,517	0.126	5,793	0.132	6,069	0.001	6,115	0.001	6,161	0.001	6,207	0.001	6,253	0.001	6,299	0.001	6,345	0.001	6,391
Head Heskett - 7th	0.085	3,908	0.092	4,230	0.098	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781	0.001	4,827
Head Heskett - 8th	0.085	3,908	0.092	4,230	0.098	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781	0.001	4,827
WRESTLING																			
Head HS	0.162	7,448	0.171	7,862	0.18	8,275	0.001	8,321	0.001	8,367	0.001	8,413	0.001	8,459	0.001	8,505	0.001	8,551	0.001	8,597
Asst. HS	0.12	5,517	0.126	5,793	0.132	6,069	0.001	6,115	0.001	6,161	0.001	6,207	0.001	6,253	0.001	6,299	0.001	6,345	0.001	6,391
Head Heskett	0.099	4,551	0.106	4,873	0.112	5,149	0.001	5,195	0.001	5,241	0.001	5,287	0.001	5,333	0.001	5,379	0.001	5,425	0.001	5,471
Asst. Heskett	0.064	2,942	0.067	3,080	0.07	3,218	0.001	3,264	0.001	3,310	0.001	3,356	0.001	3,402	0.001	3,448	0.001	3,494	0.001	3,540
SWIMMING																			
Head HS	0.162	7,448	0.171	7,862	0.18	8,275	0.001	8,321	0.001	8,367	0.001	8,413	0.001	8,459	0.001	8,505	0.001	8,551	0.001	8,597
Asst. HS	0.12	5,517	0.126	5,793	0.132	6,069	0.001	6,115	0.001	6,161	0.001	6,207	0.001	6,253	0.001	6,299	0.001	6,345	0.001	6,391
Asst. HS – Diving	0.12	5,517	0.126	5,793	0.132	6,069	0.001	6,115	0.001	6,161	0.001	6,207	0.001	6,253	0.001	6,299	0.001	6,345	0.001	6,391
Head Heskett -Boys	0.06	2,758	0.063	2,896	0.066	3,034	0.001	3,080	0.001	3,126	0.001	3,172	0.001	3,218	0.001	3,264	0.001	3,310	0.001	3,356
Head Heskett -Girls	0.06	2,758	0.063	2,896	0.066	3,034	0.001	3,080	0.001	3,126	0.001	3,172	0.001	3,218	0.001	3,264	0.001	3,310	0.001	3,356
K-8 SPORTS MANAGER	0.162	7,448	0.171	7,862	0.18	8,275	0.001	8,321	0.001	8,367	0.001	8,413	0.001	8,459	0.001	8,505	0.001	8,551	0.001	8,597
FACULTY MANAGER	0.173	7,954	0.176	8,091	0.179	8,229	0.001	8,275	0.001	8,321	0.001	8,367	0.001	8,413	0.001	8,459	0.001	8,505	0.001	8,551
CATEGORY C VOLLEYBALL																			
Head HS	0.126	5,793	0.132	6,069	0.138	6,344	0.001	6,390	0.001	6,436	0.001	6,482	0.001	6,528	0.001	6,574	0.001	6,620	0.001	6,666
Asst. HS	0.09	4,138	0.097	4,459	0.1	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781	0.001	4,827	0.001	4,873	0.001	4,919
Head Heskett - 7th	0.067	3,080	0.07	3,218	0.073	3,356	0.001	3,402	0.001	3,448	0.001	3,494	0.001	3,540	0.001	3,586	0.001	3,632	0.001	3,678
Head Heskett - 8th	0.067	3,080	0.07	3,218	0.073	3,356	0.001	3,402	0.001	3,448	0.001	3,494	0.001	3,540	0.001	3,586	0.001	3,632	0.001	3,678

SOCCER (Boys & Girls)

Head HS	0.126	5,793	0.132	6,069	0.138	6,344	0.001	6,390	0.001	6,436	0.001	6,482	0.001	6,528	0.001	6,574	0.001	6,620	0.001	6,666
Asst. HS	0.09	4,138	0.097	4,459	0.1	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781	0.001	4,827	0.001	4,873	0.001	4,919
Head Heskett	0.067	3,080	0.07	3,218	0.073	3,356	0.001	3,402	0.001	3,448	0.001	3,494	0.001	3,540	0.001	3,586	0.001	3,632	0.001	3,678

TRACK

Head HS	0.126	5,793	0.132	6,069	0.138	6,344	0.001	6,390	0.001	6,436	0.001	6,482	0.001	6,528	0.001	6,574	0.001	6,620	0.001	6,666
Asst. HS	0.09	4,138	0.097	4,459	0.1	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781	0.001	4,827	0.001	4,873	0.001	4,919
Head Heskett	0.073	3,356	0.076	3,494	0.08	3,678	0.001	3,724	0.001	3,770	0.001	3,816	0.001	3,862	0.001	3,908	0.001	3,954	0.001	4,000
Asst. Heskett	0.058	2,666	0.06	2,758	0.062	2,850	0.001	2,896	0.001	2,942	0.001	2,988	0.001	3,034	0.001	3,080	0.001	3,126	0.001	3,172

BASEBALL/SOFTBALL

Head HS	0.126	5,793	0.132	6,069	0.138	6,344	0.001	6,390	0.001	6,436	0.001	6,482	0.001	6,528	0.001	6,574	0.001	6,620	0.001	6,666
Asst. HS	0.09	4,138	0.097	4,459	0.1	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781	0.001	4,827	0.001	4,873	0.001	4,919
Head Heskett	0.058	2,666	0.06	2,758	0.062	2,850	0.001	2,896	0.001	2,942	0.001	2,988	0.001	3,034	0.001	3,080	0.001	3,126	0.001	3,172
Asst Heskett	0.043	1,886	0.045	2,069	0.047	2,161	0.001	2,207	0.001	2,253	0.001	2,299	0.001	2,345	0.001	2,391	0.001	2,437	0.001	2,483

CATEGORY D
CROSS COUNTRY

Head HS	0.089	4,092	0.093	4,276	0.097	4,459	0.001	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781
Head Heskett	0.067	3,080	0.07	3,218	0.073	3,356	0.001	3,402	0.001	3,448	0.001	3,494	0.001	3,540	0.001	3,586	0.001	3,632	0.001	3,678

GOLF

Head HS	0.089	4,092	0.093	4,276	0.097	4459	0.001	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781

BOWLING

Head HS	0.089	4,092	0.093	4,276	0.097	4459	0.001	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781

INDOOR TRACK	0.089	4,092	0.093	4,276	0.097	4459	0.001	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781
ESPORTS	0.089	4,092	0.093	4,276	0.097	4459	0.001	4,505	0.001	4,551	0.001	4,597	0.001	4,643	0.001	4,689	0.001	4,735	0.001	4,781

ATHLETIC EVENTS SUPERVISOR

HS	0.083	3,816	0.087	4,000	0.091	4,184	0.001	4,230	0.001	4,276	0.001	4,322	0.001	4,368	0.001	4,414	0.001	4,460	0.001	4,506
Heskett	0.021	965	0.026	1,195	0.031	1,425	0.001	1,471	0.001	1,517	0.001	1,563	0.001	1,609	0.001	1,655	0.001	1,701	0.001	1,747

CHEERLEADER ADVISOR (3)

HS Football	0.076	3,494	0.078	3,586	0.08	3,678	0.001	3,724	0.001	3,770	0.001	3,816	0.001	3,862	0.001	3,908	0.001	3,954	0.001	4,000
HS Asst. Football	0.065	2,988	0.067	3,080	0.069	3,172	0.001	3,218	0.001	3,264	0.001	3,310	0.001	3,356	0.001	3,402	0.001	3,448	0.001	3,494
HS Basketball	0.076	3,494	0.078	3,586	0.08	3,678	0.001	3,724	0.001	3,770	0.001	3,816	0.001	3,862	0.001	3,908	0.001	3,954	0.001	4,000
HS Asst. Basketball	0.065	2,988	0.067	3,080	0.069	3,172	0.001	3,218	0.001	3,264	0.001	3,310	0.001	3,356	0.001	3,402	0.001	3,448	0.001	3,494
Football Heskett	0.046	2,115	0.048	2,207	0.05	2,299	0.001	2,345	0.001	2,391	0.001	2,437	0.001	2,483	0.001	2,529	0.001	2,575	0.001	2,621
Basketball Heskett	0.046	2,115	0.048	2,207	0.05	2,299	0.001	2,345	0.001	2,391	0.001	2,437	0.001	2,483	0.001	2,529	0.001	2,575	0.001	2,621

NOTES: Coaches will receive a $200 bonus on the 16th, 21st, 26th and 31st years of employment. The bonus will only be paid on that anniversary year and will not be cumulative. Based on the current (2018-19) supplementals, only six (6) positions would be making less and of those six, four are nearing an anniversary bonus pay.

COACHING SUPPLEMENTAL SALARY SCHEDULE
SCHOOL YEAR 2027-2028

BASE FOR CALCULATIONS:
48,074

	0		1		2		3		4		5		6		7		8		9
CATEGORY A FOOTBALL																			
Head HS	0.2	9,615	0.21	10,096	0.22	10,576	0.001	10,624	0.001	10,672	0.001	10,720	0.001	10,768	0.001	10,816	0.001	10,864	0.001	10,912
Asst. HS	0.132	6,346	0.139	6,682	0.146	7,019	0.001	7,067	0.001	7,115	0.001	7,163	0.001	7,211	0.001	7,259	0.001	7,307	0.001	7,355
Head Heskett - 7th	0.117	5,625	0.123	5,913	0.13	6,250	0.001	6,298	0.001	6,346	0.001	6,394	0.001	6,442	0.001	6,490	0.001	6,538	0.001	6,586
Head Heskett - 8th	0.117	5,625	0.123	5,913	0.13	6,250	0.001	6,298	0.001	6,346	0.001	6,394	0.001	6,442	0.001	6,490	0.001	6,538	0.001	6,586
Asst. Heskett	0.104	5,000	0.109	5,240	0.115	5,529	0.001	5,577	0.001	5,625	0.001	5,673	0.001	5,721	0.001	5,769	0.001	5,817	0.001	5,865
CATEGORY B BASKETBALL																			
Head HS	0.162	7,788	0.171	8,221	0.18	8,653	0.001	8,701	0.001	8,749	0.001	8,797	0.001	8,845	0.001	8,893	0.001	8,941	0.001	8,989
Asst. HS	0.12	5,769	0.126	6,057	0.132	6,346	0.001	6,394	0.001	6,442	0.001	6,490	0.001	6,538	0.001	6,586	0.001	6,634	0.001	6,682
Head Heskett - 7th	0.085	4,086	0.092	4,423	0.098	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999	0.001	5,047
Head Heskett - 8th	0.085	4,086	0.092	4,423	0.098	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999	0.001	5,047
WRESTLING																			
Head HS	0.162	7,788	0.171	8,221	0.18	8,653	0.001	8,701	0.001	8,749	0.001	8,797	0.001	8,845	0.001	8,893	0.001	8,941	0.001	8,989
Asst. HS	0.12	5,769	0.126	6,057	0.132	6,346	0.001	6,394	0.001	6,442	0.001	6,490	0.001	6,538	0.001	6,586	0.001	6,634	0.001	6,682
Head Heskett	0.099	4,759	0.106	5,096	0.112	5,384	0.001	5,432	0.001	5,480	0.001	5,528	0.001	5,576	0.001	5,624	0.001	5,672	0.001	5,720
Asst. Heskett	0.064	3,077	0.067	3,221	0.07	3,365	0.001	3,413	0.001	3,461	0.001	3,509	0.001	3,557	0.001	3,605	0.001	3,653	0.001	3,701
SWIMMING																			
Head HS	0.162	7,788	0.171	8,221	0.18	8,653	0.001	8,701	0.001	8,749	0.001	8,797	0.001	8,845	0.001	8,893	0.001	8,941	0.001	8,989
Asst. HS	0.12	5,769	0.126	6,057	0.132	6,346	0.001	6,394	0.001	6,442	0.001	6,490	0.001	6,538	0.001	6,586	0.001	6,634	0.001	6,682
Asst. HS – Diving	0.12	5,769	0.126	6,057	0.132	6,346	0.001	6,394	0.001	6,442	0.001	6,490	0.001	6,538	0.001	6,586	0.001	6,634	0.001	6,682
Head Heskett -Boys	0.06	2,884	0.063	3,029	0.066	3,173	0.001	3,221	0.001	3,269	0.001	3,317	0.001	3,365	0.001	3,413	0.001	3,461	0.001	3,509
Head Heskett -Girls	0.06	2,884	0.063	3,029	0.066	3,173	0.001	3,221	0.001	3,269	0.001	3,317	0.001	3,365	0.001	3,413	0.001	3,461	0.001	3,509
K-8 SPORTS MANA	0.162	7,788	0.171	8,221	0.18	8,653	0.001	8,701	0.001	8,749	0.001	8,797	0.001	8,845	0.001	8,893	0.001	8,941	0.001	8,989
FACULTY MANAGE	0.173	8,317	0.176	8,461	0.179	8,605	0.001	8,653	0.001	8,701	0.001	8,749	0.001	8,797	0.001	8,845	0.001	8,893	0.001	8,941
CATEGORY C VOLLEYBALL																			
Head HS	0.126	6,057	0.132	6,346	0.138	6,634	0.001	6,682	0.001	6,730	0.001	6,778	0.001	6,826	0.001	6,874	0.001	6,922	0.001	6,970
Asst. HS	0.09	4,327	0.097	4,663	0.1	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999	0.001	5,047	0.001	5,095	0.001	5,143
Head Heskett - 7th	0.067	3,221	0.07	3,365	0.073	3,509	0.001	3,557	0.001	3,605	0.001	3,653	0.001	3,701	0.001	3,749	0.001	3,797	0.001	3,845
Head Heskett - 8th	0.067	3,221	0.07	3,365	0.073	3,509	0.001	3,557	0.001	3,605	0.001	3,653	0.001	3,701	0.001	3,749	0.001	3,797	0.001	3,845

SOCCER (Boys & Girls)																				
Head HS	0.126	6,057	0.132	6,346	0.138	6,634	0.001	6,682	0.001	6,730	0.001	6,778	0.001	6,826	0.001	6,874	0.001	6,922	0.001	6,970
Asst. HS	0.09	4,327	0.097	4,663	0.1	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999	0.001	5,047	0.001	5,095	0.001	5,143
Head Heskett	0.067	3,221	0.07	3,365	0.073	3,509	0.001	3,557	0.001	3,605	0.001	3,653	0.001	3,701	0.001	3,749	0.001	3,797	0.001	3,845
TRACK																				
Head HS	0.126	6,057	0.132	6,346	0.138	6,634	0.001	6,682	0.001	6,730	0.001	6,778	0.001	6,826	0.001	6,874	0.001	6,922	0.001	6,970
Asst. HS	0.09	4,327	0.097	4,663	0.1	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999	0.001	5,047	0.001	5,095	0.001	5,143
Head Heskett	0.073	3,509	0.076	3,654	0.08	3,846	0.001	3,894	0.001	3,942	0.001	3,990	0.001	4,038	0.001	4,086	0.001	4,134	0.001	4,182
Asst. Heskett	0.058	2,788	0.06	2,884	0.062	2,981	0.001	3,029	0.001	3,077	0.001	3,125	0.001	3,173	0.001	3,221	0.001	3,269	0.001	3,317
BASEBALL/SOFTBALL																				
Head HS	0.126	6,057	0.132	6,346	0.138	6,634	0.001	6,682	0.001	6,730	0.001	6,778	0.001	6,826	0.001	6,874	0.001	6,922	0.001	6,970
Asst. HS	0.09	4,327	0.097	4,663	0.1	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999	0.001	5,047	0.001	5,095	0.001	5,143
Head Heskett	0.058	2,788	0.06	2,884	0.062	2,981	0.001	3,029	0.001	3,077	0.001	3,125	0.001	3,173	0.001	3,221	0.001	3,269	0.001	3,317
Asst Heskett	0.043	1,886	0.045	2,163	0.047	2,259	0.001	2,308	0.001	2,356	0.001	2,404	0.001	2,452	0.001	2,500	0.001	2,548	0.001	2,596
CATEGORY D CROSS COUNTRY																				
Head HS	0.089	4,279	0.093	4,471	0.097	4,663	0.001	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999
Head Heskett	0.067	3,221	0.07	3,365	0.073	3,509	0.001	3,557	0.001	3,605	0.001	3,653	0.001	3,701	0.001	3,749	0.001	3,797	0.001	3,845
GOLF																				
Head HS	0.089	4,279	0.093	4,471	0.097	4663	0.001	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999
BOWLING																				
Head HS	0.089	4,279	0.093	4,471	0.097	4663	0.001	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999
INDOOR TRACK	0.089	4,279	0.093	4,471	0.097	4663	0.001	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999
ESPORTS	0.089	4,279	0.093	4,471	0.097	4663	0.001	4,711	0.001	4,759	0.001	4,807	0.001	4,855	0.001	4,903	0.001	4,951	0.001	4,999
ATHLETIC EVENTS SUPERVISOR																				
HS	0.083	3,990	0.087	4,182	0.091	4,375	0.001	4,423	0.001	4,471	0.001	4,519	0.001	4,567	0.001	4,615	0.001	4,663	0.001	4,711
Heskett	0.021	1,010	0.026	1,250	0.031	1,490	0.001	1,538	0.001	1,586	0.001	1,634	0.001	1,682	0.001	1,730	0.001	1,778	0.001	1,826
CHEERLEADER ADVISOR (																				
HS Football	0.076	3,654	0.078	3,750	0.08	3,846	0.001	3,894	0.001	3,942	0.001	3,990	0.001	4,038	0.001	4,086	0.001	4,134	0.001	4,182
HS Asst. Football	0.065	3,125	0.067	3,221	0.069	3,317	0.001	3,365	0.001	3,413	0.001	3,461	0.001	3,509	0.001	3,557	0.001	3,605	0.001	3,653
HS Basketball	0.076	3,654	0.078	3,750	0.08	3,846	0.001	3,894	0.001	3,942	0.001	3,990	0.001	4,038	0.001	4,086	0.001	4,134	0.001	4,182
HS Asst. Basketball	0.065	3,125	0.067	3,221	0.069	3,317	0.001	3,365	0.001	3,413	0.001	3,461	0.001	3,509	0.001	3,557	0.001	3,605	0.001	3,653
Football Heskett	0.046	2,211	0.048	2,308	0.05	2,404	0.001	2,452	0.001	2,500	0.001	2,548	0.001	2,596	0.001	2,644	0.001	2,692	0.001	2,740
Basketball Heskett	0.046	2,211	0.048	2,308	0.05	2,404	0.001	2,452	0.001	2,500	0.001	2,548	0.001	2,596	0.001	2,644	0.001	2,692	0.001	2,740

NOTES: Coaches will receive a $200 bonus on the 16th, 21st, 26th and 31st years of employment. The bonus will only be paid on that anniversary year and will not be cumulative. Based on the current (2018-19) supplementals, only six (6) positions would be making less and of those six, four are nearing an anniversary bonus pay.

Master Agreement
Between the
BEDFORD EDUCATION ASSOCIATION
and the
BEDFORD CITY SCHOOL DISTRICT
BOARD OF EDUCATION
Effective July 1, 2026 – June 30, 2028

Signature Page

Negotiating Team

Administration

Tom Evans
Superintendent

Taylor Freidrich, Treasurer

Eva Boyington
Management Team Member

Montez Morton
Management Team Member

Bedford Education Association

Susan K. Dodge
OEA Field Representative

Trish Duncan, BEA President

Doug Dressman
BEA Professional Negotiator

Teacher – Barb Davila

Teacher – Erin Estell

Teacher – Christina Langan

Teacher – Shonda Martin

Teacher - Tricia Mencin