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NEGOTIATED AGREEMENT

Between

THE LUCAS LOCAL BOARD OF EDUCATION

and

THE LUCAS TEACHERS ASSOCIATION

Effective
July 1, 2026 through June 30, 2029

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ARTICLE 1 - RECOGNITION

A. Recognition Statement

The Lucas Local Board of Education (hereinafter Board) recognizes the Lucas Teachers Association (hereinafter LTA) an affiliate of NCOEA, OEA, and NEA, as the sole and exclusive representative for the bargaining unit as set forth below in matters pertaining to wages, hours, terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement.

B. Bargaining Unit Defined

As used in this Agreement, the term "Teacher(s)" is defined as, and the bargaining unit covered by this Agreement is defined as: all certificated personnel, including those on approved leaves of absence. Excluded from the bargaining unit are the Superintendent, Assistant Superintendent(s), Principals, Assistant Principals, Athletic Director, all other supervisory and managerial personnel as defined in Chapter 4117 of the Ohio Revised Code (ORC), any other administrators employed pursuant to Section 3319.02 ORC, substitutes working less than sixty (60) days in the same assignment and all tutors working less than twenty-five (25) hours per week.

Any challenge to the representative status of the LTA shall only be according to the rules and regulations of the State Employment Relations Board (SERB) and Chapter 4117 ORC.

This recognition shall continue in effect for the duration of the contract.

C. Management Rights

The LTA agrees that the Board has the right and responsibility to direct, supervise, and hire employees; maintain and improve the efficiency and effectiveness of school operations; determine the overall methods, process or means of personnel by which school operations are to be conducted; suspend, discipline, demote, discharge, layoff, transfer or assign, schedule, promote or retain employees; determine the adequacy of the work force and to lay off employees for lack of work or lack of funds except that such rights shall be limited by the terms and conditions of this Agreement.

ARTICLE 2 - NEGOTIATIONS PROCEDURE

A. Scope of Negotiations

The obligation to bargain collectively means to negotiate at reasonable times and to execute a written contract incorporating the terms of any agreement reached.

The obligation to bargain collectively does not require the Board or the LTA to agree to a proposal nor does it require the making of a concession.

These matters which are negotiable are wages, hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this Agreement.

B. Requests for Negotiations and Meetings

Either the Board or the LTA may initiate negotiations by serving written notice to the Superintendent, on behalf of the Board, or the LTA President, on behalf of the LTA, not more than one hundred twenty (120) days, unless agreed upon by both parties, nor less than sixty (60) days

prior to the expiration of this Agreement. The party initiating negotiations will notify SERB with a copy of the existing agreement, copying the other party with such communication. The first negotiations meeting will be held within thirty (30) days of the date on which the notice to negotiate was filed by either party, unless the parties mutually agree otherwise.

1. The parties agree to provide necessary information and supportive data relative to their proposals. If a proposal is unacceptable to one of the parties, that party should give reasons and, if feasible, offer counterproposals.

2. Interim reports of progress may be made to the members of the LTA by its representatives and to the Board by its representatives.

3. While discussions are in progress, any release prepared for news media will be approved by both negotiating teams. If discussions are temporarily interrupted before an understanding is obtained, the parties agree to keep the considerations confidential until the discussions are completed. However, either party may release information to the news media once impasse is declared.

4. During the meetings, either negotiating team may recess for independent caucus or conference as necessary.

5. Minutes of the negotiations meetings will not be taped by either or both parties involved.

6. Meetings shall start promptly, but no later than fifteen minutes after the predetermined starting time and shall last no longer than two (2) hours, unless otherwise mutually agreed.

7. At the first negotiations meeting complete proposals shall be exchanged.

8. Every effort will be made to conclude negotiations within thirty (30) days prior to the expiration date of this Agreement. If negotiations have not been concluded by that time, either party may declare impasse.

C. Representation

Representative members of the Board or their designated representatives shall meet with designated representatives of the LTA to negotiate. The number of representatives on each team will be a maximum of five (5) people. Each team can bring in a consultant. No final agreement shall be executed without ratification by the LTA and the Board. It is assumed that both parties have been given the privilege of making proposals, considering proposals, and offering counterproposals in the course of negotiations.

D. Responsibilities During Negotiations

Negotiations must be recognized by both parties as a shared process.

No member of either negotiation team shall in any way be penalized or censured because of his participation in negotiations.

At the close of each meeting, items of negotiations which have been tentatively agreed upon shall be reduced to writing and initialed by each party; such initialing signifying only that tentative agreement has been reached on these items.

Unless all negotiations meetings are completed, each meeting shall include a decision on an agreed time and place for the next subsequent meeting.

The Board agrees to furnish the LTA President, upon request and at no cost, all readily available financial information that will assist the LTA in developing its proposals.

E. Agreement

When an agreement is reached through negotiating, the outcome shall be reduced to writing and submitted to the members of the LTA and Board for formal approval.

F. Disagreement/Impasse (Dispute Resolution)

Either party shall have the authority to declare negotiations to be at an impasse. When an impasse is declared, the services of the Federal Mediation and Conciliation Service shall be utilized. If an impasse is declared, it is with the understanding that all issues not previously agreed to shall be submitted to the mediator.

The negotiation procedures set forth in this article supersede and take precedence over any inconsistent time limits or procedure set forth in Section 4117.14 of the Ohio Revised Code. Mediation, as noted above, 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 the contract, Section 4117.14 (D) (2) of the Ohio Revised Code will apply.

ARTICLE 3 - GRIEVANCE PROCEDURE

A. Definitions

A grievance is a complaint involving the alleged violation, misinterpretation, or misapplication of the Agreement between the LTA and the Board of Education.

A grievant is a teacher, group of teachers or the LTA, alleging a violation, misinterpretation, or misapplication of the Negotiated Agreement. A grievance alleged by a group shall have arisen out of identical circumstances affecting each teacher of said group.

A day shall be defined as a school calendar day for which teachers are compensated excluding calamity days.

If the grievant does not file a grievance within twenty (20) days of knowledge of the occurrence, then the grievance shall be considered waived. "Knowledge of the occurrence" shall be defined as when the event reasonably should have been known by the grievant.

Time limits within this provision shall be considered a maximum unless mutual written agreement to extension by the parties is made.

At each level, either party may have representation of his/her choice.

Representative for the bargaining unit member shall mean a member or designee of the LTA.

B. Procedure

1. INFORMAL PROCEDURE

Any grievance shall be discussed with the grievant's immediate supervisor before it is filed in writing in order to seek a mutually agreeable, equitable solution to the grievance. The grievant will indicate that the discussion will pertain to a possible grievance.

2. FORMAL PROCEDURE

a. STEP I

If the grievance is not resolved by the informal procedure provided above, the grievant and/or LTA may pursue the grievance by filing a formal grievance form (Appendix A) with a written explanation of the grievance, citing the specific relief sought, with his or her immediate supervisor. The form shall be filed within twenty (20) days after the grievant's immediate supervisor fails to resolve the grievance through the informal procedure or the grievance shall be considered waived. Within five (5) days of receipt of the grievance form, the immediate supervisor shall meet with the grievant. The immediate supervisor shall write a disposition of the grievance and return a copy to the grievant, the Superintendent, and the LTA President within five (5) days after such meeting.

b. STEP II

If the grievant and/or LTA are not satisfied with the written disposition at Level I, the grievant may appeal the grievance and request a meeting with the Superintendent/designee within five (5) days after receipt of the Level I written disposition by submitting the grievance report form, or the grievance shall be considered waived. A meeting will be held within ten (10) days of the Superintendent/designee's receipt of the appeal from Step I.

The Superintendent/designee shall write a disposition of the grievance within five (5) days of such meeting and return a copy to the grievant, immediate supervisor, LTA President, and President of the Board.

c. STEP III

If the grievant and/or LTA is not satisfied with the Superintendent/designee's decision, he/she may appeal to the full Board. The written notice of appeal shall be filed with the Treasurer of the Board not later than five (5) days after the receipt of the Superintendent's decision, or the grievance shall be considered waived. Included in the appeal will be a description of the grievance citing the specific section of the contract that has been violated and the relief sought. Providing the appeal has been timely filed, the Board will meet with the grievant in executive session unless required otherwise by law at the next scheduled Board meeting. After considering the grievance, the Board will issue a decision to the grievant, the Superintendent, LTA President, and the immediate supervisor involved. The Board's decision shall be final.

ARTICLE 4 - LTA AND TEACHER RIGHTS

A. Rights Defined

The LTA shall have exclusive rights to the following:

1. The use of a designated bulletin board in each teachers lounge and/or workroom. All materials posted shall conform to standards of good taste and adhere to the educational environment of the school building.

2. The LTA will have their announcements read, if requested, at the end of each faculty meeting. The LTA announcement(s) shall not extend the meeting time.

3. LTA announcements will be read over the P.A. system, when requested. The announcements will conform to acceptable district standards.

4. To distribute LTA material to bargaining unit members in their school mailbox. All material shall be of an LTA and non-partisan basis.

5. The Board will make available to the LTA agendas and Board meeting minutes.

6. The LTA will be able to use school buildings, facilities, and equipment to hold meetings.

7. Exclusive payroll deductions of United Education Professions (UEP) dues.

8. LTA representative(s) may consult with teachers during school hours. The representative(s) must report to the main office of the building and will not interfere with the instructional program.

9. The LTA President will receive a copy of Board policy and any revisions. In addition, each school year, a copy of Board policy and any revisions will be provided in every teachers' lounge and school library. The Board is not responsible for replacing any copies that are lost, stolen or otherwise misplaced in a given year.

B. Reduction in Force

When the Board determines that it is necessary to reduce the number of teachers for reasons enumerated in ORC 3319.17 or identified financial reasons, the following procedures shall apply:

1. Attrition

To the extent possible, the number of teachers affected by a reduction in force will be kept to a minimum by not employing replacements for teachers who retire or resign or whose limited contracts are not renewed through the evaluation instrument.

2. Reduction Other than by Attrition

To the extent that reductions are not achieved through attrition or the non-renewal of limited contracts through the evaluation instrument, reductions will be achieved by suspending contract(s).

3. Order of Reduction

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

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

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

(2) Comparable evaluations as defined in this Agreement.

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

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

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

(2) Comparable evaluations as defined in this Agreement.

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

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

e. RIF Lists: At least fifteen (15) days before the Board meeting at which the action is to be taken and after each teacher affected is informed by the Board, the list of teachers whose contracts are to be recommended for suspension will be provided to the LTA President.

f. Those teachers whose positions are reduced shall be placed on a Reduction in Force list.

4. Comparable Evaluations

a. Effective with the 2015-2016 school year, comparable evaluations shall be defined as follows:

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

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

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

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

5. Seniority

a. All teachers shall be placed on the seniority lists in each of the teaching fields in which the teacher is certified.

Teachers holding certification in an area but having no teaching experience in that area shall be able to provide recent professional development activities, i.e., college classes or CEU's in order to be placed on the seniority list within that area of certification.

Seniority shall be determined by the length of continuous service in the Lucas Schools. Among those with the same length of continuous service, seniority shall be determined by:

(1) The date of the Board meeting in which the teacher was hired; and then by

(2) The date the teacher signed a limited contract upon initial employment with the Lucas Board; and then by

(3) The date on which the teacher submitted the first completed job application within the two (2) year period preceding the effective date of the teacher's first teaching contract with the Lucas Board of Education, if the date is available.

Length of continuous service shall not be interrupted by authorized leaves of absence. Seniority shall accrue during all paid leaves of absence.

b. Seniority Lists: The LTA President shall receive, in writing, a list of all teachers, by seniority, in each category of certification by the first day of March preceding a proposed reduction.

6. Recall

a. A teacher whose name appears on the Reduction in Force list shall be returned to active employment when a vacancy becomes available for which he or she is certified.

b. Teachers on the Reduction in Force list shall be returned to active employment to fill vacancies for which they are certified in the order of seniority based on comparable evaluations at the time of their suspension.

c. No new teachers will be employed by the Board while there are teachers on the Reduction in Force list who are certified for any vacancy in a teaching position.

d. In the event a vacancy(ies) becomes available, the Board shall recall the teacher to active employment status by giving written notice to the teacher.

Said written notice shall be sent to the teacher by registered or certified letter addressed to the teacher's last known address. It shall be the responsibility of each teacher to notify the Board of any change in address.

e. If a teacher fails to accept full-time active employment status in writing within fifteen (15) calendar days, excluding Saturdays, Sundays, and holidays, from the date said notification was delivered or not claimed, said teacher shall be considered to have declined said offer and shall be removed from the Reduction in Force list.

f. A teacher on the Reduction in Force list shall, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority, accumulation of sick leave and salary schedule placement as said teacher enjoyed at the time of layoff. Where group insurance policies permit, a teacher on the recall list who is unemployed and does not otherwise have group coverage available may continue to participate in those benefits which are provided to teachers in active employment provided the teacher pays the group rates for such benefits.

g. A teacher's name shall remain on the reduction in force list for a period of one (1) school year following the date he/she is first placed on the list, with an option for an additional twelve (12) months if a letter of intent is filed before the end of the first year, unless removed earlier for reasons set forth in this article.

C. Transfer, Vacancy and Seniority

1. While assignment, transfer and the filling of all teaching positions is the responsibility of the Superintendent and Board, a transfer may be requested by a staff member. However, a request for transfer does not guarantee that such a transfer will be made.

2. Teachers should discuss transfers or their intention to request transfers first with the building principal or appropriate supervisor.

VACANCY

A vacancy shall be defined as any position in the bargaining unit that the Board intends to fill and that occurs as a result of:

1. A teacher's leaving employment as a result of a termination, resignation, leave of absence of more than one year, disability, or death.

2. A teacher's non-renewal.

3. A teacher's transfer to another position in the school district.

4. The creation of a new bargaining unit position.

It is expressly understood by both parties that the Superintendent and Board, as a management function, must retain the prerogative of determining staffing needs and with the decision to fill positions which may occur due to any of the above reasons.

NOTICE OF VACANCY

1. During the school year, any open or vacant position will be posted for five (5) days except during vacation periods on a bulletin board in the teachers' lounge. It shall be the responsibility of the individual to be aware of postings.

2. A teacher who has completed and returned a written request for transfer to the Superintendent, within the time limits specified, shall be offered an interview for open or vacant positions for which they are interested and hold proper certification, prior to any interviews or consideration of outside applicants.

3. When all other qualifications, as established by the Superintendent and Board are equal, the teacher's seniority shall be considered in determining the assignment. Seniority is defined as the length of continuous service with the district in a bargaining unit position.

4. During vacation periods, teachers wishing to be informed of open or vacant positions for which they are certified must complete and submit to the Superintendent a request to be informed of such positions. During such vacation periods, a bid sheet of vacant positions shall be included in the paycheck of such interested teachers.

5. If a teacher does not receive a requested transfer, he/she may file a written request to meet with the Superintendent to discuss the request and the reasons the request was not honored.

INVOLUNTARY TRANSFER

1. An involuntary transfer shall mean a change in a teacher's assignment without the teacher's consent. The teacher may request, in writing, a meeting with the Superintendent and/or his designee to discuss the reasons for the transfer. No teacher shall be transferred to a position for which he/she does not hold certification.

2. Except in unusual circumstances, written notice of the transfer shall be given at least ten (10) days prior to the transfer.

D. Teacher Evaluations

1. Scope and Purpose

a. Definitions

(1) Credentialed Third party evaluator (CTPE): A person who is employed by an entity other than the Board of Education and contracted to conduct evaluations. CTPEs must hold a Superintendent, Assistant Superintendent Principal, vocational Director, or Administrative Specialist license in any educational area under Ohio Revised Code (ORC) Section 3319.22 and credentialed to be a teacher evaluator.

(2) Evaluation Cycle: The period from the establishment of a professional growth or improvement plan through the issuance of an evaluation rating.

(3) Evaluation Factors: Walkthrough(s), observation(s), and conference(s) required for a teacher evaluation procedure under the ORC.

(4) Evaluation Framework: Ohio Department of Education (ODE) created and approved document establishing the Standards-Based evaluation of teachers in accordance with ORC Section 3319.111(A).

(5) Evaluation Instruments: Forms used by a teacher evaluator.

(6) Evaluation Procedure: Procedural requirements set forth in this agreement which conform and provide specificity to the statutory obligations in ORC Sections 3319.111 and 3319.112.

(7) Evaluation Rating: The final holistic evaluation rating assigned to a teacher based on a holistic review of all Evaluation Factors and observations during the evaluation cycle. The rating shall be "accomplished", "skilled", developing", or "ineffective". A "holistic review" shall be one that gives equal weight to all components of an evaluation unless a category is inapplicable to a particular position, in which case that component shall not appear in the final rating.

(8) Evidence: Information collected by an evaluator and/or provided to a credentialed evaluator by the teacher to support and inform the accurate reflection of the Evaluation Factors. Examples include information affecting student progress, student interest or learning style surveys, newsletters, classroom rules, lesson plans, student portfolios, summative assessments, and/or studnt work samples.

(9) High Quality Student Data (HQSD): Quantitative information derived from instrument(s) rigorously reviewed and approved by locally determined education experts. HQSD provides evidence of student learning directly attributable to the evaluated teacher.

(10) Improvement Plan: A detailed written plan developed collaboratively by the teacher and evaluator utilized only when a teacher is determined "ineffective".

(11) Ohio Evaluation System (OhioES): The electronic system used to report aggregate summative teacher evaluation ratings to the ODE.

(12) Ohio Teacher Evaluation System (OTES): The teacher evaluation system required by Ohio Revised Code Sections 3319.111 and 3319.112.

(13) Poorly Performing Teacher: A teacher who receives an evaluation rating of ineffective on two (2) of the most recent consecutive summative evaluation ratings; or receives an evaluation rating of ineffective on two (2) out of the last three (3) most recent evaluation ratings.

(14) Professional Growth Plan: A written plan developed between the teacher and evaluator and designed for the sole purpose of continuing teacher growth in areas identified in the teacher's observations and/or evaluation.

(15) Teacher of Record: A teacher who is:

(a) Determines a student's grade or is responsible for the daily instruction of a student,

(b) Required to have the proper certification and/or licensure to teach the subject/grade level for which he/she is the "teacher(s) of record," and

(c) Responsible for at least fifty percent (50%) of a student's scheduled and attended instructional time for a given subject or course.

(16) Teacher Performance: The assessment of a teacher, during the evaluation cycle, which is based upon the educator professional standards, and reported using an ODE approved rubric.

b. Purpose

(1) The purpose of teacher evaluation is to use fair, objective, and reasonable practices to:

(a) Advance the professional learning and practice to teachers individually and collectively in the school district.

(b) Information instruction.

(c) Assist teachers and administrators in identifying, implementing, and supporting best educational best practices that will provide the greatest opportunity for student learning and growth.

c. Application

(1) The teacher evaluation procedure contained in this agreement applies to the following employees of the district.

(a) Teachers working under a license issued under ORC Sections 3319.22, 3319.26, 3319.222, or 3319.226 and who spend at least fifty percent (50%) of their time providing student instruction.

(b) Teachers working under a professional or permanent certificate issued under ORC Section 3319.222, as it existed prior to September 2003, and who spend at least fifty percent (50%) of their time providing student instruction.

(2) The district shall not conduct an evaluation for any teacher who:

(a) Was on leave for fifty percent (50%) or more of the school year,

(b) Submitted a notice of retirement regarding which the Board of Education has acted on or before December 1 of the school year in which they plan to retire.

(c) Is participating in the teacher residency program established by ORC Section 3319.223 so long as the teacher, for the first time, takes at least half of the performance-based assessments prescribed by the State Board of Education for resident educators, or

(d) Is a substitute teacher.

2. Evaluators: Qualifications and Assignment

a. Each evaluator shall be:

(1) Must hold at least one (1) administrator certificate/license under ORC Section 3319.22, and

(2) Shall possess the requisite credentials at the time of any walkthrough, observation, or evaluation.

b. Evaluators shall be assigned by the Superintendent, and teachers shall be notified in writing of the assignment no later than October 1 of the year in which the evaluation will take place. In the case of a new teacher hired after October 1, notification shall take place within thirty (30) days of employment.

c. Evaluator assignments shall be made pursuant to the following requirements:

(1) For those teachers with an evaluation rating of skilled, developing, or ineffective on their most recent evaluation, the evaluator shall be the teacher's immediate administrator.

(2) For those teachers with an evaluation rating of accomplished on their most recent evaluation, the teacher shall select their evaluator not later than October 1 in the year of their evaluation cycle and notify the Superintendent of his/her designee of said selection.

(3) In the event a teacher performs work under more than one (1) administrator, only one (1) administrator shall be designated as the evaluating administrator.

(4) Should an unforeseen emergency arise, a new evaluator will be assigned by the Superintendent.

d. In assessing a teacher's performance, evaluators shall not make judgments, or otherwise discriminate, based on a teacher's age, length of service, gender, gender identify, gender expression, race, ethnicity, national origin, religion, sexual orientation, marital status, military status, disability, union membership, or union activism.

3. Orientation and Professional Development

a. Professional Development

(1) Annually as necessary, the Board shall meet the requirements of ORC Section 3319.112(A)(8)(9) to provide professional development and sufficient financial resources to support the professional learning required by this agreement. All professional development will align with the Ohio Professional Development Standards.

4. Evaluation Structure and Procedures

a. Schedule of Evaluation

(1) No teacher shall be subject to more than one (1) Evaluation Cycle per school year.

(2) The evaluation cycle shall be completed no later than May 1 and the teacher shall receive the final written report of the cycle, including the assigned evaluation rating, no later than May 10.

b. Criteria for Performance Assessment

(1) A teacher's performance shall be based on the Ohio Educator Standards (or aligned standards) and rubrics for teaching and the criteria set forth in the evaluation instrument. Evaluation Forms are available through Ohio Evaluation System (OhioES).

(2) Teacher performance shall be based on the evidence provided by the teacher and on the formal observations and walkthroughs by the teacher's assigned evaluator.

(3) A teacher may provide evidence to the credentialed evaluator to support and inform an accurate reflection of the Evaluation Factors being evaluated. Examples include, but are not limited to, student information affecting educational progress, student interest or learning style surveys, newsletters, classroom rules, lesson plans, portfolios, summative assessments, professional education organization work, education awards, and student work samples. All evidence presented shall be included in the report and will be considered in the evaluator's assessment of the teacher.

(4) All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.

(5) No misleading, inaccurate, untimely, undocumented, or unsubstantiated information may become part of a teacher's performance assessment. All results and conclusions of performance assessments shall be documented and supported by evidence collected by the evaluator.

(6) In implementing performance assessments, no teacher performance information shall be collected by video or audio devices without the express, written consent of the teacher being evaluated.

(7) The district will not use video/audio evidence submitted to the ODE by the Resident Educator as evidence to assess teaching performance.

(8) No teacher shall be required to complete a self-assessment (e.g., OTES Self-Assessment Form).

c. Observations

(1) Schedule of Observations

(a) The Board shall perform two (2) formal observations in a year in which the teacher is on an evaluation cycle. Each formal observation shall last a minimum of thirty (30) continuous minutes. There shall be at least two (2) weeks between formal observations. The first formal observation shall be completed no later than the end of the first semester. The second formal observation shall be completed no later than May 1.

(b) The Board shall perform a minimum of three (3) formal observations during the evaluation cycle in any school year in which the Board may wish to declare its intention not to re-employ a teacher under ORC Section 3319.11. The observation schedule shall comply with (1) above and the third formal observation shall occur at least ten (10) working days following the second post-observation conference. The third formal observation shall be completed no later than May 1.

(c) One (1) formal observation shall occur in a year in which a teacher is not on an evaluation cycle.

(d) Teachers shall not receive a formal observation on a day before or after the following: a holiday or any school break or more than two (2) consecutive calendar days (excluding weekends), unless mutually agreed upon.

(e) A teacher may request a formal observation at any time in addition to those required by this procedure.

(f) All formal observations shall be announced.

(g) A teacher on a limited contract who is hired after January 1 but before February 15, may be non-renewed with only two formal observations and a completed evaluation utilizing non-OTES observations/evaluation instrument. A teacher hired after February 15 will not be subject to evaluation pursuant to this Article. As such, the teacher may be non-renewed without completion of a formal evaluation. These provisions expressly supersede ORC Sections 3319.11, 3319.111 and 3319.112.

(2) Observation Conferences

(a) A pre-observation conference shall occur between the evaluator and the teacher not less than one (1) working day prior to each formal observation. At the pre-observation conference, the teacher shall provide evidence for the work situation to be observed.

(b) A post-observation conference shall be held after each formal observation. The post-observation conference shall take place not more than ten (10) working days following the formal observation. Teachers shall be given the opportunity to provide evidence, which must be utilized to inform the evaluator's rating in all areas of the observation and shall include a discussion of the progress being made on the teacher's professional growth or improvement plan.

(c) Upon request, the evaluator shall provide the teacher with copies of all written documentation including but not limited to scripts, artifacts, and evidence collected during formal observations and walkthroughs, excluding personal notes.

d. Walkthroughs

(1) A "walkthrough" is a formative assessment process that focuses on one (1), but not more than two (2), of the following components which results in brief written note(s) or a summary:

(a) Evidence of planning,

(b) Lesson delivery,

(c) Differentiation,

(d) Resources,

(e) Classroom environment,

(f) Student engagement,

(g) Assessment, or

(h) Any other component of the Standards for Ohio Educators and rubrics approved for teacher evaluation.

(2) The teacher shall receive electronic or written notification that identifies the focus, date, and time of the walkthrough at least one (1) working day prior to each walkthrough.

(3) The walkthrough shall be at least five (5) consecutive minutes, but not more than twenty (20) consecutive minutes in duration.

(4) At the request of the teacher, a copy of the walkthrough form shall be provided to the teacher, no later than five (5) workdays following the walkthrough.

(5) At the request of the teacher, a formal debriefing shall occur no later than five (5) workdays after the walkthrough to discuss observations of the evaluator.

(6) No more than three (3) walkthroughs shall be conducted in each evaluation cycle.

(7) Walkthroughs shall not disrupt the learning environment in the classroom

(8) Teachers may request a walkthrough at any time.

e. High-Quality Student Data (HQSD)

(1) Each evaluation shall contain two (2) measures of District-determined high-quality student data (HQSD). When applicable to the grade level or subject area taught by the teacher being evaluated, HQSD shall include the value-added progress dimension as one (1) source of HQSD.

(2) When utilizing vendor assessments to construct HQSD, all related teaching, student, and other educational materials shall be purchased, and all affected staff shall be trained on utilization of the assessment program.

(3) HQSD shall be used as evidence in any component of the teacher's evaluation related to the following:

(a) Knowledge of the students for whom the teacher provides instruction,

(b) The use of differentiated instruction practices,

(c) Assessment of student learning,

(d) The use of assessment data, and/or

(e) Professional responsibility and growth.

(4) No Evaluation Factor shall be impacted by student performance on a test or tests.

(5) HQSD shall not be aggregated to provide "shared attribution" among teachers in a district, building, grade, content area, or other group.

f. Professional Growth and Improvement Plans

(1) Professional growth and improvement plans shall be developed as follows:

(a) Teachers whose evaluation rating is "Accomplished" shall develop a self-directed plan for continuing professional growth and may choose the credentialed evaluator for their next evaluation cycle as set forth in this agreement.

(b) Teachers whose evaluation rating is "Skilled" shall develop a professional growth plan collaboratively with his/her credentialed evaluator and shall have input on the selection of the credentialed evaluator for their next evaluation cycle as set forth in this agreement.

(c) Teachers whose evaluation rating is "Developing" shall develop a professional growth or improvement plan with their assigned evaluator, pursuant to the terms of this agreement.

(d) Teachers whose evaluation rating is "Ineffective" will be placed on a professional improvement plan developed by their assigned evaluator, pursuant to the terms of this agreement.

(e) An improvement plan may be initiated at any time by the evaluator based on deficiencies in performance as documented by evidence collected by the evaluator.

(2) The Board shall provide professional development, mentoring/coaching, the allocation of financial resources to accelerate teacher growth and improvement, and support to poorly performing teachers.

(3) The improvement plan shall include:

(a) Specific, measurable instructional practices to be observed,

(b) Specific, evidence-based resources, and assistance to be provided,

(c) Clearly articulated timelines for the completion of the plan,

(d) Monetary, time, material, and human resources sufficient to realize the expectations set forth in the plan, and

(e) Shall utilize the Improvement Plan Forms available through Ohio Evaluation System (OhioES).

(4) No Improvement Plan or Professional Growth Plan will have more than two (2) achievable goals per Evaluation Cycle.

g. Finalization of Evaluation

(1) Written Report

(a) Before the evaluation cycle is final, and not later than May 10, a copy of the evaluation report shall be given to the teacher and conference shall be held between the teacher and the evaluator.

(b) The teacher shall have the right to make a written response and to have it attached prior to it being placed in the teacher's personnel file. A copy, signed by both parties, shall be provided to the teacher.

(2) Completion of Evaluation Cycle

(a) The summative evaluation rating shall be based upon a preponderance of the evidence, assessed in a holistic manner, that is aligned to the Ohio Educator Standards. Only evidence gathered during the walkthroughs and formal observations that are conducted for the current school year may be used.

(b) The evaluation shall acknowledge, through the gathered evidence, the performance strengths of the teacher evaluated as well as performance deficiencies, if any.

(c) The evaluator shall note evidence of all information used to support the conclusions reached in the formal evaluation report.

(d) The evaluation report shall be signed by the evaluator and the teacher to verify notification to the teacher that the evaluation shall be placed on file. The teacher's signature shall not be construed as evidence that the teacher agrees with the contents of the evaluation report. Electronic signatures (e.g., a 'PIN') may be used.

(e) The evaluation report shall be completed, signed by both parties, and filed with the Superintendent no later than June 1.

(f) Any teacher who receives an evaluation rating of "skilled" shall not be subject to another evaluation cycle until the second school year following the rating unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that

the teacher is not making progress on their professional growth plan.

(g) Any teacher who receives an evaluation rating of "accomplished" shall not be subject to another evaluation cycle until the third school year following the rating, unless it is determined, in writing and through a preponderance of the evidence available to the evaluator, that the teacher is not making progress on their professional growth plan.

(h) All other information and documents obtained through the evaluation process and relied upon shall be stored and maintained by the district.

(i) Upon request, teachers shall be given copies of all information and documents obtained and relied upon through the evaluation process, excluding personal notes.

h. Due Process

(1) Teachers who are able to provide evidence that identifies falsification, errors with data sources, data collection or calculation, performance ratings, and/or the summative evaluation rating shall be permitted to submit a written request to invalidate the evaluation.

(2) A teacher shall be entitled to Association representation at any conference held during this procedure, provided the meeting will not be delayed beyond any timeline established in this agreement. The evaluator shall notify the teacher of this right prior to scheduling any conference regarding this evaluation process.

(3) All provisions of OTES shall be governed by this Agreement, in compliance with ORC. Violations of the preceding contractual provisions shall be grievable under the applicable grievance provisions of this Agreement and subject to ORC Section 3319.11.

(4) The Board shall amend its evaluation policy to conform to the terms of this agreement.

(5) If the Ohio General Assembly promulgates a law that invalidates portions of this evaluation procedure, or a Court of competent jurisdiction or the State Employee Relations Board (SERB) determines that a provision of this section is unlawful, the parties shall meet within thirty (30) days to bargain over the impact of the changes. If the parties fail to reach agreement within thirty (30) days of the initial bargaining meeting, the parties shall utilize he Dispute Resolution Procedure found in Article 2 of this agreement. If the parties are unable to reach an agreement after thirty (30) days of the enactment of the Dispute Resolution Procedure, the parties may avail themselves of any other legal remedy. The Association specifically retains the right to strike under ORC Section 4117 at the end of the thirty (30) day dispute resolution procedure period.

E. A High Quality Student Data Committee (hereinafter referred to as the "HQSD Committee") shall be created to review and approve sources of high quality student data.

1. The HQSD Committee shall consist of:

   a. Between four (4) and six (6) teacher members;
   b. At least one representative teacher from preschool through the fifth grade;
   c. At least one representative teacher from the sixth through eight grades; and
   d. At least one representative teacher from the ninth through twelfth grades.

2. The HQSD Committee chairperson shall be selected by a majority vote of the HQSD Committee.

3. LTA members and past members shall be given priority in HQSD Committee selection each year.

4. HQSD Committee service shall last from September 1 through June 30 of each school year.

5. Meetings

   a. The HQSD Committee shall meet as often as members deem necessary to complete their work;
   b. The entire HQSD Committee shall meet initially to set procedures and guidelines for evaluating teacher created assessments of HQSD;
   c. Thereafter, the HQSD Committee shall meet at least once per year to review procedures and guidelines; and
   d. The evaluation of submitted HQSD will be conducted by two HQSD Committee members whenever possible.

   HQSD Committee members compensation shall be in accordance with their supplemental salary schedule (currently Appendix E of the Collective Bargaining Agreement) for all extra work performed outside the workday not to exceed ten (10) hours per committee member per year.

F. Personnel Files

1. Personnel records shall be kept in the office of the District Treasurer and shall be kept up-to-date and shall be the only official personnel file.

2. All material to be placed in a teacher's personnel file must be read, signed, and a copy given to the teacher before placement in the file. Such signature merely acknowledges the teacher has read the material filed and does not necessarily indicate agreement with its contents. If a teacher declines to sign any item upon request, it may be placed in his/her personnel file without a signature provided the teacher is given a copy before placement in the personnel file. Any such document must be placed in the file within five (5) work days of initial receipt or creation.

3. The teacher shall have the right to answer any material filed and such answer shall be attached to the file copy.

4. Anonymous letters or materials shall not be placed in a teacher's file nor shall they be made a matter of record for any purpose.

5. Each teacher shall have the right, upon request, to review all contents of the teacher's own personnel file. The teacher shall be entitled to have a representative of his/her choosing accompany him/her during such review. If the teacher desires copies of any of the contents so examined in his/her file, he/she shall be permitted to reproduce such contents. Such reproduction costs shall be paid by the teacher at the cost to the Board.

6. Material will be removed from the files when a teacher's claim that it is inaccurate, untimely, and/or irrelevant is sustained to the satisfaction of the Superintendent.

7. Any documentation of disciplinary action taken by an administrator must be placed in the personnel file of the affected member within five (5) working days of the completion of the investigation of the incident which resulted in the discipline.

G. Labor Management Committee

To aid in communication within the District, to maintain a positive relationship between the Lucas Teacher's Association (LTA) and the Board, and to assist in the realization of the philosophy of the Lucas Local School District, a Labor Management (LMC) committee will exist.

Meetings may be held up to four (4) times each school year, near the end of each grading period, or as needed and mutually agreed upon by the Superintendent or Union President. The LMC will be composed of the Superintendent and the Union President, and one additional member appointed by the Superintendent and one additional union member appointed by the Union President.

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

The LMC shall adopt an agenda at the initial meeting, which may include unsettled items from the previous years. The Superintendent and the President of the Union will jointly prepare the agenda for each meeting.

Meetings shall be limited to no more than sixty (60) minutes to be held outside of the school day with no additional compensation.

The LMC will receive training from a mediator from FMCS.

H. Teacher Input in Interviewing

A committee of up to three (3) LTA members as designated by the LTA President or designee will be invited to participate in the interviewing process for any teacher, building level administrator or teacher aide vacancies that the Board intends to fill in order to provide input. Such teachers will receive no additional compensation for such participation. The maximum of three (3) LTA members must be available to meet within twenty-four (24) hours from the time an administrator informs, in writing, the LTA President or designee of the scheduled interview. Interviews may be scheduled with less than 24 hours notification if administration makes multiple, demonstrable efforts to inform the LTA president or designee. If no LTA members are available within this time frame, the administrator may conduct the interview without LTA participation. The Board of Education maintains the exclusive right and discretion to hire any individuals for such vacancies.

I. Public Complaints about an Employee

It shall be the policy of the District that should a complaint be received about a unit member(s), the following process will be adhered to (except for possible criminal act(s) by a unit member(s), in which case the proper authorities will be notified).

1. Complaints must be from a named source. The Lucas Local School District will not act on an anonymous complaint. The Lucas Teachers Association will be informed of an anonymous complaint.

2. Complaints must be directed to the immediate administrator in direct supervision of the unit member(s) involved (e.g., high school principal for a high school teacher, elementary principal for a kindergarten teacher, athletic director for a coach, etc.).

3. Upon notification of the immediate administrator, the unit member(s) involved must also be notified of the complaint. The complaint should be resolved at this time in a satisfactory manner if possible.

4. If the complaint is not resolved within three working days of notification, the administrator will meet with the unit member(s) with Association representation if desired by the unit member(s) to review the complaint and develop satisfactory resolution strategies.

5. Should further action be required, the bargaining unit recognizes the management rights of the Lucas Local School District as per the Ohio Revised Code and the negotiated agreement. Should questions arise as to administrative actions, the current grievance procedures will be available as per the negotiated agreement.

J. Employee Discipline

1. Unless the welfare of students, other district employees, and/or the district are adversely affected, and/or dependent upon the seriousness of the offense, discipline shall be progressive in nature.

2. Any written record of disciplinary action will be kept in the employee's active personnel file in accordance with Personnel Files under Article 5.

3. No employee shall be subject to discipline except for just cause.

4. Disciplinary action shall be subject to the grievance procedure.

ARTICLE 5 – WORKING CONDITIONS

A. School Calendar

The school calendar will be based on:

Days of instruction	177
Teacher workdays	2
In-service days	3
Parent-Teacher Conferences	2
Total days	184

Within the 184 days, 4 half days will be for individual parent-teacher conferences.

By December 31st, the LTA may provide a recommended calendar to the Superintendent, including which day per semester in a given school year (two [2] days in total) will be designated a parent/teacher conference compensation day. Except as expressly restricted by this section, the Board retains the exclusive right to decide the appropriate calendar each school year for the district.

B. Workday

The length of workday for all staff shall not exceed seven (7) hours and fifteen (15) minutes. The Teacher workday shall begin at 8:15 AM and end at 3:30 PM. In the event of a change in the normal school day schedule, these times shall be adjusted accordingly.

Professional meeting days shall not exceed the contractual day.

As the constraints of the school bus transportation schedule makes it difficult to have starting and ending times to be coordinated across the elementary, middle, and high school buildings, the parties agree that the starting and ending times will be coordinated as closely as possible, and that the LTA will be notified prior to any future change in the scheduling being implemented.

All full-time teachers shall have an uninterrupted, duty-free lunch period of at least thirty (30) minutes. For the purpose of this agreement, part-time teachers who teach at least five (5) hours in any given day may request a fifteen (15) minute lunch period during that assigned day.

During the contract year, teachers may be required to attend no more than two (2) faculty meetings within a four (4) week period, provided such meetings do not extend the day more than thirty-five (35) minutes, unless otherwise mutually agreed. Teachers will be notified of any faculty meeting in writing in his/her mailbox at least three (3) work days prior to such meeting. If a faculty meeting is canceled due to a calamity or because of an emergency as determined by Superintendent, such meeting may be rescheduled. In addition, such restriction shall not apply for any meeting called by the administration due to an emergency as determined by the Superintendent.

If a faculty meeting is scheduled and held during a vacation period or outside the contract year, teachers will not be required to attend such meeting. Such meetings will not be subject to the no more than two (2) faculty meetings within a four (4) week period restriction as noted above.

As used in this section, "vacation period" means winter break or spring break; "contract year" means the total number of workdays set out in Article 5 of this contract.

Part-time teachers will receive thirty (30) minutes of preparation time on each day that the teacher is scheduled to work the entire school day. This preparation time will be scheduled in blocks of at least fifteen (15) minutes.

Part-time teachers required to screen new kindergarten students on days that they are not normally scheduled to work will receive compensation on a prorated basis.

Any meeting which is required by administration, such as IEP or professional development meetings, will be held during the regular workday or on a professional meeting day. If a required IEP or professional development meeting must be held at a time beyond the regular workday or professional meeting day, the teacher will be paid based upon the Supplemental Salary Schedule.

To be paid for any extra time outside of the workday, a Weekly Time Record shall be submitted to the building principal for approval. This document shall be submitted by noon on Monday of the week following when the extra duties were performed. Failure to submit by this deadline shall result in forfeiture of pay for the time worked.

All extra time worked shall be rounded to the nearest quarter-hour. For 0-7 minutes the time shall be rounded down. For 8-14 minutes the time shall be rounded up.

C. Teacher Work Schedules

All full-time elementary teachers, presently PreK-5, will have a minimum of 200 minutes of preparation time per week, exclusive of the teacher's thirty (30) minute scheduled duty-free lunch period. The preparation per week will be balanced over the week's period.

Teachers in the elementary school, presently PreK-5, shall not be required to remain in the classroom when a teacher certified to teach in a special area such as music, library, art or physical education, is in charge unless the teacher's presence is requested by the principal because follow-up by the classroom teacher is necessary.

All full-time middle and high school teachers, presently 6-12, shall have at least one period per day, of not less than forty (40) minutes, for preparation time.

PreK-5 elementary teachers will not be required to supervise students during noon recess period(s). Intermediate elementary teachers and the elementary principal will meet in an attempt to limit the number of recess duties for intermediate level elementary teachers.

D. Substitutes

Every effort will be made to obtain substitute teachers in the absence of the regular teacher, inclusive of all special area classes and librarians. In emergency situations, the building principal or immediate supervisor will first seek regular teachers to volunteer to serve as a substitute during the time that they are scheduled to ordinarily have preparation time (Article 5, C--Teacher Work Schedules). If no teacher volunteers, then such regular teachers may be assigned by the building principal and/or immediate supervisor to serve as a substitute. This section will take precedence over Article 5, C of this contract. Any teacher serving as a period substitute during a preparation period will be paid at the hourly rate in the Supplemental Salary Schedule (Appendix E) in addition to his/her regular rate of pay.

The practice of teachers mutually agreeing to cover or substitute for each other in emergency situations shall not be affected by the provision. However, as in the past, such substituting shall be with the approval of the building principal.

E. Outside School Functions

A teacher's participation in athletic functions and committee(s) as an additional duty(ies) outside of the school day shall be voluntary. When deemed appropriate, the Superintendent will have the authority to authorize release time for educational duties during the school day, provided such activities are within budget allocations for that purpose.

It is understood that a successful school embodies many activities that are beneficial to students. The administration will attempt to be conscious and sensitive to the needs of individual teachers in the assignment of necessary additional duties.

F. Class Size

The pupil-teacher ratio shall meet the state minimum standards.

The Board and Association agree that class size is a factor in the quality of educational services. The Board and the Association agree that:

1. Assignment of pupils and teachers to buildings and classrooms is the responsibility of the Superintendent. In making such decisions, the Superintendent shall give consideration to the overall needs of the district, including faculty limitations, financial considerations, transportation requirements, and educational or curricular consideration.

2. Except in unusual or emergency situations, the number of pupils in a class shall be kept within the capacity of the available classroom.

3. Teachers are encouraged to report problems with class size and may request a meeting with the Superintendent, building principal, and the LTA building representative to discuss possible ways to lessen or alleviate the problem(s).

G. Lesson Plans

Lesson plans will show evidence of direction for instruction and implementation of courses of study. Any modification in the current format of lesson plans shall be jointly determined by the LTA and Board.

H. Academic Freedom

Academic freedom shall be guaranteed to teachers, and no special limitation shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning people, human society, the physical and biological world and other branches of learning subject only to accepted standards of professional educational responsibility and the Board adopted educational philosophy and curricula.

I. Building/Classroom Keys/Fobs

The Board will provide each teacher with access keys/fobs to his/her building and classroom. Having access to one's building and classroom carries with it the responsibility for maintaining security at each entrance/exit and classroom used. In addition, the parties agree that the Board may be required on occasion to restrict or prohibit access to a particular building for unforeseen reasons such as health, safety, emergencies or required work which must be performed. If a teacher fails to demonstrate responsibility with such access, all rights and privileges granted by this article for that particular teacher may be revoked by the administration.

J. Resident Educator Program

An entry year program will be provided for each new staff member to the district. The administration will coordinate the implementation of the program. The Superintendent and the Lead Mentor will meet each year to review the program's criteria and objectives. Ideas and suggestions for improvement of the program shall be encouraged.

Compensation for the entry year mentors will be paid according to provisions of the supplemental pay schedule contained in this agreement.

Mentors will not be assigned more than two (2) resident educators per school year. The Lead Mentor will assign mentors for resident educators as approved by the Superintendent.

Mentors shall receive a supplemental stipend for each resident educator they mentor. Lead mentors are entitled to one (1) supplemental stipend per year. Payment will be made according to the Supplemental Salary Schedule.

K. Contracts

Contracts entered into on or after July 1, 2011 for teaching in the Lucas Local School District shall be of three (3) types:

1. Limited Contracts

Limited teacher contracts may be approved by the Board upon the recommendation of the Superintendent. If a contract is approved by the Board, it shall be issued in the following sequence:

a. One year, during each of the first two (2) years of employment;

b. Two years, upon reemployment after the second contract year.

c. Three years, upon reemployment, for third contract.

2. Nonrenewal of Limited Teaching Contracts for Probationary Employees who have been employed for one (1) year and who were employed by the Board on or after July 1, 2011.

a. On or before June 1, limited contract teachers who have been employed for one (1) year, and who were employed by the Board after July 1, 2011, shall be notified by the Superintendent that they will not be recommended to the Board for rehiring for the next school year. Prior to the Board action on their contract, such teachers shall have the right to meet with the Board in executive session with representation to present their case.

b. This nonrenewal procedure for teachers who have been employed one (1) year supersedes all provisions of O.R.C. §3319.11 and O.R.C. §3319.111, and such teacher shall have no right to challenge said nonrenewal pursuant to O.R.C. §3319.11 or O.R.C. §3319.111. A teacher shall have the right to file a grievance challenging the evaluation procedure.

3. Continuing Contracts

When a member becomes eligible for a continuing contract (time and certification) during the term of a limited contract, the member shall notify the Superintendent in writing by September 30th of the year the member is eligible. The Superintendent shall recommend the member for a continuing contract at the May Board meeting (next following notification of eligibility) when teaching contracts are considered. If the Superintendent chooses not to recommend interruption of the present contract, the member shall be notified as to the reasons and continue on the limited contract. The reasons given shall be directly related to the evaluation process. When a continuing contract is recommended under this provision, it shall be effective for the contract year immediately following the May Board meeting.

Consideration of continuing contracts at the end of a limited contract term will be in accordance with pertinent provision(s) of the Ohio Revised Code.

4. Supplemental Limited Contracts

a. Supplemental Duties Defined:

Supplemental duties shall be defined as those contained in Article 27 of the Negotiated Agreement which are performed during time in excess of the workday, work week, work year, or in addition to the members' regular duties. Members

performing supplemental duties shall be issued written, individual, limited contracts that include:

(1) duration of supplemental contract

(2) title of supplemental position

(3) amount of supplemental compensation or hourly rate by payment section.

ARTICLE 6 – LEAVE PROVISIONS

A. Association Leave

The LTA may use an aggregate of two (2) teacher days for the purpose of attending the OEA delegate assembly. Such days must be approved by the LTA President. No expense reimbursement shall be allowed.

B. Sick Leave

1. Bargaining unit members shall be entitled to fifteen (15) days of sick leave, with pay, for each year he/she is under contract.

2. Unused sick leave may be accumulated up to a maximum of two hundred sixty (260) days. Newly employed persons may transfer up to that number of accumulated and unused sick leave days from another public employer in this state, if the date of termination of the other employment was less than ten (10) years prior to employment in this district.

3. Bargaining unit members who render part-time per diem or hourly service shall be credited with sick leave for time actually worked at the same rate as full-time employees. Substitute employees shall not earn, accumulate, or use sick leave.

4. Sick leave may be used for absences necessitated by personal illness or injury, including any disabling condition caused by pregnancy, by exposure to a communicable disease, or by illness, injury, or death in the employee's immediate family, as defined herein.

5. For purposes of illness or injury, immediate family shall be defined as the employee's parent (including step and in-laws), spouse (including domestic partners), child (including step and in-laws), grandchild or any dependent living in the employee's household.

6. For purposes of death, immediate family shall be defined as the employee's parent, spouse (including domestic partners), child, sibling, grandparent, grandchild, aunt, uncle, first cousin, niece, nephew, in-laws or step-relatives bearing any of these relationships, or any dependent living in the employee's household. Absences for a portion of a day up to one-half day shall result in a one-half day deduction. Absence for a portion of a day greater than one-half day shall result in a one day deduction.

7. The employee is required to notify his/her immediate supervisor at least one and one-half hours or sooner after becoming aware of the need to use sick leave.

8. Not later than the second workday after returning to work from sick leave, the employee shall complete, sign, and submit the Board provided absence form. No sick leave payment shall be made until the required form is submitted. Falsification of any information on the form shall constitute grounds for the termination of the employee's contract.

9. If medical attention was required, the employee shall state the name and address of the attending physician. The administration may require a signed physician's statement justifying the use of sick leave. In any case, the Board may require the employee to provide a signed physician's statement or appropriate medical verification justifying the use of sick leave after five (5) days of consecutive absence. A status report, including appropriate medical verification, may be required at reasonable intervals during a paid sick leave.

10. Utilization of Sick Leave for Reason of Maternity/Paternity/Adoption

Sick leave for reason of maternity/paternity/adoption will be granted in an amount up to forty (40) days. The forty (40) day time period will begin the day following the date of birth/adoption exclusive of weekend days. Sick days will only be deducted for those days when the employee is absent from a contractual work day. Use of this leave must be completed as consecutive days within six (6) months of the date of birth/adoption. These days shall not be used in two separate school years.

Additional sick leave, beyond the 40 working days may be granted in cases where the attending physician certifies the employee incapable of performing her duties. In the event of a question of abuse of this policy, the Board reserves the right, at Board cost, to have a second medical opinion by a physician of the Board's choosing.

In no case will the amount of sick leave granted be in excess of that accumulated by the employee.

In cases where a vacation period occurs during the pregnancy leave, those Monday through Friday vacation period days will be counted toward the total 40 permitted.

11. Transfer of Sick Leave

In the event of a catastrophic illness or injury of the member or the member's spouse or minor child, causing a member to be absent for thirty (30) or more consecutive days, any member of the certified staff may transfer to any other member of the certified staff, subject to the limitations listed below, one or more sick days of accrued but unused sick leave, not to exceed a total donation of ten (10) days per year to any particular member, by delivering to the treasurer, written and signed instructions stating the name of the member to whom the transfer is to occur and the number of days to be transferred. Advance sick leave days are not eligible for membership contribution to the sick leave bank.

a. "Catastrophic" is defined for purposes of this Section as illness or injury which could lead to an individual's death and/or result in an expectation of short or long-term disability.

b. If a member desires to partake in the acceptance of transfer of sick leave she/he must state such desire in writing (signed and dated) with the projected number of sick days needed based upon her/his doctor's recommendation not to exceed a maximum of thirty (30) days.

c. Any bargaining unit member volunteering to transfer sick leave days shall not deplete his/her own accumulation below 40 days.

d. The treasurer shall adjust the accumulated sick leave of both members in accordance with the request. All such transfers shall be irrevocable.

e. Sick leave transferred under this provision may be used for the same purpose as earned sick leave, except that no transferred sick leave may be used for the purpose of receiving or increasing severance pay.

f. No transfer of sick leave shall be permitted under this section unless the member of the bargaining unit to whom it is transferred has exhausted his/her sick leave or will exhaust it because of a current illness or injury.

g. Distribution of sick leave days donated from other members will be based on the order in which the Treasurer received the transfer requests. All days per request will be used before going to the next request.

C. Personal Leave

1. Each regular full-time teacher shall be entitled to three (3) days of personal leave per year. A year for the purposes of this article will begin on the first day of July and end on the next succeeding thirtieth day of June.

   Personal leave(s) shall be used for urgent and personal business that cannot be conducted outside of the normal school day.

2. Personal leave shall not accumulate from one year to succeeding years.

3. Two (2) days of personal leave annually may be used by each regular full-time teacher without restriction provided that application for the unrestricted day of personal leave has been made at least three (3) working days in advance.

4. Unrestricted personal leave may not be used on the day immediately preceding or succeeding a school holiday or vacation, nor upon in-service days, nor teachers' meeting days, nor inter-school visitation days, nor parental conference days, nor on the first day or last day of school that students are in session, nor other days on which teachers have professional responsibilities but do not have teaching contact with students.

5. Teachers will not be required to specify the reason or reasons for which they request unrestricted personal leave.

6. Teachers shall be paid their full salary or wages, for the day or days of personal leave which they take provided that the procedures and regulations specified in this negotiated agreement have been met.

7. One day of restricted personal leave may be used annually by each regular full-time teacher provided that application is made in advance of the proposed day of restricted personal leave and further provided that the Superintendent of Schools approves the application and day for the use of the proposed day of restricted personal leave. In the case of restricted personal leave used for emergencies, three (3) working days of advanced notice shall not be required.

8. Restricted personal leave may be taken only with the approval of the Superintendent of Schools and only for one or more of the following reasons: emergency, court appearance, other specified legal business, college graduation of a spouse or child, family business which is specified and which is not feasible during non-working hours, religious holidays, funerals other-than those for which sick leave may be used, and other reasons as approved by the Superintendent of Schools.

9. Teachers who have accumulated and maintain at least 110 days of sick leave as of the beginning of each school year will be entitled to a third day of unrestricted personal leave that will replace the one day of restricted personal leave.

10. On any given day, unrestricted personal leave shall be limited to two (2) teachers in grades preschool through seventh, or two (2) teachers in grades eight through twelve.

D. Professional Leave

1. All requests to attend professional meetings are to be submitted for approval to the Superintendent in writing seven (7) days prior to a Board meeting, if possible.

2. Approval of requests to attend any professional meetings shall be determined by the Superintendent and building principal. Approval is also determined from the standpoint that a competent substitute can be found to cover the classes or the job of the teacher requesting the professional leave.

3. Reimbursed attendance at professional meetings or conferences shall be limited to two days per year per teacher. Special permission must be granted, or attendance required by the Board or Superintendent, to exceed the two days per year.

   Generally, only one professional day could be used for athletic purposes. Where an individual has been approved by the Board for more than one sport, additional professional days may be granted by the Superintendent.

4. A per diem allowance of $35.00 per day for meals may be approved when it is necessary for the teacher to remain overnight. A rate of $12.00 per day may be approved when the meeting is an all-day conference. This allowance must be approved by the Superintendent.

5. The allowance for lodging is limited to $150.00 per day. When more than one staff member attends the same conference, room accommodations and travel expenses shall be shared where feasible and practical.

6. The Board will pay the IRS mileage rate in effect January 1 each year for approved travel. Distances shall be calculated from the school building to the event.

7. All expenses, within the guidelines of 4, 5, 6, for teachers serving the Board, will be allowed including registration and travel for any Board or Superintendent approved educational conferences or meetings within Ohio.

8. All requests for out-of-state meetings must be made at least thirty (30) days in advance of scheduled meetings and will be reviewed by the Superintendent and Board on an individual case procedure.

9. All receipts must be submitted to the Treasurer of the Board with the request for reimbursement.

E. Teacher Assault Protection

1. Assault leave shall be granted to a teacher who is absent from his/her assigned duties because of injury resulting from an assault. Said leave shall not be charged against sick leave earned or earnable under Section 3319.141, Ohio Revised Code, or leave granted

under rules adopted by the Board pursuant to Section 3319.08, Ohio Revised Code. Said teacher shall be granted the aforementioned assault leave and shall be maintained on full pay status during such absence.

2. A teacher shall be granted assault leave according to the following rules:

   a. The incident, resulting in the absence of the teacher, must have occurred on Board premises during the course of employment with the Board or while in attendance at an official school function, paid or unpaid, and during the contractual year.

   b. Upon notice to the principal or immediate supervisor that an assault upon a teacher has been committed, any teacher having information relating to such assault shall, as soon as possible, prepare a written statement embracing all facts within the teacher's knowledge regarding said assault, sign said statement, and present it to the building principal or immediate supervisor.

   c. If the teacher received medical attention, a certificate from a licensed physician stating the nature of the disability and its duration shall be required before assault leave payment is made.

   d. A teacher shall not qualify for payment of used assault leave until the Assault Leave form (see Appendix C) has been submitted.

   e. Said teacher shall not be permitted to accrue assault leave.

   f. Payment for assault leave shall be at the assaulted teacher's rate of pay in effect at the time of the assault or at the rate for which the teacher may become eligible in accordance with the Ohio Revised Code. Pay would include supplementary contract amounts.

   g. Payment shall be discontinued when the teacher elects to retire.

   h. Falsification of either a signed statement or a physician's certificate is reason for suspension or termination of employment under Section 3319.16, Ohio Revised Code.

   i. There shall be a limit of five (5) days for assault leave.

   j. Any teacher claiming assault leave must cooperate with any law enforcement investigation related to the assault.

F. Family and Medical Leave

1. Eligibility for bargaining unit members shall be governed by the Family and Medical Leave Act, its amendments and regulations.

2. Family and Medical Leave shall run concurrently with sick leave.

3. Should the bargaining unit member elect not to return to work at the end of the leave for reasons other than the continuation, recurrence, or onset of the health care condition that gave rise to the leave or for circumstances beyond the control of the staff member, the staff member shall reimburse the district for the health insurance premiums paid by the district during the leave period.

4. The twelve- (12) month period shall be measured forward from the date any employee's first FMLA leave begins.

G. Sabbatical Leave

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

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

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

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

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

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

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

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

8. All sabbatical leaves shall be for a period of one (1) school year only. Written notice of the employee's intent to return to a teaching position in the district shall be received by the Superintendent no later than March 31st of the school year the employee is on sabbatical leave. Failure to provide written notice by this date shall result in the termination of the contract of employment between the Board and the employee and the employee is without further recourse under law or this agreement.

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

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

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

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

H. Court Leave

1. Unit members shall be granted leave with pay for jury duty or being subpoenaed for a court appearance. If the member is a defendant in the case, the remainder of this section shall not apply.

2. The unit member shall be paid the difference between the pay received by the court for such leave and the unit member's regular salary for the number of days involved.

3. The unit member is required to submit to the Treasurer verification of performance of such duty and payment received or in lieu of payroll deduction, can endorse the check for court appearance over to the Board of Education.

4. Unit members shall notify their Building Administrator as soon as possible following notification of the need for court leave.

I. Military Leave

1. Unit members shall be granted leave with pay for military reasons. Leave will be limited to thirty-one (31) days per year. If the member is ordered for deployment, the days will not be limited.

2. The unit member shall be paid the difference between the pay received by the military for such leave and the unit member's regular salary for the number of days involved.

3. The unit member is required to submit to the Treasurer verification of performance of such duty and payment received.

4. Unit members shall notify their Building Administrator as soon as possible following notification of the need for military leave.

J. Attendance Incentive

1. The Board shall provide the following Attendance incentive pay:

No (0) sick or personal days used in 1st, 2nd, or 3rd quarters of school year (aligned with school calendar) – 50% of the employee's per diem rate, computed at the end of each quarter and paid within the next two pay cycles.

One (1) sick or personal day used in 1st, 2nd, or 3rd quarters of school year (aligned with school calendar) – 25% of the employee's per diem rate, computed at the end of each quarter and paid within the next two pay cycles.

No (0) sick or personal days used in the 4th quarter of school year (aligned with school calendar) – 100% of the employee's per diem rate, computed at the end of each quarter and paid within the next two pay cycles.

One (1) sick or personal day used in the 4th quarter of school year (aligned with school calendar) – 50% of the employee's per diem rate, computed at the end of each quarter and paid within the next two pay cycles.

ARTICLE 7 – SALARY AND FRINGE BENEFITS

A. Regular Salary[1]

1. Salary

   Effective for the 2026-2027 school year, the base salary will be $40,256.00, a Five (5) percent increase over 2025-2026 as referenced in Appendix D.

   Effective for the 2027-2028 school year, the base salary will be $42,067.00, a Four and one half (4.5) percent increase over 2026-2027 as referenced in Appendix D.

   Effective for the 2028-2029 school year, the base salary will be $43,329.00, a Three (3) percent increase over 2027-2028 as referenced in Appendix D.

2. The annual salary for each member shall be paid in twenty-six (26) equal installments and shall be delivered to each member every other Friday.

3. Any new employees will be required to have direct deposit.

4. All payroll deductions taken out of a regular pay will be transmitted by the Treasurer at the close of the working day of that pay date when administratively feasible with the exception of STRS and other mandated deduction schedules. The Board and Treasurer shall not be held responsible for the posting or crediting of the transfer by a financial institution.

5. If the regular pay date occurs on a banking holiday paychecks will be deposited on the last banking day preceding the holiday. Thereafter, the regular pay schedule will follow.

6. A teacher who has completed additional hours of graduate education may be placed at the appropriate level on the salary schedule provided proof of such completed coursework is on file with the Treasurer by October 1 of each school year.

   Placement on the schedule shall occur based upon these definitions:

BA	Teacher has obtained a Bachelor's Degree with less than 150 hours.
150	Teacher has a Bachelor's Degree and has earned at least 150 hours of semester credit
MA	Teacher has obtained a Master's Degree
MA+15	Teacher has obtained fifteen (15) semester hours AFTER receiving their Master's Degree
MA+30	Teacher has obtained thirty (30) semester hours AFTER receiving their Master's Degree

B. Payroll Deductions

[1] Should the Ohio Legislature act to modify the teacher salary schedule which results in a base salary that is higher than the current salary schedule, the parties will reconvene negotiations to discuss the impact of the law on the existing salary schedule.

1. The Board, upon the written request of a teacher, will make payroll deductions for professional (UEP) dues, contributions to tax sheltered annuities, and for the purchase of past service credit provided at least five (5) employees request a deduction for a particular annuity, United Appeal, credit union, past service credit purchase, and other items agreed to by the Board and LTA.

2. Further, the Board agrees to a plan for continuing United Education Profession dues membership. Under this plan, UEP members will be permitted automatic renewal of membership status from year to year. A two (2) week window period exists from August 1 to August 15 to enable time for withdrawals from the LTA. A compiled membership list of continuing members, annual memberships, and dues assessments will be presented to the Board Treasurer for payroll deduction by October 1 of each year.

3. Dues deductions shall commence with the first pay of October (provided the list of dues/employees is received by the Treasurer's office at least five school days prior to the first pay of October) and shall end with the last pay of May. In the event a teacher is hired after November 1, deductions will commence with the next pay issued after the written authorization is received. As soon as all dues have been deducted, the Treasurer shall remit the same to the LTA Treasurer.

4. Teachers shall be paid by direct deposit of paychecks.

   Each teacher may select up to four (4) banks to deposit their paycheck. Each bank will be responsible to distribute the funds to various accounts as directed by the employee.

C. Dues Checkoff

The Treasurer shall, upon receipt of an authorization form, deduct in the amount specified, the dues payable to the LTA and forward the same to the LTA Treasurer. The payroll deduction authorization form for each United Education Profession (UEP) member shall be supplied to the Treasurer no later than November 1. The total specified shall be deducted in equal amounts from the pay of the UEP member beginning with the first pay after receipt of the authorization form through the last pay in May.

D. Supplemental Salary Schedule – also in Appendix E

Index figured on teacher salary schedule base (BA step 0).

1. Any teacher involved in a negotiated extra duty activity, and whose participation is approved by the Board, shall receive compensation for that extra duty according to the following schedule.

2. Compensation for activities added between negotiations may occur with the prior consent of the LTA.

3. A teacher shall receive pay for Athletic supplemental activities as follows: one-third (1/3) pay four (4) weeks after supplemental duties begin; one-third (1/3) pay eight (8) weeks after supplemental duties begin; one-third (1/3) pay at the conclusion of supplemental activities only upon receipt by the District of end of activity documentation. Pay shall be included in the scheduled pay closest to the sequence.

   a. Overnight coverage for outdoor education shall be paid the first scheduled pay following the activity.

b. The Cheerleading advisor shall receive pay on the first scheduled pay in September and the first scheduled pay in December and the final pay the first schedule pay after the season ends.

c. Non-athletic supplemental activities shall be paid over eighteen (18) pays beginning with the last pay in September.

4. At the end of the supplemental duty period, the principal and the coach/advisor will have a conference to review the season/assignment.

5. In order for any of the activities to be offered and completed there must be enough participants involved for the activity to be worthwhile. The appropriate number for each non-athletic activity will be arrived at by the teacher who agrees to take the position and the school administration. Athletic participation numbers are addressed in the Athletic Handbook and will be followed for determining whether a sport occurs for that year.

6. When an assistant coach or co-advisor becomes a head coach or the advisor in the same sport or school activity, he/she shall maintain his/her years of responsibility/experience on the supplemental pay scale and will not begin at step zero (0).

7. All coaches are expected to abide by the rules, regulations and By-Laws established by the Ohio High School Athletic Association. Any coach who has been ejected for unsportsmanship like conduct for a second time shall be suspended indefinitely and required to attend a mandatory conference with the commissioner at the OHSAA headquarters. Should an indefinite suspension occur, the Lucas School District shall make null and void the remaining supplemental contract with said coach effective when the final decision by the OHSAA Commissioner is made.

E. Fringe Benefits

1. Health Care Benefits

a. Medical / Prescription, Dental, Vision and Life Insurance

The Board will provide medical / prescription, dental and vision insurance on all full-time teachers. In order to be eligible for insurance, an employee must be contracted for at least 30 hours per week unless by agreement with the Superintendent. Employees may not be paid cash in lieu of insurance benefits.

Life insurance shall be provided at no cost to the employee at a value of $25,000 for both full- and part-time employees.

Effective July 1, 2020, the Board shall pay seventy (70) percent of the monthly premium for coverage for the medical, dental and vision insurance.

Effective July 1, 2021, the Board shall pay seventy-five (75) percent of the monthly premium for coverages for the medical, dental and vision insurance.

Effective July 1, 2022, the Board shall pay eighty (80) percent of the monthly premium for coverages for the medical, dental and vision insurance.

For part-time teachers, the Board participation shall be pro-rated according to their Full-Time Equivalency (FTE). For Example, a teacher that is a .70 FTE and is taking a single plan, the total amount of that plan is $100.00 per month, the Board would participate at $70.00 per month and the employee would contribute $30.00

per month. Under no circumstance will the part-time employee contribute less per month than a full-time employee.

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in a health benefits program of the Stark County Schools Council (COG). The Board shall provide health, dental, vision and life insurance through the COG. As long as the coverage is with the COG, the coverage shall fallow those of the COG, unless changed by the COG.

b. Section 125 Premium

The Board will offer a Section 125 Premium Only Flexible Medical Benefits Plan for all eligible employees. Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided, under IRS Section 125.

c. Change in Insurance Carriers

Should the Board change insurance carriers, the change may not result in coverage less than that in effect with the current carrier.

d. Joint Insurance Committee

The parties shall create a Joint Insurance Committee when a need arises to evaluate and modify the district's health insurance benefits. The committee shall be comprised of three (3) bargaining unit members and three (3) representatives of the Board of Education. The Committee may meet as needed to review the Health Insurance Plan, to provide education to employees about the Health Insurance Plan, to consider cost-saving measures, and to make recommendations to the LTA and Board of Education. The Committee shall issue a recommendation to both parties by April 1 when the committee is convened.

F. STRS Pick-Up

1. The Board agrees to STRS "pick-up" utilizing the salary reduction method of contributions to the State Teachers Retirement System paid upon behalf of the teachers, at no cost to the Board, under the following conditions:

a. The amount to be "picked-up" on behalf of each teacher shall be the current teacher contribution percentage of the teacher's gross annual compensation as determined by STRS. The teacher's annual compensation shall be reduced, at no cost to the Board, by an amount equal to the amount "picked-up" by the Board for the purposes of state and federal tax only.

b. The "pick-up" percentage shall apply uniformly to all teachers and shall become effective with the first pay in the new school year.

c. No teacher covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer "pick-up".

d. Payment for all paid leaves, sick leave, personal leave, severance, and supplementals including unemployment and Worker's Compensation shall be

based on the teacher's daily gross pay prior to reduction as basis (e.g., gross pay divided by the number of days in a teacher's contract).

2. Each teacher will be responsible for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

3. If the foregoing "pick-up" provisions are nullified by subsequent Internal Revenue Service Rulings, Ohio Attorney General Opinions, or other governing regulations, the Board will be held harmless and this article of the agreement shall be declared null and void.

G. Tuition Reimbursement

1. The Board shall establish, on a fiscal basis, a tuition reimbursement fund of $15,000.00. Certified/licensed teachers may receive tuition reimbursement based upon the language of this provision.

   a. Tuition applies to coursework taken via an accredited college/university for renewal or upgrade of license/certificate. If any funds are still remaining, then teachers who complete course work not necessary to upgrade or renew their license/certificate will be compensated using the same formula (not to exceed actual tuition cost).

   b. Tuition reimbursement will be granted only if the final grade for the course is a "B" or higher grade or a "P" in a pass/fail course or an "S" in a satisfactory/ unsatisfactory course.

   c. The amount of a teacher's reimbursement will be determined by dividing the $15,000.00 fund by the number of semester/quarter hours approved and successfully completed by each certified/licensed teacher who adheres to the language of this provision.

   d. After the calculation has been performed as stated in the above item "c", if the total to be paid is less than Fifteen Thousand Dollars ($15,000.00), the balance remaining (Fifteen thousand less the calculated amount) will be distributed equally to any employee(s) who did not receive the full amount of their requested reimbursement due to the formula calculation. Under no circumstance will the amount reimbursed exceed the amount paid for the course(s).

   e. There will be no rollover of leftover tuition reimbursement funds from one fiscal year to another fiscal year.

   f. Tuition reimbursement will be made by October 30 of the following school year to teachers who are currently employed, including those on approved leave of absence by the Lucas Local Board of Education. The teachers must work in Lucas Local School District the entire year following receiving reimbursement. If the teacher does not work in Lucas Local School District for the entire school year after receiving reimbursement, the Board will deduct such amount from any salary payment to be paid to the teacher.

   g. Teachers who have been part of a reduction in force action would be reimbursed for the approved course work taken during their last working year at the Lucas Local Schools. This would not include work taken during the summer after the teacher has been part of a reduction in force action unless such course(s) is for

new certification or recertification and was requested prior to the Board action initiating a reduction in force.

h. Tuition reimbursement will not exceed the actual cost for any given course.

2. To qualify for tuition reimbursement the certified/licensed teacher who is required to file an IPDP must:

   a. Obtain a Tuition Reimbursement Verification Form from the LPDC.

   b. Submit an official grade slip or transcript, proof of payment for the course(s), the Tuition Reimbursement Verification Form, and a requisition to the Treasurer no later than October 1 of the school year following the school year in which the course(s) were taken.

   c. Tuition reimbursement will be paid by October 30 of the school year following the school year in which the course(s) were taken.

3. To qualify for tuition reimbursement the certified/licensed teacher who is <u>not</u> required to file an IPDP must:

   a. Request tuition reimbursement directly from the Treasurer.

   b. Submit an official grade slip or transcript, proof of payment for the course(s), the Tuition Reimbursement Verification Form, and a requisition to the Treasurer no later than October 1 of the school year following the school year in which the course(s) were taken.

   c. Tuition reimbursement will be paid by October 30 of the school year following the school year in which the course(s) were taken.

4. Courses completed by August 31st will be eligible for reimbursement in October of that same year provided all documentation for reimbursement has been submitted.

5. In certain cases, the District may offer and pay the costs of tuition/training for teachers in line with district initiatives. Any teacher who elects to receive such training must work in the district the entire school year following the training. If the teacher severs employment (except in the case of retirement or non-renewal of contract), the Board will recover the cost of that teacher's training from their compensation.

H. <u>Dependent Tuition Waiver</u>

a. When a full-time Lucas Local school employee(s) desire to have his/her child(ren) enrolled in the Lucas Schools, the child(ren) of the teacher shall apply through open enrollment. If the District is unable to accept the child(ren) through open enrollment, the Board shall accept such child(ren) on a tuition free basis as long as there is available space in the appropriate grade level. The Board shall not be responsible for providing transportation to and from school for such child(ren). The waiver for part-time teachers shall be prorated to a level equal to the percentage of time the instructor works.

b. Such children must have been admitted by the first day of school in any given school year.

I. Severance Pay

Upon retirement, a teacher with ten (10) or more years of service at the Lucas Local Schools may elect to receive pay for one-fourth of his/her accrued but unused sick leave credit, up to a maximum of sixty-two (62) days. The payment of severance pay will follow Board Policy GCPCA. Severance shall be paid by January 30 of the year following the retirement.

J. Longevity Appreciation

Effective July 1, 2020, employees who have completed the milestone years of service of continuous teaching at the Lucas Local School District indicated below shall receive the associated percentage calculated on the BA0 base salary of the milestone year. This one-time payment will only occur the exact year of the milestone. This payment shall occur during the month of September following the milestone to those employees who return to work the succeeding school year.

This payment is only available to regular full-time employees contracted to work at least 30 hours each week. Retire-Rehire employees are not eligible for this payment.

Employees who may have reached a milestone year of continuous service with the district PRIOR to the effective date of this contract are not eligible for a one-time payment of that previous milestone.

Employees who reach a milestone year and submit a notice of retirement on or before December 1 of the school year in which they plan to retire will remain eligible for payment. Payments made under this provision shall be included in the last regular pay of the employees' final contract.

MILESTONE	PERCENTAGE
5 Years' continuous Lucas service	4%
10 Years' continuous Lucas service	5%
15 Years' continuous Lucas service	6%
20 Years' continuous Lucas service	8%
25 Years' continuous Lucas service	9%
30 Years' continuous Lucas service	10%

ARTICLE 8 – TEACHER EDUCATION AND CERTIFICATION AND LICENSURE

A. The Board and the LTA agree to create, pursuant to 3319.22, a Local Professional Development Committee, hereinafter LPDC.

1. Committee Composition and Selection

a. The Committee shall be composed of five members as follows:

three teachers two administrators

b. The Association shall select the teacher members for the LPDC, provided that one member shall be a PreK-5 teacher or have teaching experience at that grade level, and that one shall be a grade 6-8 teacher or have teaching experience at that grade level, and one shall be a grade 9-12 teacher or have teaching experience at that grade level.

c. Administration members of each LPDC shall be selected by the Superintendent.

d. The Association, pursuant to its constitution, shall determine the method(s) of recalling or replacing LPDC teacher members.

e. The Superintendent shall determine the recall and replacement of non-teacher LPDC members.

f. The term for the LPDC shall be for a period of two (2) years.

g. The Committee chairperson shall be determined by majority vote of the Committee members.

2. Meetings

The LPDC shall meet as often as the members deem necessary to complete their work.

3. Decision Making

Decisions shall be made by majority vote of the Committee members present and voting so long as a quorum is present. A quorum shall consist of four (4) Committee members. However, when an administrator's materials are being considered, the majority of the LPDC shall be administrators. If the materials of an administrator who is a member of the LPDC are being considered, another district administrator will serve on the committee in order to permit the committee to have two (2) administrators and one (1) teacher to review the materials.

4. Training

Members of the LPDC shall be afforded the opportunity to attend training on the purposes, responsibilities, functioning and legal requirements of LPDC's. Registration fees for Board approved training shall be at no cost to the Committee member.

If the available training for Committee members is during work hours, the Committee members, with the approval of the Superintendent, shall be given paid release time to attend.

LPDC training for Committee members shall constitute appropriate "equivalent activities" for purposes of the Committee members' own individual development plans if they so decide by unanimous vote.

Bargaining unit members of the LPDC will receive compensation at the rate specified on the supplemental salary schedule for extra time outside of the contracted workday. Payment will be included in the next payroll processing when attendance/time sheets have been submitted to the Treasurer.

5. Appeals Process

a. <u>Reconsideration</u>

i. If an educator disagrees with a LPDC decision, the educator will be given the opportunity to meet with the LPDC in person to discuss the IPDP and to discuss his/her case. This discussion will also serve to help the educator gain an understanding of the perspective of the LPDC.

ii. The educator must provide written notice of the intent to appeal to the LPDC at least one week prior to a LPDC meeting. This notice shall be sent to the LPDC chairperson.

iii. The educator will attend the next regularly scheduled LPDC meeting and discuss the LPDC decision.

iv. The LPDC will vote on reconsideration and notify the educator in writing of the LPDC decision within five working days.

b. Third Party Review

i. If, after the reconsideration process has taken place, the LPDC and the educator are still unable to come to agreement, the educator must provide a written request to the LPDC for a third party review panel. The educator must provide written notice of the request for a third party review to the LPDC at least one week prior to the LPDC meeting. This notice shall be sent to the LPDC chairperson.

ii. The panel members will be identified at the next LPDC meeting and the panel will review the LPDC decision within thirty days. The panel will consist of:

a. One licensed educator selected by the LPDC;
b. One licensed educator selected by the educator;
c. One licensed educator agreed upon by the above two.

These three individuals then function as a panel to review the LPDC decision and either uphold it or overturn it.

iii. The educator will be notified in writing of the third party review panel decision within five working days.

ARTICLE 9 - CONTRARY TO LAW

A. The Board and the LTA agree that all items in this Contract which supersede applicable state law and which may permissibly do so under Ohio Revised Code Section 4117.10(A) shall not be affected by this article. Should any clause of this Contract be held to be in violation of the law by a court of competent jurisdiction, then that clause of the Contract shall be rendered null and void, but the remainder of the Contract shall remain in full force and effect.

B. In the event any clause(s) of this Contract is found to be in violation of law, said clause(s) only shall be reopened for negotiations within ten (10) days by demand of either party. Such renegotiations shall otherwise conform to the negotiations procedure of this Agreement.

ARTICLE 10 – HIRING OF RETIRED TEACHERS

A. Employment

The Board retains the right to employ retired teachers. If the Board wishes to rehire an employee of the school district to the same position from which the employee is retiring, O.R.C. 3307.53 and 3307.353 must be followed.

B. Salary Placement

Effective July 1, 2020, newly-hired retirees will be placed at Step 10 of the salary schedule. Existing retire-rehires (employed during the 2019-2020 school year) shall advance on the schedule for the 2020-2021 school year. No increase in salary will occur after the 2020-2021 school year until such time as the BA10 salary surpasses their 2020-2021 school year salary.

C. Insurance

If required by the State Teachers Retirement System and insurance must be provided by the District, the contribution and rates will follow Article 7, Section E(1).

D. Contracts

Retirees shall be granted a one-year limited contract only. Renewal is at the discretion of the Board of Education.

E. Sick Leave

Retirees will be granted fifteen (15) days of sick leave per year. Sick leave will accumulate from one year to another.

F. Personal Leave

Retirees will be granted two (2) days of unrestricted and one (1) day of restricted personal leave per year. Personal leave will not accumulate from one year to another. Restrictions on personal leave will follow Article 6, Section C, and paragraph 11.

G. Severance Pay

Retirees shall not be eligible for severance pay when they leave the employment of the Board.

H. Seniority

Retirees will not accrue seniority.

I. Bargaining Unit

Subject to these provisions, re-employed teachers who have retired are part of the bargaining unit.

ARTICLE 11 - MASTER TEACHER COMMITTEE

A. The Board and the LTA agree to recognize, pursuant to R.C. 3319.61 (F)(5), a Master Teacher Committee, hereinafter MTC.

1. Committee Composition, Selection and Tenure

   a. The committee shall be composed of 5-7 members, a maximum of 2 administrators, appointed by the Superintendent, and a maximum of 5 teachers.

   b. The teacher members shall be at least one PreK-5 teacher, at least one shall be a grade 6-8 teacher, and at least one shall be a 9-12 teacher, or having teaching experience in the selected grade levels.

c. The Committee chairperson shall be a teacher selected by majority vote of the MTC.

d. MTC members must meet the qualifications to apply for Master Teacher status.

e. LTA members and past members of the committee shall have priority of serving on the committee each year.

f. Term of service shall be one academic year.

2. Meetings

a. The committee shall meet as often as members deem necessary to complete their work.

b. The entire committee shall meet initially to set procedures and guidelines for submission of Master Teacher Applications. Thereafter the committee shall meet minimum twice a year to review procedures and guidelines (September and May).

c. The reading of Applications shall be conducted by two teacher members of the committee.

3. MTC compensation rate will be at the rate specified on the supplemental salary schedule for extra time outside of the contracted workday. Payment will be included in the next payroll processing when attendance/time sheets have been submitted to the Treasurer.

ARTICLE 12 - DURATION

This Agreement shall become effective on July 1, 2026 and shall remain in effect through June 30, 2029. This Agreement may be amended by negotiations conducted in accordance with the procedures contained in this document.

ARTICLE 13 - SCOPE OF AGREEMENT

A. This Agreement constitutes the complete negotiated understanding and terms and conditions of employment agreed to between the Board and the LTA and may be amended only by subsequent written agreement in accordance with the terms of the agreement. Any aspect of the employment of teachers by the Board not specifically governed by the terms of this Agreement shall be deemed to be retained by the Board as part of their authority to direct, manage and control the affairs of the school district.

B. IN WITNESS WHEREOF the Board has consented to this Agreement as indicated by the signature of its President and Superintendent, and the LTA has consented to the terms of this Agreement by a majority vote of its membership as evidenced by the signature of its President and Vice-President on this 21st day of April, 2026.

BOARD OF EDUCATION
LUCAS LOCAL SCHOOL DISTRICT

BY _____
President

BY _____
Superintendent

LUCAS TEACHERS ASSOCIATION

BY _____
President

BY _____
Vice-President

GRIEVANCE REPORT FORM
(To be Filed in Triplicate)

Grievance # _____ Date Filed _____

Name of Aggrieved or LTA _____

Building _____ Assignment _____

STEP ONE
(Submitted to Immediate Supervisor)

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance

2. Relief Sought

_____ _____
Signature of Aggrieved Date

C. Disposition by Supervisor

_____ _____
Signature of Supervisor Date

STEP TWO
(Submitted to Superintendent)

A. Position of Aggrieved or LTA

_____ _____
Signature of Aggrieved Date

B. Disposition by Superintendent or Designee

_____ _____
Signature of Superintendent or Designee Date

STEP THREE
(Submitted to Board)

A. Position of Aggrieved or LTA

_____ _____
Signature of Aggrieved Date

B. Disposition of Board

_____ _____
Signature of Board President Date

Appendix B

LUCAS LOCAL SCHOOLS

ASSAULT LEAVE FORM

Name _____ Date _____

School _____

Assault leave has been taken in accordance with Article _____ of the Agreement between the Lucas Local Board of Education and the Lucas Teachers Association.

_____ day(s) of assault leave was/were taken beginning on _____
(day)

_____, 20 _____, and ending on _____
(month) (day)

_____, 20 _____.
(month)

Medical attention _____ required.
(was/was not)

Written statement embracing all facts was submitted to the principal on _____
_____.

If medical attention was obtained, or if your leave was for more than five (5) days, the following information must be stated:

Name of Physician _____
Office Address _____
_____

_____
(Teacher's signature)

_____
(Principal's signature)

_____
(Superintendent's signature)

LUCAS LOCAL SCHOOLS
SALARY SCHEDULE AND INDEX
2026-2027

2026-2027	Salary BA0:	40,256	5.00%							
	BA		5 +150		MA		MA +15		MA +30	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
Step 0	1.000	$40,256	1.038	$41,786	1.095	$44,080	1.114	$44,845	1.152	$46,375
1	1.038	$41,786	1.081	$43,517	1.143	$46,013	1.162	$46,777	1.200	$48,307
2	1.076	$43,315	1.124	$45,248	1.191	$47,945	1.210	$48,710	1.248	$50,239
3	1.114	$44,845	1.167	$46,979	1.239	$49,877	1.258	$50,642	1.296	$52,172
4	1.152	$46,375	1.210	$48,710	1.287	$51,809	1.306	$52,574	1.344	$54,104
5	1.190	$47,905	1.253	$50,441	1.335	$53,742	1.354	$54,507	1.392	$56,036
6	1.228	$49,434	1.296	$52,172	1.383	$55,674	1.402	$56,439	1.440	$57,969
7	1.266	$50,964	1.339	$53,903	1.431	$57,606	1.450	$58,371	1.488	$59,901
8	1.304	$52,494	1.382	$55,634	1.479	$59,539	1.498	$60,303	1.536	$61,833
9	1.342	$54,024	1.425	$57,365	1.527	$61,471	1.546	$62,236	1.584	$63,766
10	1.380	$55,553	1.468	$59,096	1.575	$63,403	1.594	$64,168	1.632	$65,698
11	1.418	$57,083	1.511	$60,827	1.623	$65,335	1.642	$66,100	1.680	$67,630
12	1.456	$58,613	1.554	$62,558	1.671	$67,268	1.690	$68,033	1.728	$69,562
13	1.494	$60,142	1.597	$64,289	1.719	$69,200	1.738	$69,965	1.776	$71,495
14	1.532	$61,672	1.640	$66,020	1.767	$71,132	1.786	$71,897	1.824	$73,427
15	1.570	$63,202	1.683	$67,751	1.815	$73,065	1.834	$73,830	1.872	$75,359
16	1.608	$64,732	1.726	$69,482	1.863	$74,997	1.882	$75,762	1.920	$77,292
18	1.646	$66,261	1.769	$71,213	1.911	$76,929	1.930	$77,694	1.968	$79,224
20	1.684	$67,791	1.812	$72,944	1.959	$78,862	1.978	$79,626	2.016	$81,156
23	1.722	$69,321	1.855	$74,675	2.007	$80,794	2.026	$81,559	2.064	$83,088
27	1.760	$70,851	1.898	$76,406	2.055	$82,726	2.074	$83,491	2.112	$85,021

LUCAS LOCAL SCHOOLS
SALARY SCHEDULE AND INDEX
2027-2028

2027-2028	Salary BA0:	42,067	4.50 %							
	BA		5 +150		MA		MA +15		MA +30	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
Step 0	1.000	$42,067	1.038	$43,666	1.095	$46,063	1.114	$46,863	1.152	$48,461
1	1.038	$43,666	1.081	$45,474	1.143	$48,083	1.162	$48,882	1.200	$50,480
2	1.076	$45,264	1.124	$47,283	1.191	$50,102	1.210	$50,901	1.248	$52,500
3	1.114	$46,863	1.167	$49,092	1.239	$52,121	1.258	$52,920	1.296	$54,519
4	1.152	$48,461	1.210	$50,901	1.287	$54,140	1.306	$54,940	1.344	$56,538
5	1.190	$50,060	1.253	$52,710	1.335	$56,159	1.354	$56,959	1.392	$58,557
6	1.228	$51,658	1.296	$54,519	1.383	$58,179	1.402	$58,978	1.440	$60,576
7	1.266	$53,257	1.339	$56,328	1.431	$60,198	1.450	$60,997	1.488	$62,596
8	1.304	$54,855	1.382	$58,137	1.479	$62,217	1.498	$63,016	1.536	$64,615
9	1.342	$56,454	1.425	$59,945	1.527	$64,236	1.546	$65,036	1.584	$66,634
10	1.380	$58,052	1.468	$61,754	1.575	$66,256	1.594	$67,055	1.632	$68,653
11	1.418	$59,651	1.511	$63,563	1.623	$68,275	1.642	$69,074	1.680	$70,673
12	1.456	$61,250	1.554	$65,372	1.671	$70,294	1.690	$71,093	1.728	$72,692
13	1.494	$62,848	1.597	$67,181	1.719	$72,313	1.738	$73,112	1.776	$74,711
14	1.532	$64,447	1.640	$68,990	1.767	$74,332	1.786	$75,132	1.824	$76,730
15	1.570	$66,045	1.683	$70,799	1.815	$76,352	1.834	$77,151	1.872	$78,749
16	1.608	$67,644	1.726	$72,608	1.863	$78,371	1.882	$79,170	1.920	$80,769
18	1.646	$69,242	1.769	$74,417	1.911	$80,390	1.930	$81,189	1.968	$82,788
20	1.684	$70,841	1.812	$76,225	1.959	$82,409	1.978	$83,209	2.016	$84,807
23	1.722	$72,439	1.855	$78,034	2.007	$84,428	2.026	$85,228	2.064	$86,826
27	1.760	$74,038	1.898	$79,843	2.055	$86,448	2.074	$87,247	2.112	$88,846

LUCAS LOCAL SCHOOLS
SALARY SCHEDULE AND INDEX
2028-2029

2028-2029	Salary BA0:	43,329	3.00%							
	BA		5 +150		MA		MA +15		MA +30	
	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount
Step 0	1.000	$43,329	1.038	$44,976	1.095	$47,445	1.114	$48,269	1.152	$49,915
1	1.038	$44,976	1.081	$46,839	1.143	$49,525	1.162	$50,348	1.200	$51,995
2	1.076	$46,622	1.124	$48,702	1.191	$51,605	1.210	$52,428	1.248	$54,075
3	1.114	$48,269	1.167	$50,565	1.239	$53,685	1.258	$54,508	1.296	$56,154
4	1.152	$49,915	1.210	$52,428	1.287	$55,764	1.306	$56,588	1.344	$58,234
5	1.190	$51,562	1.253	$54,291	1.335	$57,844	1.354	$58,667	1.392	$60,314
6	1.228	$53,208	1.296	$56,154	1.383	$59,924	1.402	$60,747	1.440	$62,394
7	1.266	$54,855	1.339	$58,018	1.431	$62,004	1.450	$62,827	1.488	$64,474
8	1.304	$56,501	1.382	$59,881	1.479	$64,084	1.498	$64,907	1.536	$66,553
9	1.342	$58,148	1.425	$61,744	1.527	$66,163	1.546	$66,987	1.584	$68,633
10	1.380	$59,794	1.468	$63,607	1.575	$68,243	1.594	$69,066	1.632	$70,713
11	1.418	$61,441	1.511	$65,470	1.623	$70,323	1.642	$71,146	1.680	$72,793
12	1.456	$63,087	1.554	$67,333	1.671	$72,403	1.690	$73,226	1.728	$74,873
13	1.494	$64,734	1.597	$69,196	1.719	$74,483	1.738	$75,306	1.776	$76,952
14	1.532	$66,380	1.640	$71,060	1.767	$76,562	1.786	$77,386	1.824	$79,032
15	1.570	$68,027	1.683	$72,923	1.815	$78,642	1.834	$79,465	1.872	$81,112
16	1.608	$69,673	1.726	$74,786	1.863	$80,722	1.882	$81,545	1.920	$83,192
18	1.646	$71,320	1.769	$76,649	1.911	$82,802	1.930	$83,625	1.968	$85,271
20	1.684	$72,966	1.812	$78,512	1.959	$84,882	1.978	$85,705	2.016	$87,351
23	1.722	$74,613	1.855	$80,375	2.007	$86,961	2.026	$87,785	2.064	$89,431
27	1.760	$76,259	1.898	$82,238	2.055	$89,041	2.074	$89,864	2.112	$91,511

LUCAS LOCAL SCHOOLS
SUPPLEMENTAL SALARY SCHEDULE AND INDEX
2026-2027

		Salary BA0:	40,256			
	0-2		3-7		8 & Over	
Position	**Index**	**Amount**	**Index**	**Amount**	**Index**	**Amount**
Head Football	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Basketball (Boys)	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Basketball (Girls)	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Volleyball	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Track (Boys/Girls)	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Baseball	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Softball	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Cross-Country	0.14	$5,636	0.15	$6,038	0.16	$6,441
Head Wrestling	0.14	$5,636	0.15	$6,038	0.16	$6,441
Athletic Trainer	0.12	$4,831	0.13	$5,233	0.14	$5,636
Asst. Varsity Football (2)	0.09	$3,623	0.10	$4,026	0.11	$4,428
Asst. Varsity Basketball (Boys)	0.09	$3,623	0.10	$4,026	0.11	$4,428
Asst. Varsity Basketball (Girls)	0.09	$3,623	0.10	$4,026	0.11	$4,428
Asst. Varsity Volleyball	0.09	$3,623	0.10	$4,026	0.11	$4,428
Asst. Varsity Wrestling	0.09	$3,623	0.10	$4,026	0.11	$4,428
Asst. Varsity Track (3)	0.048	$1,932	0.058	$2,335	0.068	$2,737
Asst. Varsity Baseball	0.048	$1,932	0.058	$2,335	0.068	$2,737
Asst. Varsity Softball**	0.048	$1,932	0.058	$2,335	0.068	$2,737
Freshman***	0.07	$2,818	0.08	$3,220	0.09	$3,623
***If student interest and participation levels warrant hiring, as determined by Superintendent						
Head M.S. Football	0.07	$2,818	0.08	$3,220	0.09	$3,623
Asst. M.S. Football	0.03	$1,208	0.04	$1,610	0.05	$2,013
Seventh Grade Basketball (Boys)	0.07	$2,818	0.08	$3,220	0.09	$3,623
Eighth Grade Basketball (Boys)	0.07	$2,818	0.08	$3,220	0.09	$3,623
* If combined into one team	0.09	$3,623	0.10	$4,026	0.11	$4,428
Seventh Grade Basketball (Girls)	0.07	$2,818	0.08	$3,220	0.09	$3,623
Eighth Grade Basketball (Girls)	0.07	$2,818	0.08	$3,220	0.09	$3,623
* If combined into one team	0.09	$3,623	0.10	$4,026	0.11	$4,428
Seventh Grade Volleyball (Girls)	0.055	$2,214	0.06	$2,415	0.065	$2,617
Eighth Grade Volleyball (Girls)	0.055	$2,214	0.06	$2,415	0.065	$2,617
* If combined into one team	0.07	$2,818	0.08	$3,220	0.09	$3,623
Head M.S. Wrestling	0.07	$2,818	0.08	$3,220	0.09	$3,623
Asst. M.S. Wrestling	0.037	$1,489	0.042	$1,691	0.047	$1,892

		Salary BA0:	40,256			
	0-2		3-7		8 & Over	
Position	**Index**	**Amount**	**Index**	**Amount**	**Index**	**Amount**
Head M.S. Track (Boys/Girls)	0.048	$1,932	0.058	$2,335	0.068	$2,737
Asst. M.S. Track (Boys/Girls) (2)	0.037	$1,489	0.042	$1,691	0.047	$1,892
Marching Band Director	0.10	$4,026	0.11	$4,428	0.12	$4,831
Instrumental Activities	0.027	$1,087	0.037	$1,489	0.047	$1,892
Vocal Activities	0.023	$926	0.033	$1,328	0.043	$1,731
Flag Corp Advisor	0.012	$483	0.022	$886	0.032	$1,288
Var./Res. Cheerleading Advisor	0.06	$2,415	0.07	$2,818	0.08	$3,220
M.S. Cheerleading Advisor	0.04	$1,610	0.05	$2,013	0.06	$2,415
Newspaper Advisor (HS) (only if not offered as a class)	0.065	$2,617	0.075	$3,019	0.085	$3,422
High School Student Council Advisor	0.023	$926	0.033	$1,328	0.043	$1,731
Senior Class Advisors ***	0.025	$1,006	0.035	$1,409	0.045	$1,812
Junior Class Advisors ***	0.04	$1,610	0.05	$2,013	0.06	$2,415
Sophomore Class Advisors ***	0.02	$805	0.03	$1,208	0.04	$1,610
Freshman Class Advisors ***	0.02	$805	0.03	$1,208	0.04	$1,610
Spanish Club Advisor	0.02	$805	0.03	$1,208	0.04	$1,610
French Club Advisor	0.02	$805	0.03	$1,208	0.04	$1,610
Yearbook Advisor	0.075	$3,019	0.085	$3,422	0.095	$3,824
Cheerleader Chaperone	0.02	$805	0.03	$1,208	0.04	$1,610
Lucas Academic Honor Society	0.02	$805	0.03	$1,208	0.04	$1,610
Middle School Student Council Advisor	0.015	$604	0.025	$1,006	0.035	$1,409
Elementary Student Council Advisor	0.015	$604	0.025	$1,006	0.035	$1,409
Outdoor School ***	0.01	$403	0.02	$805	0.03	$1,208
Drama Advisor	0.03	$1,208	0.04	$1,610	0.05	$2,013
M.S./H.S. Science Fair	0.03	$1,208	0.04	$1,610	0.05	$2,013
Pep Club Advisor	0.015	$604	0.025	$1,006	0.035	$1,409
H.S. Academic Challenge Advisor	0.025	$1,006	0.035	$1,409	0.045	$1,812
Elem./M.S. Academic Challenge Advisor	0.015	$604	0.025	$1,006	0.035	$1,409
Lead Mentor	0.04	$1,610	0.05	$2,013	0.06	$2,415
Mentor	0.04	$1,610	0.05	$2,013	0.06	$2,415
All extra time worked outside of the contracted teacher workday.	0.001	$40.26				

LUCAS LOCAL SCHOOLS
SUPPLEMENTAL SALARY SCHEDULE AND INDEX
2027 – 2028

		Salary BA0:	42,067			
	0-2		3-7		8 & Over	
Position	**Index**	**Amount**	**Index**	**Amount**	**Index**	**Amount**
Head Football	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Basketball (Boys)	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Basketball (Girls)	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Volleyball	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Track (Boys/Girls)	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Baseball	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Softball	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Cross-Country	0.14	$5,889	0.15	$6,310	0.16	$6,731
Head Wrestling	0.14	$5,889	0.15	$6,310	0.16	$6,731
Athletic Trainer	0.12	$5,048	0.13	$5,469	0.14	$5,889
Asst. Varsity Football (2)	0.09	$3,786	0.10	$4,207	0.11	$4,627
Asst. Varsity Basketball (Boys)	0.09	$3,786	0.10	$4,207	0.11	$4,627
Asst. Varsity Basketball (Girls)	0.09	$3,786	0.10	$4,207	0.11	$4,627
Asst. Varsity Volleyball	0.09	$3,786	0.10	$4,207	0.11	$4,627
Asst. Varsity Wrestling	0.09	$3,786	0.10	$4,207	0.11	$4,627
Asst. Varsity Track (3)	0.048	$2,019	0.058	$2,440	0.068	$2,861
Asst. Varsity Baseball	0.048	$2,019	0.058	$2,440	0.068	$2,861
Asst. Varsity Softball**	0.048	$2,019	0.058	$2,440	0.068	$2,861
Freshman***	0.07	$2,945	0.08	$3,365	0.09	$3,786
***If student interest and participation levels warrant hiring, as determined by Superintendent						
Head M.S. Football	0.07	$2,945	0.08	$3,365	0.09	$3,786
Asst. M.S. Football	0.03	$1,262	0.04	$1,683	0.05	$2,103
Seventh Grade Basketball (Boys)	0.07	$2,945	0.08	$3,365	0.09	$3,786
Eighth Grade Basketball (Boys)	0.07	$2,945	0.08	$3,365	0.09	$3,786
* If combined into one team	0.09	$3,786	0.10	$4,207	0.11	$4,627
Seventh Grade Basketball (Girls)	0.07	$2,945	0.08	$3,365	0.09	$3,786
Eighth Grade Basketball (Girls)	0.07	$2,945	0.08	$3,365	0.09	$3,786
* If combined into one team	0.09	$3,786	0.10	$4,207	0.11	$4,627
Seventh Grade Volleyball (Girls)	0.055	$2,314	0.06	$2,524	0.065	$2,734
Eighth Grade Volleyball (Girls)	0.055	$2,314	0.06	$2,524	0.065	$2,734
* If combined into one team	0.07	$2,945	0.08	$3,365	0.09	$3,786
Head M.S. Wrestling	0.07	$2,945	0.08	$3,365	0.09	$3,786
Asst. M.S. Wrestling	0.037	$1,556	0.042	$1,767	0.047	$1,977

		Salary BA0:	42,067			
	0-2		3-7		8 & Over	
Position	**Index**	**Amount**	**Index**	**Amount**	**Index**	**Amount**
Head M.S. Track (Boys/Girls)	0.048	$2,019	0.058	$2,440	0.068	$2,861
Asst. M.S. Track (Boys/Girls)(2)	0.037	$1,556	0.042	$1,767	0.047	$1,977
Marching Band Director	0.10	$4,207	0.11	$4,627	0.12	$5,048
Instrumental Activities	0.027	$1,136	0.037	$1,556	0.047	$1,977
Vocal Activities	0.023	$968	0.033	$1,388	0.043	$1,809
Flag Corp Advisor	0.012	$505	0.022	$925	0.032	$1,346
Var./Res. Cheerleading Advisor	0.06	$2,524	0.07	$2,945	0.08	$3,365
M.S. Cheerleading Advisor	0.04	$1,683	0.05	$2,103	0.06	$2,524
Newspaper Advisor (HS) (only if not offered as a class)	0.065	$2,734	0.075	$3,155	0.085	$3,576
High School Student Council Advisor	0.023	$968	0.033	$1,388	0.043	$1,809
Senior Class Advisors	0.025	$1,052	0.035	$1,472	0.045	$1,893
Junior Class Advisors	0.04	$1,683	0.05	$2,103	0.06	$2,524
Sophomore Class Advisors ***	0.02	$841	0.03	$1,262	0.04	$1,683
Freshman Class Advisors ***	0.02	$841	0.03	$1,262	0.04	$1,683
Spanish Club Advisor	0.02	$841	0.03	$1,262	0.04	$1,683
French Club Advisor	0.02	$841	0.03	$1,262	0.04	$1,683
Yearbook Advisor	0.075	$3,155	0.085	$3,576	0.095	$3,996
Cheerleader Chaperone	0.02	$841	0.03	$1,262	0.04	$1,683
Lucas Academic Honor Society	0.02	$841	0.03	$1,262	0.04	$1,683
Middle School Student Council Advisor	0.015	$631	0.025	$1,052	0.035	$1,472
Elementary Student Council Advisor	0.015	$631	0.025	$1,052	0.035	$1,472
Outdoor School ***	0.01	$421	0.02	$841	0.03	$1,262
Drama Advisor	0.03	$1,262	0.04	$1,683	0.05	$2,103
M.S./H.S. Science Fair	0.03	$1,262	0.04	$1,683	0.05	$2,103
Pep Club Advisor	0.015	$631	0.025	$1,052	0.035	$1,472
H.S. Academic Challenge Advisor	0.025	$1,052	0.035	$1,472	0.045	$1,893
Elem./M.S. Academic Challenge Advisor	0.015	$631	0.025	$1,052	0.035	$1,472
Lead Mentor	0.04	$1,683	0.05	$2,103	0.06	$2,524
Mentor	0.04	$1,683	0.05	$2,103	0.06	$2,524
All extra time worked outside of the contracted teacher workday.	0.001	$42.07				

LUCAS LOCAL SCHOOLS
SUPPLEMENTAL SALARY SCHEDULE AND INDEX
2028 – 2029

		Salary BA0:	43,329			
	0-2		3-7		8 & Over	
Position	**Index**	**Amount**	**Index**	**Amount**	**Index**	**Amount**
Head Football	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Basketball (Boys)	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Basketball (Girls)	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Volleyball	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Track (Boys/Girls)	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Baseball	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Softball	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Cross-Country	0.14	$6,066	0.15	$6,499	0.16	$6,933
Head Wrestling	0.14	$6,066	0.15	$6,499	0.16	$6,933
Athletic Trainer	0.12	$5,199	0.13	$5,633	0.14	$6,066
Asst. Varsity Football (2)	0.09	$3,900	0.10	$4,333	0.11	$4,766
Asst. Varsity Basketball (Boys)	0.09	$3,900	0.10	$4,333	0.11	$4,766
Asst. Varsity Basketball (Girls)	0.09	$3,900	0.10	$4,333	0.11	$4,766
Asst. Varsity Volleyball	0.09	$3,900	0.10	$4,333	0.11	$4,766
Asst. Varsity Wrestling	0.09	$3,900	0.10	$4,333	0.11	$4,766
Asst. Varsity Track (3)	0.048	$2,080	0.058	$2,513	0.068	$2,946
Asst. Varsity Baseball	0.048	$2,080	0.058	$2,513	0.068	$2,946
Asst. Varsity Softball**	0.048	$2,080	0.058	$2,513	0.068	$2,946
Freshman***	0.07	$3,033	0.08	$3,466	0.09	$3,900
***If student interest and participation levels warrant hiring, as determined by Superintendent						
Head M.S. Football	0.07	$3,033	0.08	$3,466	0.09	$3,900
Asst. M.S. Football	0.03	$1,300	0.04	$1,733	0.05	$2,166
Seventh Grade Basketball (Boys)	0.07	$3,033	0.08	$3,466	0.09	$3,900
Eighth Grade Basketball (Boys)	0.07	$3,033	0.08	$3,466	0.09	$3,900
* If combined into one team	0.09	$3,900	0.10	$4,333	0.11	$4,766
Seventh Grade Basketball (Girls)	0.07	$3,033	0.08	$3,466	0.09	$3,900
Eighth Grade Basketball (Girls)	0.07	$3,033	0.08	$3,466	0.09	$3,900
* If combined into one team	0.09	$3,900	0.10	$4,333	0.11	$4,766
Seventh Grade Volleyball (Girls)	0.055	$2,383	0.06	$2,600	0.065	$2,816
Eighth Grade Volleyball (Girls)	0.055	$2,383	0.06	$2,600	0.065	$2,816
* If combined into one team	0.07	$3,033	0.08	$3,466	0.09	$3,900
Head M.S. Wrestling	0.07	$3,033	0.08	$3,466	0.09	$3,900
Asst. M.S. Wrestling	0.037	$1,603	0.042	$1,820	0.047	$2,036

		Salary BA0:	43,329			
	0-2		3-7		8 & Over	
Position	**Index**	**Amount**	**Index**	**Amount**	**Index**	**Amount**
Head M.S. Track (Boys/Girls)	0.048	$2,080	0.058	$2,513	0.068	$2,946
Asst. M.S. Track (Boys/Girls) (2)	0.037	$1,603	0.042	$1,820	0.047	$2,036
Marching Band Director	0.10	$4,333	0.11	$4,766	0.12	$5,199
Instrumental Activities	0.027	$1,170	0.037	$1,603	0.047	$2,036
Vocal Activities	0.023	$997	0.033	$1,430	0.043	$1,863
Flag Corp Advisor	0.012	$520	0.022	$953	0.032	$1,387
Var./Res. Cheerleading Advisor	0.06	$2,600	0.07	$3,033	0.08	$3,466
M.S. Cheerleading Advisor	0.04	$1,733	0.05	$2,166	0.06	$2,600
Newspaper Advisor (HS) (only if not offered as a class)	0.065	$2,816	0.075	$3,250	0.085	$3,683
High School Student Council Advisor	0.023	$997	0.033	$1,430	0.043	$1,863
Senior Class Advisors	0.025	$1,083	0.035	$1,517	0.045	$1,950
Junior Class Advisors	0.04	$1,733	0.05	$2,166	0.06	$2,600
Sophomore Class Advisors ***	0.02	$867	0.03	$1,300	0.04	$1,733
Freshman Class Advisors ***	0.02	$867	0.03	$1,300	0.04	$1,733
Spanish Club Advisor	0.02	$867	0.03	$1,300	0.04	$1,733
French Club Advisor	0.02	$867	0.03	$1,300	0.04	$1,733
Yearbook Advisor	0.075	$3,250	0.085	$3,683	0.095	$4,116
Cheerleader Chaperone	0.02	$867	0.03	$1,300	0.04	$1,733
Lucas Academic Honor Society	0.02	$867	0.03	$1,300	0.04	$1,733
Middle School Student Council Advisor	0.015	$650	0.025	$1,083	0.035	$1,517
Elementary Student Council Advisor	0.015	$650	0.025	$1,083	0.035	$1,517
Outdoor School ***	0.01	$433	0.02	$867	0.03	$1,300
Drama Advisor	0.03	$1,300	0.04	$1,733	0.05	$2,166
M.S./H.S. Science Fair	0.03	$1,300	0.04	$1,733	0.05	$2,166
Pep Club Advisor	0.015	$650	0.025	$1,083	0.035	$1,517
H.S. Academic Challenge Advisor	0.025	$1,083	0.035	$1,517	0.045	$1,950
Elem./M.S. Academic Challenge Advisor	0.015	$650	0.025	$1,083	0.035	$1,517
Lead Mentor	0.04	$1,733	0.05	$2,166	0.06	$2,600
Mentor	0.04	$1,733	0.05	$2,166	0.06	$2,600
All extra time worked outside of the contracted teacher workday.	0.001	$43.33				