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NEGOTIATED AGREEMENT

between the

FORT FRYE TEACHERS' ASSOCIATION

FORT FRYE LOCAL SCHOOL DISTRICT BOARD OF EDUCATION

July 1, 2026 through June 30, 2029

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ARTICLE I -- RECOGNITION

1.01 The Fort Frye Local School District Board of Education, hereinafter referred to as the "Board" or "District," recognizes the Fort Frye Teachers' Association (OEA/NEA), hereinafter referred to as the "Association," as the sole and exclusive bargaining representative for all professional, non-supervisory personnel as deemed certified by the State Employment Relations Board both full and regular part-time under contract on a daily basis, employed by the District performing by way of illustration only and not limited to the duties of classroom teachers (K-12), special, vocational, guidance counselors, librarians, school nurse(s), department heads, athletic directors and head teachers. The Association recognizes that the Superintendent, principals, other administrative personnel as defined in Chapter 4117 of the Ohio Revised Code, district psychologist, substitutes, tutors and non-certified employees are excluded from the bargaining unit.

ARTICLE II -- NEGOTIATIONS PROCEDURE

2.01 Procedure

Either the Association or the Board may initiate negotiations by a Notice to Negotiate forwarded to the other party no earlier than March 1 of the year of the expiration of the agreement. Within fifteen (15) working days of transmittal of said notice, the parties shall hold their first negotiation session. The first negotiation session shall be for the purpose of exchanging proposals and determining any ground rules deemed necessary. At any negotiation session, either party may be represented by no more than five (5) representatives, including consultants. Neither party shall have control over the selection of the bargaining representative of the other party.

2.02 Scope of Bargaining

The Board and the Association agree that the mandatory subjects of bargaining include wages, hours and terms and other conditions of employment, and the continuation, modification or deletion of an existing provision of the Negotiated Agreement between the parties.

2.03 Dispute Settlement Procedure

A. Thirty (30) calendar days prior to the expiration of the agreement, either party may call for the services of the Federal Mediation and Conciliation Service (FMCS) to assist in negotiations. If a party calls for FMCS involvement, the other party shall join

in a joint request.

B. This dispute resolution procedure is mutually agreed to by the parties under Ohio Revised Code §4117.14 (C) (1) (f) and is intended to supersede the dispute procedures contained in Ohio Revised Code §4117.14.

C. The mediation period shall end thirty (30) calendar days from the day the initial mediation session is held. The mediation period may be extended beyond the thirty (30) days by mutual agreement of the parties.

D. Both parties agree that this procedure is the final step in negotiations.

2.04 Agreement

When final agreement is reached through negotiations, the outcome shall be reduced to writing, and within ten (10) calendar days, it shall be submitted to the Association for ratification. Following ratification by the Association, the agreement shall, within ten (10) calendar days, be submitted to the Board for ratification. Upon official ratification by the Board, the Agreement shall be signed by both parties.

2.05 No Strike/No Lockout

During the term of this agreement, the Association will not engage in a strike as set forth in Chapter 4117 of the Ohio Revised Code, nor will the Board lock out the Association during the term of this agreement.

ARTICLE III -- GRIEVANCE PROCEDURE

3.01 A grievance is an alleged violation, misinterpretation or misapplication of the written agreement entered into between the Board and the Association setting forth the understanding of the parties upon those matters negotiated and agreed upon.

3.02 A grievant shall mean an employee, or a group of employees of the Association within the bargaining unit, alleging that some violation, misinterpretation or misapplication of the aforementioned agreement has occurred. A grievance alleged to be a "group" grievance shall have arisen out of the same or similar circumstances affecting each member of said group.

3.03 The grievant shall receive fair and prompt treatment without fear of reprisal. All

proceedings shall be handled in a confidential manner in accordance with these provisions.

3.04 A day shall mean a calendar working day. (If a grievance begins in, or extends into the months of June, July or August a mutually agreed upon timeline may be utilized.) The number of days indicated at each level shall be considered as maximum and shall not be exceeded. Lack of adherence to time limits by the grievant shall result in a waiver of the right to proceed unless mutual agreement of the concerned parties is available.

3.05 Election of remedies: A grievant shall not be denied his/her legal rights under the law; provided, however, upon the filing of a complaint by the grievant or on the grievant's behalf in any court of competent jurisdiction demanding relief upon a matter which is the subject of a pending grievance, such filing shall be deemed a waiver of the rights granted herein, and the grievance shall be dismissed.

3.06 Copies of the documents pertaining to a grievance which has been filed shall be placed in a file of the Treasurer of the Board and the President of the Association. The Treasurer shall make these available only to the members of the Board, the Superintendent, and by court order. The grievant may request that all proceedings be destroyed after three (3) years.

3.07 No grievant may be represented by any teacher organization other than the Association in any grievance procedure initiated pursuant to this procedure.

3.08 No grievant shall be denied the right to Association legal advice and/or counsel in any of the levels listed below, but representation at Level One shall be limited to representation by a full-time employee of the District.

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

3.10 Copies of all written decisions of grievances shall be sent to all parties involved: the Association President, the aggrieved, the Treasurer, the President of the Board and the administration's and grievant's representative.

3.11 Forms for processing grievances shall be made available through all administrative offices in each building, the central administration building, and through designated officials of the Association. (See Appendixes J and K.)

3.12 At each level of the grievance procedure, if a written response is not forthcoming in the stated number of days, the grievance shall automatically be considered advanced to the next level except arbitration.

3.13 Level One -- Informal

A. A teacher(s) with a grievance must have first discussed this grievance with the Fort Frye Teachers' Association grievance committee.

B. If part A does not resolve the grievance to the grievant's satisfaction, then this grievance will be discussed with his/her immediate supervisor before a grievance will be filed. However, if the immediate supervisor indicates he/she has no authority to remedy the grievance, the grievance may be initiated at Level Three. The grievance will have been discussed within twenty (20) working days after the alleged grievance occurs, or the grievant has knowledge of the occurrence.

3.14 Level Two -- Formal

A. If the informal discussion does not resolve the grievance to the satisfaction of the employee, such employee shall have the right to lodge a written grievance with such employee's building principal. If such grievance is not lodged within nine (9) working days following the discussion at Level One, the grievance shall no longer exist. The written grievance shall be on a standard form supplied by the Board (see Appendices J and K) and shall contain a statement of the facts upon which the grievance is based and a reference to the specific provision of the written agreement allegedly violated, misinterpreted, or misapplied. A copy of such grievance shall be filed with the Superintendent. Upon written request, a hearing shall be conducted within ten (10) days after the receipt of such request. The aggrieved employee shall be advised in writing of the place, date, and time, mutually agreed upon by all parties, of such hearing with a forty-eight (48) hour advance notice.

B. The building principal shall take action on the written grievance within five (5) days after the receipt of said grievance, or, if a hearing is requested, within five (5) days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing, and copies shall be sent to the employee, the superintendent, the Treasurer of the Board, the President of the Association, and the grievant's representative.

3.15 Level Three -- Formal

A. If the action taken by the building principal does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Superintendent within five (5) days from the receipt of the written notice of the principal's action on said grievance. Upon request, a hearing shall be conducted by the Superintendent within ten (10) days after receipt of the request. The aggrieved

employee shall be advised in writing of the time, place, and date of such hearing with a forty-eight (48) hour advance notice.

B. The Superintendent shall take action on the appeal of the grievance within five (5) days after receipt of the appeal, or, if a hearing is requested, within five (5) days after the conclusion of such hearing. The action taken and the reasons for the action shall be reduced to writing, and copies shall be sent to the employee, the Treasurer of the Board, the building principal, the President of the Association and the grievant's representative.

3.16 Level Four -- Formal Action with Arbitration

A. If the Association is not satisfied with the disposition at Level Three, the Association may request within five (5) days after receipt of the written notice of the action taken by the Superintendent that the issue be submitted to arbitration.

B. The arbitrator shall be selected in accordance with the voluntary rules of the American Arbitration Association (AAA). If no arbitrator is selected after two (2) lists, then the arbitrator shall be selected from a list of seven (7) arbitrators provided by AAA in accordance with the alternate strike method. Information submitted to the arbitrator shall be confined to the information and positions related in the lower levels of the grievance proceedings relative to the parties concerned.

C. The arbitrator shall have no power to alter, add to, or subtract from the terms of the agreement, nor to make any award which is inconsistent with the terms of the agreement or contrary to law.

D. The arbitrator shall make his/her report and recommendations to the aggrieved, the Superintendent, the Treasurer of the Board, the President of the Board, the President of the Association, and the grievant's representative. The arbitrator's decision shall be binding upon the parties. The award shall be made within thirty (30) days following the close of the hearing.

E. The cost of the arbitrator's fees shall be split equally by the Board and the Association; however, any cancellation fees assessed shall be the sole responsibility of the party seeking the cancellation unless it is mutually agreed that the hearing shall be canceled (if so, costs shall be split).

ARTICLE IV -- LEAVES OF ABSENCE

4.01 Sick Leave

A. Each full-time certified employee shall accumulate sick leave at the rate of one and one-fourth (l-1/4) days per month. (Consistent with past practice, each part-time employee shall continue to accumulate sick leave at the rate of one and one-fourth (1-1/4) days per month prorated on the basis of such part-time service; this provision supersedes the formula for the accrual of sick leave for part-time employees that appears in Ohio Revised Code Section 3319.141.)

B. A new employee who transfers from another Ohio public agency or school district shall provide a certified record of his/her accumulated sick leave and shall be credited with the unused balance as certified by the former employer, provided that his/her employment in the District takes place within ten (10) years of the date of the last termination from public service. A new employee with no accumulated sick leave shall be advanced five (5) sick leave days. After four (4) months of employment, the employee will accumulate sick leave at the rate of one and one-fourth (1 ¼) days per month.

C. The employee is required to furnish a signed statement on electronic forms prescribed by the Board when using sick leave. When more than three (3) consecutive sick days are used, a licensed physician's statement may be required as to the nature of the employee's illness. No sick leave may be granted to an employee after his or her retirement or termination of employment. Falsification of the statement is grounds for suspension or termination of employment under §3319.16 of the Ohio Revised Code.

D. Sick leave may be used for personal illness, injury, exposure to contagious disease and illness or death in the employee's immediate family. Immediate family is defined as spouse, children, father, mother, step-parent, step-children, grandparents, grandchildren, father-in-law, mother-in-law, and anyone who resides within the employee's household and for whom the employee is responsible. In the case of illness within the immediate family, if more than three (3) consecutive sick leave days are used, a physician's statement may be required to verify the need of said employee's presence.

   Sick leave shall be granted for death and/or illness of anyone outside the immediate family as hardship leave. Hardship leave is limited to three (3) days per school year. Additional days may be granted upon request and approval by the Superintendent.

E. Sick leave days shall be accumulated up to two hundred forty-five (245) days.

F. Principals shall periodically review the use of sick leave of all employees working under their supervision. If the review indicates that an employee's use of sick leave is not in accordance with the sick leave policy, the principal shall write a report of the review and shall give a copy to the employee. If the employee's attendance continues not to be in accordance with sick leave policy, a statement from a physician may be required for all future absences. Any employee who misuses sick leave shall be subject to disciplinary action.

G. A bargaining unit member may transfer a maximum of seven (7) days of sick leave in any one (1) fiscal year to any other bargaining unit member(s) who has exhausted his or her accumulated sick leave and personal leave as a result of an extended illness or injury. A doctor's statement of need for an employee's extended illness or injury shall be required. Member absences do not need to be consecutive days. The Local Union President shall provide the list of employee names and number of donated days to the Treasurer. A maximum of forty (40) days sick leave may be transferred to the benefit of an employee. In extreme cases there may need to be a case by case consideration with a MOA required. The transferred days will not act as accumulated sick leave for the employee. This will be on a volunteer basis only.

H. Employee may earn an incentive for limited use of sick leave per contract year:
0-1 days used: $300
2 days used: $200
3 days used: $100

Employees are ineligible for this incentive if they use donated leave or take leave without pay. Payment will be made the second pay in July.

4.02 Bereavement Leave

Three (3) days of absence, not chargeable against employee sick leave, shall be allowed per occurrence of a death to a member of the employee's immediate family as defined in Article 4.01 D.

4.03 Assault Leave

Any certificated employee of the Board who is assaulted by a student of the District or the immediate family of such student while in the course of such teacher's employment and who is temporarily disabled by any injury resulting from such assault shall continue to receive all benefits hereinafter provided; however, such leave will not be charged to sick leave or any other leave. To receive assault leave, the certificated employee is required to file charges and participate in criminal proceedings. The certificated employee shall apply

for Workers' Compensation. If Workers' Compensation benefits are paid, the Board shall pay to such employee the difference between the benefits received and the employee's regular salary. On those days for which payment is made to the injured employee by the Bureau of Workers' Compensation, there shall be no deduction from the accumulated sick leave of the certificated employee. Assault leave as provided herein shall not exceed one hundred eighty four (184) days from the date of injury. Assault leave shall terminate at such time Workers' Compensation payments are terminated or a licensed physician indicates proper time for reinstatement, whichever occurs first.

4.04 Leave of Absence

A. A leave of absence shall be defined as a period of extended absence from duty without pay for which a request was submitted by a bargaining unit member and approval was given by the Board.

B. Each request for a leave of absence will be considered by the Board upon its individual merits with the following guidelines:

1. A leave of absence may be be granted by the Board for a period of not more than two (2) consecutive school years.

2. A leave of absence will granted by the Board for service in the armed forces providing the service is required by the United States government.

3. A leave of absence for professional improvement may be granted by the Board for a period of one (1) school year.

4. The bargaining unit member may pay for his/her own fringe benefits during this leave of absence at COBRA rates up to 18 months except in the case of required military service.

5. No more than two (2) people per year can participate; the decision will be based on the number of years of seniority at Fort Frye except in the case of required military service.

6. Upon receiving the leave, the employee will not, during said leave, work as a full or half-time teacher in another K-12 setting.

7. The request, stating the reason for the leave, must be received by the board no later than June 15 except in the case of required military service. All leave requests will be acted upon at the regular June Board meeting.

4.05 Pregnancy Leave

A. Accumulated sick leave may be used by any teacher for reasons of pregnancy. Upon receiving a doctor's statement, sick leave shall be granted for six consecutive weeks. Upon certification of the attending physician in writing to the Superintendent that such teacher is unable to perform her assigned duties, the period of sick leave for maternity purposes shall be extended as determined by the teacher and the attending physician.

B. Sick leave, as authorized under this section, shall not exceed that number of accumulated and unused sick leave days to the credit of the teacher and earned during the period of such leave.

C. Any teacher whose accumulated sick leave days or transferred sick days are insufficient to cover the period of leave as set forth in section A above shall be granted maternity leave without pay for the remainder of the six (6) weeks. However, hospital and other fringe benefits shall be paid for by the Board. Upon certification of the attending physician in writing to the Superintendent that such teacher is unable to perform her assigned duties, the period of interim maternity leave without pay shall be extended as determined by the attending physician. During the extension of the interim maternity leave, the fringe benefits may be extended by the teacher at her own expense.

D. No leave authorized pursuant to this section shall extend beyond the current school year.

E. No language contained within Article 4.05 shall be interpreted to supersede all rights and provisions granted to members by the Family and Medical Leave Act (FMLA).

4.06 Maternity/Paternity Leave

A. Leave rights: In addition to the pregnancy leave, a teacher who is pregnant or adopting a child shall be granted a leave of absence without pay for maternity/paternity or adoption to begin at any time between (a) the commencement of pregnancy, or, in the case of adoption, the receipt of custody, or (b) the period during which sick leave is authorized pursuant to Sections A and B of pregnancy leave. Such leave shall be for a period not to exceed the balance of the current school year, and it may be extended upon the approval of the Board upon application for extension.

B. Application for extension: Application for maternity/paternity leave shall be in writing and it shall contain a statement of the expected date of birth, or, in the case of adoption, the date of obtaining custody, the date on which the leave of absence is to commence,

and the date the teacher expects to return to service. Such application shall be made no less than thirty (30) days prior to the beginning of such leave. No leave of absence shall extend beyond the term of such teacher's limited contract.

C. Reinstatement rights: Upon return from approved maternity/paternity leave at the time set forth in the application for leave, the teacher shall be assigned to a position for which the teacher holds a valid unexpired certificate. If the teacher desires to return to service prior to the stated date of application for such leave, the teacher shall notify the Superintendent in writing that an early return to service is requested and the date upon which the teacher wishes to return. Upon recommendation of the Superintendent, the Board may authorize the early return of such teacher. Failure of the teacher to return on the date stated on the application (of extension) as authorized by the Board may be cause for disciplinary action as the Board deems necessary.

D. Benefits during maternity/paternity leave: Fringe benefits may be continued at the teacher's own expense.

E. No language contained within Article 4.06 shall be interpreted to supersede all rights and provisions granted to members by the Family and Medical Leave Act (FMLA).

4.07 Military Leave

Military leave shall be granted to teachers pursuant to the Ohio Revised Code.

4.08 Professional Leave

A. A Professional leave fund shall be included in the budget of the Board. The amount shall be determined by the Board and the Association. The overall needs of the educational program and the financial resources available shall be considered to determine an appropriate amount.

B. Application for such leave shall be filed with the building principal ten (10) school days prior to the date of such leave. Leave shall be granted only by the Superintendent upon the recommendation of the building principal. Professional leave shall be related to the teacher's instructional program and shall be in line with the overall building instructional needs. Federal guidelines shall be taken into consideration. The teacher(s) may be requested to present a report on the seminar, workshop, or conference attended to the instructional staff.

C. Staff members will be reimbursed for the following cost categories:

1. Travel by motor vehicle -- established Board rate per mile;

2. Cost of meals - Eight Dollars ($8.00) maximum for breakfast
   Twelve Dollars ($12.00) maximum for lunch
   Sixteen Dollars ($16.00) maximum for dinner

   Meals are reimbursable for overnight travel only. One day Professional Development meals are not included unless included in registration cost.

3. A maximum One Hundred Fifty Dollars ($150.00) per day for lodging unless otherwise approved by the Superintendent;

4. Parking fees; and,

5. Registration fees for workshops or conferences.

   Itemized Receipts are necessary for all expenses except item 1.

D. To be reimbursed, staff members shall turn in appropriate receipts and forms to the Treasurer's office in accordance with the following:

   1. Any professional leave utilized during the period from September through February, appropriate receipts and forms will be due to the Treasurer's office by March 15, with reimbursement by the Treasurer distributed by April 15.

   2. Any professional leave utilized during the period from March through August, appropriate receipts and forms will be due to the Treasurer's office by September 15, with reimbursement by the Treasurer distributed by October 15.

   3. The total annual amount for the Professional Leave Fund is Eight Thousand, Five Hundred Dollars ($8,500). This amount will be divided in half ($4,250) in accordance with the utilization periods (as in #1 and #2). Any remaining balance of the ($4,250) allocation of the Professional Leave Fund that is not utilized in the first professional leave period (September-February) shall be carried over to the next professional leave period (March-August).

   4. Reimbursement cannot exceed the total cost incurred by the bargaining unit member for each conference. Reimbursement shall be made by the following formula:

C/T x B = R

C = budgetary cap
T = total amount of first choice conferences
B = bargaining unit member's incurred cost (shown on submitted receipts)
R = reimbursement

E. If a conference has a registration fee of $200 or more, the staff member may request the board to pay the registration fee and then this amount will be deducted from said member's reimbursement.

F. If fees are to exceed limitations and/or require air travel, prior approval of the Superintendent is necessary.

4.09 Sabbatical Leave

A. A public school teacher who has completed five (5) years of service may, with the permission of the Board and the superintendent, be entitled to take a leave of absence with or without part pay, for one (1) or two (2) semesters subject to the following restrictions: The teacher shall present to the Superintendent for approval a plan for professional growth prior to such grant of permission, and at the conclusion of the leave provide evidence that the plan was followed. The teacher may be required to return to the District at the end of the leave for a period of at least one (1) year, unless the teacher has completed twenty-five (25) years of teaching in this state.

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

C. Teachers on approved sabbatical leaves of absence shall be kept on the payroll records and shall be permitted to continue participation in the group insurance under federal COBRA Law provided to teachers by paying to the Treasurer on a monthly basis the full cost of the premiums for such coverage.

4.10 Jury Duty Leave

When it becomes necessary for a bargaining unit member to accept jury duty, he/she shall be paid full salary provided such member submits to the Treasurer documentation from the court that the staff member reported to jury duty. Such leave shall not be deducted from any other type of leave.

4.11 Association Leave

A. The Association shall be granted seven (7) teacher days annually for its representatives to attend professional meetings of the Ohio Education Association. Such leave will be requested in writing by the Association President to the Superintendent three (3) days prior to the use of such leave and shall not be charged against any leave otherwise granted.

B. If the Board does not appropriate funds for professional leave due to financial problems, the Association may request leave with the Association reimbursing the Board for the substitute's wages.

4.12 Personal Leave

A. Certificated employees shall be granted four (4) unrestricted personal days annually. However, personal leave shall not be granted for the last two (2) weeks of the school year (or professional development days) without approval of a written narrative submitted to the Superintendent by the applicant. The principal or his/her designee shall approve the application. The granting of such leave shall not be required if such leave has been granted to twenty percent (20%) of the certificated staff of the building to which the applicant is assigned or two (2) persons, whichever is greater.

B. Application for such leave shall be submitted electronically 48 hours prior to the beginning of such leave. In cases of emergency, the teacher will indicate why prior notice was impossible. If personal leave is not approved, the teacher will be given at least twenty-four (24) hours notice to make other arrangements or appeal the decision to the Superintendent. Leave may be granted without pay if applied for within three (3) days with prior notice and reasons for said leave stated.

C. At the end of a contract year, each bargaining unit member will choose one of the following options for any unused personal leave:

1. Unused personal leave will be rolled over to sick leave unless the member has reached the maximum allowed sick leave accumulation.
2. Members will be granted the rate of $105 (or the current rate of Fort Frye

retired teacher substitute pay, whichever is higher) per day for any unused personal leave. This payment will be made for up to a maximum of four (4) days for any contract year and payment will be made in the second pay of July.

3. Unused personal leave may be rolled over to personal leave. Personal leave may accumulate up to a maximum of five (5) days.

   Failure to complete the district provided form in regard to personal leave by the last teacher workday will result in default to option 1 unless the member has the maximum allowance of sick leave then they will be cashed out.

D. Certificated employees that are hired or meet the sixty day qualification for benefits will have their personal leave prorated. If the first (1st) day of the sixty day requirement begins:

   prior to November 30 - four (4) days
   December 1 - January 15 - three (3) days
   January 16 - March 15 - two (2) days
   March 16 - end of year - one (1) day

ARTICLE V -- COMPENSATION

5.01 Salary and Index

The BA step 0 base salary shall increase 3% for 2026-2027; 3% for 2027-2028, and 2.5% for 2028-2029 school years.

5.02 Co-Curricular Activity Salaries

The salary schedule for co-curricular activities appears in Appendices D, E, and F of this agreement.

5.03 Athletic Coaching Salaries

The salary schedule for athletic coaching appears in Appendices G, H, and I of this agreement.

5.04 Athletic Director

A. The Athletic Director shall be granted three periods of an eight-period day for Athletic Director duties, with one period being the first period of the day and not including the regular teacher planning period.

B. The Athletic Director will be compensated for hosting any events or completing other duties on behalf of the OHSAA when funding is provided by the OHSAA.

5.05 Dual Enrollment (DE)/College Credit Plus (CCP)

For the negotiated agreement, a Dual Enrollment (DE)/College Credit Plus (CCP) course is defined as a course coded at the beginning of the year/semester as credit being earned through an approved higher education institution and a college grade will be assigned to the course upon completion. The curriculum, assignments and grades are entered and accessible into the College required platform (such as WSCO Canvas), in addition to Fort Frye High School requirements.

Teachers of Dual Enrollment (DE)/College Credit Plus (CCP) shall be paid eight hundred dollars ($800) per semester course not to exceed two thousand, four hundred dollars ($2,400) per semester and or $500 per semester of a year-long course. Payment shall be made on the first pay following the completion of the high school semester.

5.06 Curriculum Work

Payment for curriculum work may be budgeted by the Board in an amount to be determined by the Board which would be appropriated to the overall needs of the educational program and in relation to the financial resources available. The building priority needs will be determined by the staff and principal. If said work is approved by the Board, the rate of pay will be Twenty-Five Dollars ($25.00) per hour, not to exceed $175 per day.

5.07 Local Professional Development Committee (L.P.D.C.)

A. There shall be one local professional development committee serving the Fort Frye Local School District. It shall have five (5) members: three (3) teachers selected by the bargaining unit per the bargaining unit's constitution & bylaws procedure, and two (2) administrative representatives selected by the Board.

B. A member of the L.P.D.C. may be removed by agreement between the Association President and the Superintendent, but only by reason of non-participation or failure to abide by the governing by-laws.

C. The bargaining unit member of the L.P.D.C. shall receive the following stipends for his/her participation in the work of the committee.

Committee Member #1 (Committee Chair)	$1,200 stipend/year
Committee Member #2	$600 stipend/year
Committee Member #3	$600 stipend/year

D. The stipend shall be paid on the first paycheck in June.

5.08 Teacher Mentoring

A. Application forms for those Bargaining Unit Members who wish to be considered for appointment as a Mentor are available electronically or in the curriculum director's office. The following eligibility criteria apply:

1. A Mentor normally must have at least five (5) years of teaching experience in the District.

2. A Resident Educator Mentor must complete Ohio Department of Education and Workforce (ODEW)-required mentor training. The Board will pay the cost of such mandatory training.

3. A Mentor must have received an overall evaluation rating of either Accomplished or Skilled on his/her most recent evaluation conducted under Article XIII of this Agreement.

4. A mentor will be selected first from the appropriate building, then within the same subject area (or as close as possible) and lastly by seniority.

B. Other than a notation to the effect that a teacher served as a Mentor, the teacher's activities as Mentor shall not be part of the teacher's evaluation. A Mentor shall not participate in the evaluation of any Mentee. No Mentor shall be directed to make any recommendation regarding the continued employment of a Mentee. Mentors and Mentees shall keep confidential all discussions, actions, and materials relevant to the Mentor/Mentee relationship except as otherwise required by law. A Mentor shall communicate directly with his/her Mentee and will not be required to report on the performance of the Mentee to any administrative or other employee. The regular job performance evaluations of a Mentor under Article XIII of this Agreement shall not be affected in any aspect by the District's mentoring program or its implementation.

C. Resident Educator

The District will establish and maintain a two-year Resident Educator Program consistent with Ohio law and Ohio Department of Education and Workforce (ODEW) standards. A Mentor will receive appropriate consultation time with his/her assigned Resident Educator ("RE") and use appropriate formative assessment tools and protocols to support the RE. Release time will be provided to the Mentor and RE as agreed with the school principal.

A Resident Educator Mentor will receive compensation at the rate of eight hundred dollars ($800) per year for mentoring an RE in years 1 or 2 of the RE Program. Upon receipt of appropriate documentation, the Mentor will be paid on the first regular pay date following completion of the academic year.

D. The District will assign a mentor to any teacher required to have a mentor per state law or Ohio Department of Education and Workforce (ODEW) requirements. For example, when a teacher must seek an additional teaching licensure to be qualified for the teaching assignment to which he/she is assigned and is issued an alternative or temporary teaching licensure by the Ohio Department of Education and Workforce (ODEW) a Mentor will be assigned to this teacher. Further, the District will provide a Mentor to any teacher new to the District during his/her first year. These Mentors are expected to meet minimally one time per month August through May each calendar year with the Mentees, and record this time on the form provided by the District. These mentors will be compensated at the rate of $400 per year. Upon receipt of appropriate documentation by May 15, the Mentor will be paid on the first regular pay date following completion of the academic year.

5.09 Compensation for Substituting Pay

A. Every reasonable effort shall be made to secure a regular substitute prior to requesting a regular teacher to serve as a substitute.

B. When a full-time bargaining unit employee is to substitute for an absent bargaining unit employee, (s)he will be compensated at the rate of 25% of the Fort Frye retired teacher substitute base pay per classroom period (high and middle schools) or 25% of the substitute daily base pay per hour (elementary) for all substitute duty.

C. In those cases where substitutes are not available, or it is more efficient to utilize bargaining unit members, any teacher(s) directly impacted from such a reassignment and who agree, may be utilized as substitutes to cover a class or classes (whole or part).

The building administrator, or his/her designee, shall create a list of possible substitutes

to utilize based on seniority within the affected building. The substitution procedure selection process may be developed and rotated on most to least seniority and/or common planning period with the affected substitute time required.

D. The administrator, or his/her designee, requesting an employee substitute for an absent member shall issue timesheets to the employee. The employee, at the conclusion of the work day, shall submit the forms to the principal.

E. Payment will be made in the first pay following the submission of the absentee report and substitute form verifying substitution. In order for the substitute to be paid, all forms must be submitted according to the payroll date deadline schedule posted in each building. Missing the deadline will result in non-payment.

F. The Board, or its designee, will maintain a record of all such assignments, substitutions and payments.

5.10 Pay Periods

All bargaining unit members shall receive their contracted salary in bi-weekly payments during the duration of the contract. All supplemental and all extra pay will be paid on the same direct deposit as a regular scheduled payroll.

5.11 Pay for Partial Year

Bargaining unit members will be granted one (1) year of teaching experience for completing one hundred twenty (120) or more teaching days within one (1) school year. This experience will be credited after completion of the school year.

5.12 Teaching Experience

The Board shall recognize "years of teaching experience" as follows:

A. All teachers presently employed by the Board shall be paid salary as set forth in the teachers' salary schedule.

B. A year of teaching experience in the District shall consist of at least one hundred twenty (120) days in one school year under a teacher's contract.

C. For teachers newly employed in the District, a contracted teacher with verified experience from a public, chartered nonpublic school, or an educational institution (medical institution for school nurses) approved by the Superintendent with one

hundred twenty (120) days shall be placed on the salary schedule as follows:

1. One (1) to fifteen (15) years of experience will be placed on the salary schedule per years' experience.

2. Any employee with more than fifteen (15) years' experience shall be placed on Step 15. After five (5) years of successful employment with Fort Frye Local School District as evidenced by evaluation procedure, they shall then be moved to the step which represents all previous experience prior to Fort Frye Local School District and time teaching in Fort Frye Local School District.

3. Employees hired prior to July 1, 2026, shall be moved to the step that correlates to their total years of experience as long as they have completed five (5) years of successful employment with Fort Frye Local School District as evidenced by evaluation procedure.

D. One (1) year of teaching experience will be recognized for each year of one-half (1/2) day assignment of at least one hundred twenty (120) days in one school year under a teacher's contract. (One-half [1/2] day is defined as a minimum of three and three-quarter [3-3/4] hours.)

E. A teacher, upon fulfilling the requirements for the next degree, hour, or column on the salary schedule, will be placed on such column by transcript or degree verification. Verification shall consist of the teacher presenting a transcript or other official document that shows the hours or degrees. The increase shall be effective at the beginning of the year if and the Treasurer's office is notified by September 15 or for one-half (1/2) year by January 15. To be placed at the Masters +15 or the Masters +30 level, a bargaining unit member must have accumulated 15 or 30 graduate hours respectively other than those specified for his/her master's degree.

F. Teachers who begin employment beginning the second semester shall receive their increments at mid-year.

G. Active military service in the Armed Forces of the United States shall be used as years of teaching experience. For purposes of this calculation, a partial year of active military service of eight (8) continuous months or more in the armed forces shall be counted as a full year. "Armed Forces" of the United States, as used in this section, include Army, Navy, Air Force, Marine Corps, Coast Guard, Auxiliary Corps as established by Congress, Red Cross nurse serving with the Army, Navy, Air Force, or hospital service of the United States, Army Nurse Corps, Navy Nurse Corps, full time service with the American Red Cross in a combat zone, and such other service as is

designated by the Congress as included therein.

H. Previously accumulated unused leave days shall be restored to all teachers returning to the system, provided that such teachers return to the District within ten (10) years from the date of the last termination from public service and the leave has not been transferred to another agency.

I. Regular substitute teachers who are appointed regular teachers shall be given service credit of one (1) year for each one hundred twenty (120) days taught as a regular substitute teacher in the District.

5.13 Part-time Staff

A. Any bargaining unit member who is under contract to work three and three-quarter (3 3/4) hours or less per day shall be considered a part-time staff member.

B. In order to be eligible for fringe benefits, a bargaining unit member must be under contract to regularly work more than three and three-quarter (3 3/4) hours per day.

C. For the duration of this agreement, any bargaining unit member hired prior to July 1, 2014, receiving full benefits shall not lose these benefits while employed at least three and one-half (3 1/2) hours per day by the Fort Frye Local School District.

5.14 Re-employment of retired teachers

A. Retired teachers from Fort Frye and retired teachers from any district will be placed at step 0, at the appropriate educational level. Thus they will be considered new employees.

B. Re-employed teachers are eligible for Board paid health care, prescription drug plan, and dental plans. The re-employed teacher will be charged the employee share of the costs for insurance the same as those charged to other employees covered under the negotiated master agreement.

C. Re-employed teachers will be responsible for all the employee's share of STRS.

D. There will be zero sick leave carried over as the severance package eliminates all such leave. They will not be eligible for future severance considerations. Sick leave may be accrued according to the contract.

E. Salary schedule advancement will be the appropriate educational level times years of

new rehired service.

F. The re-employed teachers will receive life insurance as per contract.

G. The Board shall award one (1) year contracts for retired teachers re-employed.

For all retired/rehired teachers, each contract will expire automatically at the end of the contract year without further action of the Board. Re-employed teachers shall not be eligible for a continuing contract.

5.15 Teacher-Based Team Leader

Teacher-based team leader positions will be posted in the spring for the following year along with the supplemental positions. Teacher-based team leaders will be responsible for performing the duties listed in the job description and paid-per the-co-curricular salary schedule. Possible teacher-based team leader positions include building and district-level continuous improvement teams.

5.16 Annual Notice of Salary

With respect to the year in which this Agreement expires, the parties agree that the annual notice of salary required by Ohio Revised Code 3319.12 for the following school year will be furnished by July 1 or not later than thirty (30) days after ratification of the parties' successor agreement, whichever deadline occurs later.

ARTICLE VI -- FRINGE BENEFITS

6.01 Insurance (Medical/Prescription Drug Insurance)

The District will continue the High Deductible Healthcare Plan (HDHP) and Health Savings Account (HSA) option previously identified and recommended by the District's Insurance Committee. This HDHP/HSA plan will be administered in accordance with the following principles:

A. The HSA shall be available to each insurance-eligible employee who is also legally qualified to participate in an HSA. Any contribution by an employee to his/her HSA(up to the maximum limits provided by law) will be made by payroll deduction each pay as authorized by the employee on the form provided by the District Treasurer for this purpose. The HSA will be maintained by the employee for his/her exclusive benefit and that of his/her beneficiaries. Distributions from the HSA may be made at any time at the employee's discretion. The employee is responsible for substantiating that the distribution is for qualified medical expenses.

B. Following enrollment during the District's medical insurance "open enrollment" period in November of each contractual year, or in the case of continued enrollment by a holdover employee, the employee will receive a total contribution from the Board made in two payments. On the first payroll in January, 2027, 75% of the Board's $1,600 total contribution for single coverage or $3,100 total contribution for family coverage will be paid. On the first payroll in January, 2028, 75% of the Board's $1,700 total contribution for single coverage or $3,200 total contribution for family coverage will be paid. On the first payroll in January, 2029, 75% of the Board's $1,800 total contribution for single coverage or $3,300 total contribution for family coverage will be paid. On the first payroll in the following September, 25% of the total contribution from the Board will be paid. A newly hired teacher will receive a prorated contribution from the Board in the amount outlined above for the time employed prior to January 1.–On January 1st of the first year hired only, the employee will receive $2,000 for a single person plan and $3,750 for a family plan.

C. It is recognized that an insurance-eligible employee may be or become legally ineligible to participate in an HSA (through, for example, participation in Social Security benefits, Medicare benefits or Medicaid benefits, among other reasons). The employee is responsible for promptly informing the District Treasurer, in writing, of his/her ineligibility. To facilitate such notice, the District Treasurer will provide employees a form to be filled out, signed by the employee, and returned to the Treasurer's office. In this circumstance a cash payment in the same amount outlined in article 6.01 Section B & D will be paid to the employee.

D. With respect to an employee who only becomes HSA-eligible mid-year (by, for example, being hired mid-year or because of a qualifying event for insurance purposes), it is recognized that HSA eligibility is determined on a monthly basis and that an employee must be eligible on the 1st day of a month to be considered eligible for that month. It is also recognized that in such a case the Board's contribution to the employee's HSA for the insurance year in question will be prorated (for example, an employee who is eligible for full benefit insurance for three (3) months of the year would get one fourth of the HSA contribution.)

E. The parties recognize that legal requirements applicable to medical insurance benefits may change during the term of this Agreement. The parties' intent is to be in compliance at all times with applicable law. To this end, the District's Insurance Committee will monitor legal developments during the term of this Agreement and make recommendations to the parties as appropriate.

F. An open enrollment period will be held during a month in the fall each year, with coverage beginning on January 1. The Treasurer's Office will electronically notify employees annually of the open enrollment period, no later than two weeks prior to the beginning of open enrollment. Any teacher employed after the beginning of the school year will have no more than thirty (30) calendar days to enroll from the starting date of employment.

G. Any bargaining unit member who is covered by other health insurance and who elects to decline Board insurance coverage shall be eligible for the following insurance options:

1. An employee eligible for family insurance coverage may decline Board insurance coverage and receive an annual minimum payment of Three Thousand, Five Hundred Dollars ($3,500) up to a maximum of Five Thousand Dollars ($5,000) as per the following chart.

Insurance Waiver - Family FFTA

Participants	Incentive
1 to 8	$3,500
9	$4,000
10	$4,500
11 and above	$5,000

2. An employee eligible for family insurance coverage may elect to take single insurance coverage and shall receive an annual minimum payment of One Thousand, Five Hundred Dollars ($1,500) up to a maximum of Two Thousand, One Hundred Dollars ($2,100) as per the following chart.

3. Any bargaining unit member who is covered by other health insurance and who elects to decline Board single insurance coverage shall receive an annual minimum payment of One Thousand, Five Hundred Dollars ($1,500) up to a maximum of Two Thousand, One Hundred Dollars ($2,100) as per the Insurance Waiver - Single FFTA chart found in Section 6.01 of the negotiated master agreement.

Insurance Waiver - Single FFTA

Participants	Incentive
1 to 2	$1,500
3	$1,700
4	$1,900
5 and above	$2,100

4. When both a husband and wife are full-time district employees, no insurance coverage waiver can be claimed, but cost of the insurance to the couple will be waived (see Section 6.05).

5. Any employee who has elected to participate in the insurance waiver and during the year loses insurance coverage through a qualifying event shall be provided Board insurance coverage upon notification of the Treasurer.

6. Any employee electing to take the insurance waiver option shall receive payment in October following the school year in which the member has elected not to receive the coverage. The insurance waiver form must be completed and in the Treasurer's office by September 1st following the year in which the member has elected not to receive coverage to receive this payment.

7. The option shall be from September 1 - August 31. Any employee electing to take this option shall not be subject to any precondition clause upon re-enrollment in the negotiated insurance program.

H. Pre-certification is a procedure which requires that an approval be obtained from the Pre-certification Center prior to incurring expenses for certain Inpatient and Outpatient Services. An 800 phone number will be provided on your ID card. Pre-certification is normally completed by your attending physician and/or hospital. For emergency admissions, pre-certification is not required prior to admission, although there is a need for contacting the Pre-certification Center within 24 hours of admission.

6.02 Prescription Drug

The Board shall provide single and family prescription.

6.03 Dental Insurance

The Board shall provide single and family dental benefits. The benefits shall remain the same as the previous negotiated agreement unless otherwise agreed upon by the Association and Board.

6.04 Life Insurance

A. The Board shall purchase from a carrier licensed by the State of Ohio group term life insurance for each full time member of the bargaining unit in the amount of Twenty-Five Thousand Dollars ($25,000) for the life of this agreement.

B. Additionally, an employee may purchase additional life insurance at the employee's expense in accordance with the procedures required by the insurance carrier. The cost of this insurance shall be deducted from the employee's paycheck.

6.05 Cost of Insurance Coverage

Bargaining Unit Members shall pick-up 13% of the cost of the premium for medical insurance for the duration of this contract. When both a husband and wife are full time district employees, the cost of insurance to the couple will be waived. A Section 125 tax reduction for employee portion of Insurance Premium shall apply. If the District's insurance premium rate is increased more than 10% by the approved carrier in a single calendar year, employees will pay one (1%) percent additional premium that calendar year only.

6.06 Insurance Committee

A. Effective with the ratification of this Agreement, the Board and FFTA shall maintain a Health Insurance Committee. The FFTA shall appoint three (3) representatives to serve on the committee for a three (3) year term and the Board shall appoint three (3) representatives to serve on the committee for a three (3) year term. OAPSE may also appoint three (3) representatives.

B. The purpose of the Health Insurance Committee shall be to improve the quality of health care and lower the cost of health insurance for all enrollees in the health insurance plan. The duties of the Committee shall be to review and analyze all pertinent healthcare and health insurance information relevant to the stated purpose of the Committee and to recommend changes regarding health insurance and healthcare systems. The Committee's general area of review and counsel shall include, but are not limited to the following:

(1) Review of the current plan provisions and proposals for any modification in the benefit plans;

(2) Recommendation for any health insurance education programs for current and

potential enrollees; and

(3) Review of any additional cost containment measures that may alter the delivery of health care services, while maintaining quality, and not shifting any costs from the plans to the employees.

The Committee may each year by mutual agreement:

1. Review the Boards contract with any Broker, Agent or other person or Entity providing Health Insurance services to the Board.

2. Require a competitive bidding process among a number of qualified and certified Insurance Brokers when procuring Health Insurance for Board employees and their families.

3. Receive annual training along with two (2) Board members and two (2) Association officers from the Ohio Public Sector Labor management Health Care Benefits Committee regarding proper Health Insurance Committee functions and activities.

C. In the event consensus cannot be reached as to plan modifications, the current plan shall remain in effect. If consensus as to plan modifications or changes occurs, the new proposal(s) shall be submitted to both sides for ratification.

D. The Board shall provide the Committee with information on bargaining unit claims and experience, financial reports and other information requested by the Committee. The Board will pay all reasonable costs incurred that pertain to materials and training in fulfilling the purpose of the Committee. Release time for the members of the Committee shall be made available such as to allow members to complete their purposes on said Committee. The Committee shall determine the duration and frequency of all regular meetings and shall update the Board and FFTA on a quarterly basis with any and all relevant information regarding the Committee's work.

6.07 Board Pickup of Employee Contributions to STRS

A. For purpose of this section, total annual salary per pay period for each bargaining unit member shall be the salary otherwise payable under this agreement and his/her contract. The total annual salary and salary per pay period of each bargaining unit member shall be payable by the Board in two parts: (1) deferred salary and (2) cash salary. A bargaining unit member's deferred salary shall be equal to that percentage of said bargaining unit member's total annual salary or salary per pay period which is

required from time to time by the State Teachers' Retirement System (STRS) to be paid as a bargaining unit member contribution by said member and shall be paid by the Board to STRS on behalf of said members as follows:

Pickup on Pickup	Salary Reduction
2%	Balance of Member's Contribution

B. The Board shall compute and remit its bargaining unit member contributions to STRS based upon total annual salary, including the "pickup." The Board shall report for federal and Ohio income tax purposes as a bargaining unit member's gross income said member's total annual salary less the amount of the "pickup." The Board shall report for municipal income tax purposes as a bargaining unit member's gross income said member's total annual salary, including the amount of the "pickup." The Board shall compute income tax withholding based upon gross income as reported to the respective taxing authorities.

C. The Treasurer shall continue the provisions of this section.

D. Board pickup shall terminate immediately if deemed illegal by a court of competent jurisdiction or by the Internal Revenue Service.

E. The Board shall compute and remit all applicable contributions to STRS based upon annual salary and/or earned compensation which includes the amount of the pickup computed therein.

F. The pickup percentage shall apply uniformly to all employees of the bargaining unit and no employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pickup.

G. The salary schedule will be used for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absences, and for all other purposes of compensation.

6.08 Admission to Co-Curricular Activities

Teachers working in the District and their spouses are entitled to free admission to athletic and other co-curricular activities. In the absence of the bargaining unit member's spouse, an accompanying guest will be admitted free.

6.09 Severance Pay

A. Each bargaining unit member shall at the time of retirement or death be entitled to severance pay. Retirements and requests for severance pay shall be submitted to the superintendent at least 90 days prior to effective date of retirement. If notification is not received by this specified date and the bargaining unit member retires, the member will forfeit the payment of severance pay. Exclusions shall be made for health related extreme emergencies. Retirement shall be defined to mean actual retirement from STRS, or a retirement system with reciprocity with STRS, and have officially applied and been approved by STRS for retirement benefits. The retiree or the beneficiary, as specified on STRS, shall be paid for one half (1/2)unused accumulated sick leave days computed at the bargaining unit member's actual per diem rate, excluding extended service or pay for additional duties according to the table below:

Years in District	Days
one (1) to ten (10)	thirty-three (33)
eleven (11) to twenty (20)	forty-eight (48)
twenty-one (21) to twenty-five (25)	fifty-six (56)
twenty-six (26) to thirty (30)	sixty (60)
thirty-one (31) to thirty-five (35)	seventy (70)
more than thirty-five (35)	seventy-five (75)

B. Four (4) days will be added if the average sick leave absence rate for the employee is five (5) days or less for the last three (3) years.

6.10 Retirement Incentive

A. Each bargaining unit member eligible to retire and who elects to retire his/her first year eligible shall receive fifty percent (50%) of the difference between the member's current salary plus 14% and the bachelor's degree step 0 plus 14%. A member who retires a year after initial eligibility will receive 25%. Extended time and supplemental contracts are excluded from the member's current salary.

B. Must meet the eligibility requirements for unreduced benefit per STRS guidelines to be eligible for payment. Bargaining unit members must provide a statement from STRS stating his/her retirement eligibility to be paid the incentive.

C. The payment shall be made in one lump sum between January 1 and January 15 of the first year of the employee's retirement. At the employee's option, the payment may be made in two equal payments between January 1 and January 15 of the first two years following the employee's retirement. This retirement bonus will not be subject to STRS withholdings either by the employee or the Board.

D. This incentive is in effect for the term of the contract.

E. To be eligible for the retirement incentive, the effective date of retirement must be no earlier than after the last teacher work day of the given school year and must be no later than by June 30 of the year the notice was given.

6.11 Professional Growth

A. Eligibility: All Bargaining Unit Members shall be eligible for participation in the professional growth program. After their date of hire recipients will be chosen from those with degrees and proper certification.

B. Selection: Bargaining Unit Members must be enrolled in courses pertaining to their Individual Professional Development Plan (IPDP). Applications must be submitted to the Local Professional Development Committee (LPDC) at least two (2) weeks prior to the beginning of class. Upon approval of the LPDC, applications will be forwarded to the Superintendent's Office for approval by the Board of Education at its next meeting.

Courses taken by Bargaining Unit Members holding a permanent certificate must be related to or supportive of their field of certification. Bargaining unit members with permanent certificates must submit applications must be submitted to the Superintendent's Office at least two (2) weeks prior to the beginning of class for approval by the Board of Education at its next meeting.

All summer courses must be approved by the LPDC by October 15 and by the Board at the regular October meeting.

C. Reimbursement: The bargaining unit member must pass with an average "B" grade or better, or receive credit in courses, to be eligible for reimbursement. Also, the bargaining unit member must submit a receipt showing tuition cost from the educational institution attended. The bargaining unit member must teach in the District the year following receiving this credit to be eligible to receive payment. CCL Reimbursement will be offset to those who qualify and receive tuition help from other sources.

D. Twenty-seven Thousand Dollars ($27,000) for 2026-2027; Twenty-eight Thousand Dollars ($28,000) for 2027-2028; and Twenty-nine Thousand Dollars ($29,000) for 2028-2029 shall be budgeted for professional growth, and reimbursement shall be made in accordance with the following formula:

C = Budgetary cap
T = Total amount of approved tuition for the entire bargaining unit
B = Bargaining unit member incurred tuition cost
R = Reimbursement per bargaining unit member

$$\frac{C}{T} \times B = R$$

E. Reimbursement shall not exceed the total cost incurred by the bargaining unit member.

F. Applications for all tuition reimbursement must be submitted to the Superintendent by November 1. Payment will be made to each bargaining unit member by November 15 of the following school year in a separate check.

ARTICLE VII -- CONTRACTS

7.01 The Board shall provide each member of the instructional staff with individually written contracts in keeping with the provision of the Ohio Revised Code and Board-adopted policies in accordance with the provision below.

7.02 Any agreement as supervisor (advisor/coach) for extracurricular activities for which additional compensation is to be paid shall be written in a supplemental contract. Supplemental renewal shall be issued by the Board at least ninety (90) days prior to the commencement of the extracurricular activity.

7.03 In consideration of the services rendered by the teacher, the Board agrees to pay said teacher a base annual salary as prescribed by the salary schedule of the District.

7.04 Copies of the Board's policies, administrative rules, and regulations which affect teachers shall be posted on the district website.

7.05 The Board shall follow the following sequence:

A. Two (2) one- (1) year contracts;

B. A two- (2) year contract;

C. A three- (3) year contract; and

D. Five- (5) year contracts thereafter.

7.06 A teacher may be given a one (1) or two (2) year contract at the end of any multi-year contract following subsection B above if the written evaluation indicates unsatisfactory performance (Does Not Meet Expectations). At the end of that one (1) or two (2) year contract, the teacher shall be awarded the contract previously denied or nonrenewed.

ARTICLE VIII -- NONRENEWAL OF LIMITED TEACHING CONTRACTS

8.01 In the event that the Superintendent intends to recommend to the Board the nonrenewal of a limited teaching contract, he/she shall notify the affected employee no less than twenty (20) calendar days prior to the Board meeting at which formal action on the recommendation is to occur. The notice to the employee shall be in writing, and shall contain the following:

A. Specific reasons for the recommendation;

B. A tentative date for a meeting between the employee, his/her representative of choice, and the Superintendent; and,

C. The date of the Board meeting at which formal action is to occur and the employee's right to a hearing before the Board with a representative of his/her choice.

The meeting in section B above shall be held at a mutually agreeable date and time, but no less than five (5) calendar days prior to the Board meeting.

8.02 In the event the Board votes to nonrenew a contract which has been recommended for renewal by the Superintendent, the Board shall give the employee a notification with written specific reasons for such action within ten (10) calendar days following a formal hearing before the Board, with a representative of his/her choice within ten (10) calendar days from the date of notification.

8.03 An employee notified by the Superintendent in section 8.01 above of a recommendation to nonrenew shall be entitled to a hearing with a representative of his/her choice, at the Board meeting at which formal action is to occur. Following the hearing, the Board shall act, and if the action is to nonrenew the employee, shall be notified in writing with the specific reasons for the action no later than ten (10) days following the Board meeting.

8.04 Grievance(s) regarding nonrenewal will be filed at Level Four.

8.05 After completing his/her fourth (4th) year of teaching in the District, a bargaining unit member shall only be nonrenewed for just cause. For teachers hired on or after May 1, 2020, after completing his/her seventh (7th) year of teaching in the District, a bargaining unit member shall only be non-renewed for just cause.

ARTICLE IX -- VACANCIES, TRANSFERS, ASSIGNMENTS AND PROMOTIONS

9.01 Vacancies

A. When a bargaining unit member resigns, retires, is terminated, nonrenewed, is on extended leave for a period of one school year or more, or is promoted out of the bargaining unit, and the administration determines that the position held by that bargaining unit member must be filled, the position shall be deemed a vacancy subject to the provisions of this article.

B. All teaching and supplemental contract vacancies and new positions shall be posted for seven (7) calendar days via district email throughout the calendar year. Each such posting shall include the position, grades (i.e. K-6, 7-8, and 9-12), school location(s), and certification required by the Ohio Department of Education and Workforce (ODEW).

C. Summer procedures for notice of vacancies will be as follows:

1. Information relevant to the vacancy will be available to Bargaining Unit Members via District email.

2. Notifications of vacancies will be provided to the Association President by the Superintendent. If the Association President is unavailable, the Superintendent will contact the President-Elect, Secretary, or Treasurer of the Association until notification has been made.

3. After July 1, postings of vacancies will observe a fast track which allows administration to interview and recommend for employment following a 3 day posting requirement via District email. Simultaneously, Section 9.01 C, part 2 will be followed.

D. The President of the Association will be notified in writing of all vacancies and new

positions for certified staff positions.

9.02 Transfers and Reassignments

A. A transfer (voluntary or involuntary) is a change in the bargaining unit member's building assignment.
(Special teachers in the elementary areas of physical education, art and music are exempted from this provision.)

B. A reassignment (voluntary or involuntary) is a change in the bargaining unit member's position as to previously assigned responsibilities as to a grade level or subject area in the elementary schools or a change in more than three (3) course offering (before July 25) or more than one course offering (after July 25) in the secondary school.

C. Bargaining unit members who desire a transfer and/or reassignment may file a written statement of such desire with the Superintendent's office. An application for a vacancy, transfer, and/or reassignment may be renewed annually. Applications may be completed at any time.

1. Each individual(s) who requests a transfer and/or reassignment shall be considered when a vacancy, transfer, and/or reassignment exists that he/she requests.

2. An individual(s) not selected shall be given a written statement of the Superintendent's decision within five (5) working days after the candidate is selected.

D. Bargaining unit members will be notified in writing on or before July 25 of any intent to transfer and/or reassign said bargaining unit member to another grade level, building(s), or subject to be taught. This written notification of change shall include specific reasons for the transfer and/or reassignment.

1. The bargaining unit member may request a meeting with the Superintendent concerning this transfer and/or reassignment. An Association representative of the teacher's choice may be present at such meeting.

2. To transfer and/or reassign a teacher after July 25 the Superintendent shall contact the teacher for a conference to discuss the transfer and/or reassignment. If the teacher cannot be contacted within three (3) working days, a certified letter shall be sent to the teacher's address of record for the purpose of requesting a conference.

3. A bargaining unit member involuntarily transferred or reassigned, shall be granted seven (7) days' extended time at his/her per diem rate. The bargaining unit member must submit a timesheet for payment to the building principal.

9.03 Other Certified Vacancies

A. The Superintendent or his/her designee shall send notice via district email of any administrative (supervisory) vacancy.

B. Bargaining unit members who desire to apply for such positions shall submit their applications in writing within seven (7) calendar days from the first day of the posting.

9.04 Teaching Assignments

A. A bargaining unit member shall expect to teach in the same building and grade level (elementary) or subject area (secondary) for the following school year.

B. An elementary teacher shall be given written notification of his/her grade level and building assignment for the following school year by the building principal by the last teacher workday. This notification should occur at the end of a school day.

C. A middle school/high school teacher (6-12) shall be given a class period-by-period listing of his/her course teaching assignment for the following school year by the building principal by July 25.

D. Any change in the teacher's assignment from the previous year as described above, if not notified and agreed to by July 25, is considered an involuntary transfer and/or reassignment.

E. The building principal will distribute a questionnaire (see Appendix N) for each teacher to fill out. The information from the questionnaire will be used for administrative awareness. The questionnaire will be distributed no later than March 1 and returned to the building principals no later than March 15.

ARTICLE X -- PERSONNEL

10.01 Personnel Files

A. An official file which includes the following items shall be maintained in the office of the Superintendent for each teacher:

1. Application for employment;
2. Current employment contracts(s);
3. Ohio teaching license;
4. College transcripts and other in-service credit;
5. Written reprimands or complaints that have led to reprimands, through procedures outlined in Section 10.05 of this article, together with any written replies thereto;
6. Written observations and evaluations required by the District's evaluation procedure or attachments if attachments are continuations of teacher or principal comments; and,
7. Letters of commendation and certificates of award.

B. Access to employees' personnel files shall be restricted to those employees who, as determined by the Superintendent, have a legitimate reason for such access under public access law, except as otherwise provided in this Article. In the event that persons, other than authorized Fort Frye Local School District personnel, request to examine the employee personnel files, a reasonable attempt will be made to notify the employee in advance of access being authorized. The employee will be informed of the name of the person accessing the file, unless the person is requesting a copy of a file under Public Records Request. In the event the employee is not notified prior to access being granted, a written notice of the information reviewed and name of persons accessing the file will be promptly forwarded to that employee.

C. No anonymous complaint critical of a teacher shall be included in the file.

D. If a teacher disputes the accuracy, timeliness, relevance or scope of any item in his/her file, it shall be reviewed by the superintendent and/or principal and staff member involved, and the teacher shall be given the opportunity to file a written reply.

E. A teacher shall have the right to review evaluations in his/her file and to have a written reply to same included in his/her file.

F. Informal notices or records about teachers maintained by administrators shall not be included in the official file, except to the extent such notices or records are made a part of the teacher's formal evaluation.

G. A teacher may request and shall receive at his/her expense a reproduction of any item in his/her file exclusive of confidential letters of recommendation or references.

H. A written reprimand(s) shall be removed from the official file sixty (60) months from the date of placement if a second reprimand for a similar offense is not given. The bargaining unit member may request that the reprimand be destroyed after the sixty (60) month period.

I. At any time that anything is placed in a teacher's official personnel file, he/she will be given a copy.

10.02 Class Size

A. The Board shall maintain a pupil/teacher ratio which shall be no less than that prescribed by standards promulgated by the Ohio Department of Education and Workforce (ODEW) State of Ohio, and shall be subject to all penalties and conditions of said standard.

B. If any regularly scheduled class enrollment, except choir, band, and study hall, exceeds, in grades K–2, twenty-four (24) students, and in grades 3-5, twenty-six (26), the teacher will be compensated at the rate of four hundred dollars ($400) per student over those limits per semester. If any class enrollment, except choir, band, drama, and study hall, exceeds in grades 6-8, twenty-eight (28) students, the teacher will be compensated at a rate of two dollars ($2) per student over the limit per class period per day. If any class enrollment, except choir, band, drama, and study hall, exceeds in grades 9-12, twenty-nine (29) students, the teacher will be compensated at a rate of two dollars ($2) per student over the limit per class period per day. If any K – 6 art, music, or physical education classes exceeds twenty-eight (28) students, the teacher will be compensated at a rate of two dollars ($2) per student over the limit per class period per day (including scheduled two-hour delay days).

C. Any teacher who does not have a planning period shall be paid the equivalent of a class period of his/her regular salary.

10.03 Building Staff Meetings

A. Except as otherwise provided, all teachers assigned to a school building shall be required to attend no more than two (2) general staff meetings per month called by the principal. Except in the case of an emergency, the total time required for staff meetings shall not exceed ninety (90) minutes per month beyond the teacher's scheduled day. The principal may schedule such other staff meetings during the teacher's scheduled day as he/she deems appropriate. Attendance at additional meetings beyond the teacher's scheduled day shall be voluntary unless called because of an emergency.

Minutes of all meetings shall be electronically sent to teachers within five (5) school days. Announcements concerning Association activities may be made by the Association representatives at the conclusion of staff meetings.

B. Whenever possible, at least forty-eight (48) hours' notice will be given as to the meeting dates.

10.04 Academic Freedom

A. Bargaining unit members shall be guaranteed academic freedom. Such freedom shall be exercised within the bounds of the curriculum guides as adopted by the Board. Bargaining unit members shall have the right to create a classroom environment which shall be conducive to investigation, interpretation, analysis and evaluation of data on all sides of a critical issue under study, but shall be responsible for exercising reasonable and sound judgment in accordance with generally accepted professional standards in selecting for discussion those issues which he/she deems relevant to the maturity and understanding of the students involved.

B. The principal in each school shall be responsible for supervising teachers with respect to all teaching activity conducted within the building to assure compliance with such curriculum guide.

10.05 Complaints

A. Informal Procedure:

1. The Board and the Association agree that the most beneficial method to resolve public complaints or concerns is through face-to-face conferences at the building level. Conferences between teachers, pupils, parents, principals, and other persons involved shall be utilized in resolving complaints or concerns.

2. Conferences between teachers, pupils, parents, principals, and other appropriate staff shall be pursued before using the formal procedure. When specific assistance is needed to assist a student, the principal and teacher shall discuss options and decide on a plan of action.

B. Formal Complaint Procedure:

1. If the complaint or concern has not been resolved by use of the above procedure, the following formal procedure shall be used. For the purpose of this article, a public complaint shall be defined as a complaint received in writing or a complaint

in which the person is willing to come to the school and meet with the teacher(s) involved and an administrative representative. Initially, all public complaints shall be the responsibility of the building administrator. At the discretion of the administrator, all complaints shall be screened as determined by said administrator. However, after appropriate screening, the building administrator shall present to the teacher(s) involved a written description of the alleged problem (and/or resolution thereof) including the name of the person(s) making the complaint. Complaints (or resolutions thereof) shall be discussed with the involved teacher within five (5) school days of receipt of the complaint by the principal or other administrator.

2. The building administrator and teacher shall make an investigation of the alleged problem and arrange, if necessary, a conference with the teacher, principal, and complainant to resolve the issue.

3. If the issue is not resolved to the satisfaction of the parties involved, the alleged problem shall be referred to the Superintendent for further investigation and a conference with said parties.

4. In a like manner, the issue, if not resolved, shall be referred to the Board.

5. The administration shall not issue a written reprimand regarding a complaint under this provision until the bargaining unit member has been given an opportunity to pursue the matter to the highest level of the complaint procedure as described herein above.

10.06 Non-teaching Duties

The primary duty of a classroom teacher is to teach. Nonteaching duties shall be kept to a minimum level to the extent that alternate actions can be reasonably implemented within the financial resources available, and all assignments shall be made as equitable as the schedule will permit within each building.

10.07 Classroom Visitations

Persons other than certificated employees or county office personnel who wish to observe a bargaining unit member's classroom may do so, with prior notification and approval from the principal and notification to the bargaining unit member by the principal in advance of the visitation.

10.08 Cooperating Teacher Guidelines

A. Upon being made aware of the availability of student teacher(s) by a college or university, the building principal will notify the faculty in the area of licensure, grade level or institution's request and will be given the opportunity to express interest in becoming a cooperating teacher as long as on their last evaluation they received a Skilled or Accomplished rating.

B. A teacher's participation as a cooperating teacher must be mutually agreed upon by the principal and teacher.

C. Placement will be determined by the college or university in cooperation with the building principal. Seniority will be taken into consideration, but will not be the sole determining factor.

D. Student teachers shall be responsible to the cooperating teacher, the building principal and other such persons as designated by the superintendent.

E. All stipends shall be paid directly to the cooperating teachers for their services rendered beyond the duties and responsibilities of their teaching contract.

ARTICLE XI -- REDUCTION IN STAFF

11.01 The employment contracts of teachers shall be suspended pursuant to Ohio Revised Code §3319.17 when the positions to which such teachers are assigned are eliminated as a result of any of the following:

A. A substantial reduction in the funds available to the Board, provided that such reduction cannot be avoided by the reasonable exercise of the Board's taxing of other fiscal powers;

B. A substantial reduction in pupil enrollment of pupils in the District;

C. The discontinuance of a particular type of teaching service;

D. Discontinued use of one (1) or more school buildings;

E. Territorial changes affecting the District; or

F. Return to duty of regular teachers after leaves of absence.

11.02 This article does not apply to the elimination of positions through attrition. If, after attrition, the Board is still contemplating the layoff (suspension of employment contracts) of any teachers, it shall so notify the Association at least sixty (60) days before the proposed effective date of the layoff. Such notice shall be in writing and shall include the specific positions to be affected, the proposed time schedule, and the reasons for the proposed action. Within ten (10) days after receiving the aforementioned notice, the Board shall, if requested to do so, grant the Association the opportunity to appear before the Board to present written or oral arguments concerning the reduction in force.

11.03 Reductions in force shall be implemented as follows:

A. The need for reductions shall first be minimized through attrition (not filling positions vacated by termination, non-renewal, voluntary resignation, retirement, or death).

B. Should it still be necessary to suspend teaching contracts to achieve the reduction in staff, limited contract teachers in the affected teaching field shall be reduced first. Consistent with the requirements of Ohio Revised Code Section 3319.17, seniority will not be the basis for contract suspension except when making a decision between teachers with comparable evaluations, but seniority will be the basis for contract suspension as to teachers with comparable evaluations. Contract suspensions will begin with those teachers with the lowest evaluation rating (Ineffective), then move to those teachers with a Developing rating, then to those teachers with a Skilled rating, and finally to those teachers with an Accomplished rating.

The limited contract of an affected bargaining unit member that expires prior to the effective date of the RIF shall be renewed and then suspended to implement the layoff, unless the bargaining unit member has been non-renewed in accordance with the contract.

C. Should the reduction in staff exceed the number of limited contract teachers in the affected teaching field, only then shall continuing contract teachers be reduced. Consistent with the requirements of Ohio Revised Code Section 3319.17, seniority will not be the basis for contract suspension except when making a decision between teachers with comparable evaluations, but seniority will be the basis for contract suspension as to teachers with comparable evaluations. Contract suspensions will begin with those teachers with the lowest evaluation rating (Ineffective), then move to those teachers with Developing rating, then to those teachers with a Skilled rating, and finally to those teachers with an Accomplished rating.

11.04 Any teacher who is laid off shall be notified, in writing, at least thirty (30) days before the

effective date of the layoff. Such notice shall include the proposed time schedule and the reasons for the proposed action.

11.05 Seniority shall be computed from a teacher's date of continuous current employment. Seniority shall not accrue during any unpaid leave of absence more than 64 days in any given year, but such time shall not break existing seniority. When seniority is equal, upon consultation with the Association, the teacher to be laid off shall be determined by the Superintendent.

11.06 Upon the giving of notice as provided in Section 11.02 above, the Superintendent shall post in each school building a list showing the seniority of each teacher employed by the Board and shall promptly then post any corrections to the list. A copy of such list and all corrections shall be given to the President of the Association or his/her designated representative.

11.07 A teacher who is laid off shall remain on the recall list for twenty-four (24) months after the effective date of his/her layoff unless he/she:

A. Waives his/her recall rights in writing;

B. Resigns;

C. Fails to accept recall to the position that he/she held immediately prior to the layoff or to a substantially equivalent position;

D. Fails to report to work in a position that he/she has accepted within ten (10) days after receipt of the notice of recall by hand delivery or certified mail, unless such employee is sick or injured; if a teacher has secured temporary employment elsewhere, he/she shall be allowed a reasonable amount of additional time before being required to report for work;

E. Teacher(s) who accept part-time position(s) shall not waive full-time recall in area(s) of certification

11.08. Unless precluded by Ohio Revised Code Section 3319.17, bargaining unit members whose contracts have been suspended shall be recalled in reverse order, provided the teacher is certified/licensed or has become certified/licensed for the certification/ licensure area(s) in which the recall occurs.

11.09 Notice of recall shall be given in writing and sent by hand-delivery or certified mail to the

last address given to the Board by a teacher. A copy of the notice shall be given to the Association. If a teacher fails to respond within ten (10) days after receipt of the above notice of recall, he/she shall be deemed to have refused the position offered.

11.10 While on layoff, a teacher shall have the option to remain an active participant in any group medical and dental insurance program offered by the Board by paying the full COBRA premium cost of such insurance.

ARTICLE XII -- LENGTH OF DUTY DAY/SCHOOL YEAR

12.01 Duty Day

The length of the regular duty day for teachers shall be seven (7) hours, exclusive of a duty-free lunch period which shall not be less than thirty (30) consecutive minutes. The duty day may be extended a maximum of 3.5 hours to accommodate evening parent-teacher conference meetings if adopted in the school calendar for that year.

12.02 School Year

The length of the school year for classroom teachers shall be one hundred eighty-four (184) days, of which one hundred-seventy three (173) days shall be with pupils in attendance. Effective the 2027-2028 school year, there shall be a total of one hundred-seventy four (174) days shall be with pupils in attendance. Two (2) days shall be parent/teacher conference days. Evenings may be utilized as partial days to fulfill these days. The first day of school shall be for professional development. One full day shall be used for classroom preparation. The last day of each semester shall be a teacher work day. There will be a total of five (5) additional professional development days. Effective the 2027-2028 school year, there shall be a total of four (4) professional development days. The duty days of teachers shall be as set forth in the school calendar with any amendments thereto. Make-up days will be designated on the Board-adopted school calendar.

12.03 Planning Time

Each bargaining unit member shall have at least two hundred (200) minutes of planning time with at least 30 consecutive minutes per regularly scheduled day, per week. The planning period shall be used to perform professional responsibilities other than classroom instruction. During such time bargaining unit members shall not be required to supervise or instruct students.

12.04 Public School Works (or alternative) Online Training

Each bargaining unit member shall be paid up to two (2) hours the first semester for completing online safety Public School Works (or alternative) training outside his/her contractual day at the curriculum rate of pay. Time sheets are due by November 1.

ARTICLE XIII -- TEACHER EVALUATION

13.01 Evaluation Model and Purpose

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

The evaluation policy is intended to provide an evaluation model that is research-based, transparent, fair, and adaptable to the needs of the District, students, and teachers. The Board believes in the importance of ongoing assessment and meaningful feedback as a powerful vehicle to support improved teaching performance and student growth, as well as promotion and retention decisions for teachers. The purpose of the evaluation is to improve instruction and to make a record of the teacher's performance.

13.02 Evaluation Committee

The Board and Association hereby establish an ongoing Evaluation Committee, consisting of up to four (4) teachers and up to four (4) administrators, for the purpose of monitoring legal developments and recommending revisions of the Article. The teacher members of the committee will be selected by the Association. The first meeting of this committee shall be held no later than October 1st each year unless the Administration and Association agree that there is no need for a meeting.

Any Committee work required outside the contractual work day shall be paid an hourly rate at the curriculum work rate as in Article V, Section 5.04 of this agreement.

If either the Board or Association wishes to consider any change or revision to the evaluation procedure or process, including the evaluation instrument, during the term of this agreement, it shall discuss the matter with the committee. If the discussion results in a recommendation by the committee to change or revise the evaluation procedure or process, including the evaluation instrument, during the term of the agreement, then said recommendation shall be subject to ratification by the Board and the Association.

13.03 Definitions

A. "ORC" means the Ohio Revised Code

B. "OTES" stands for the Ohio Teacher Evaluation System 2.0 as adopted by the Ohio State Board of Education in 2020, or as otherwise modified by the State Board of Education.

C. Teacher - For purpose of this Article," teacher" means a licensed instructor who spends at least 50% of his/her time providing content-related student instruction and who is working under one of the following:

1. A license issued under ORC Sections 3319.22, 3319.26, 3319.22, or 3319.226; or

2. A permanent certificate issued under ORC Section 3319.222 as it existed prior to September, 2003; or

3. A permanent certificate issued under ORC /section 3319.222 as it existed prior to September, 2006; or

4. A permit issued under ORC Section 3319.301.

The Board evaluates school counselors in accordance with the state law and the standards-based counselor evaluation framework adopted by the State Board of Education. School counselors are assigned effectiveness ratings of "Accomplished", "Skilled", "Developing", or "Ineffective".

Bargaining unit members, such as school nurse, not meeting this definition are not subject to evaluation under this Article, but will be evaluated utilizing principles similar to those appearing in the Article. Upon completion of the evaluation process, these bargaining unit members will be assigned an overall effectiveness rating of "Accomplished", "Skilled", "Developing", or "Ineffective".

D. Credentialed Evaluator - For purposes of this Article, each teacher subject to evaluation will be evaluated by a person who:

1. Meets the eligibility requirements under ORC Section 3319.111 (D); and

2. Holds a credential established by the Ohio Department of Education and Workforce (ODEW) for teacher evaluation; and

3. Has completed state-sponsored evaluation training and has passed an online credentialing assessment.

4. Is employed as an administrator by the District.

5. The Superintendent/designee is authorized to approve and maintain a list of credentialed evaluators as necessary to effectively implement this Article.

E. Core Subject Area - means courses such as reading and English Language Arts, mathematics, science, foreign language, government, economics, fine arts, history, and geography.

F. Poorly Performing Teacher - A teacher who has received an overall summative rating of Ineffective for a period of no less than two (2) out of the last three (3) years, and who takes the written examinations required pursuant to ORC Section 3319.58 and who has unsatisfactorily completed, or not completed, a professional improvement plan during the subsequent school year.

13.04 Standards - Based Teacher Evaluation

Teacher evaluations will utilize multiple factors, with the intent of providing meaningful feedback to each teacher and assigning an effectiveness rating based upon teacher performance. Each teacher evaluation will result in an effectiveness rating of:

Accomplished
Skilled
Developing
Ineffective

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

The Superintendent shall annually cause to be filed a report to the Ohio Department of Education and Workforce (ODEW) of the number of teachers for whom an evaluation was conducted as well as the number of teachers assigned each rating as set forth above, aggregated by teacher preparation programs from which and the years in which the teachers graduated. The Superintendent will comply with the mandated components of Ohio's state evaluation reporting system.

Each evaluation will be based upon teacher performance as set forth in the ORC.

13.05 Assessment of Teacher Performance

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

A. Understanding student learning and development and respecting the diversity of the students they teach;

B. Understanding the content area for which they have instructional responsibility;

C. Understanding and using varied assessment to inform instruction, evaluate and ensure student learning;

D. Planning and delivering effective instruction that advances individual student learning;

E. Creating learning environments that promote high levels of learning and student achievement;

F. Collaborating and communicating with students, parents, other educators, District administrators and the community to support student learning; and

G. Assuming responsibility for professional growth, performance and involvement.

13.06 Formal Observation and Classroom Walkthrough Sequence

A. All instructors who meet the definition of "teacher" under this Article shall be evaluated based on at least two (2) formal observations of at least thirty (30) consecutive minutes each and periodic classroom walkthroughs each school year an evaluation occurs. All observations shall be scheduled at least three (3) weeks apart from each other and at least six (6) weeks apart if an employee is on an improvement plan, unless there are unexpected absences on the part of the teacher or evaluator.

B. Teachers on a limited contract who are under consideration for renewal/nonrenewal shall receive at least three (3) formal observations of at least (30) consecutive minutes each in addition to periodic classroom walkthroughs.

C. A teacher who has been granted a continuing contract by the Board and who receives a rating of "Accomplished" on his/her most recent summative evaluation may be evaluated every three (3) school years.

A teacher who has been granted a continuing contract by the Board and who receives a rating of "Skilled" on his/her most recent summative evaluation may be evaluated every two (2) school years.

In years when a full evaluation will not take place, one walkthrough observation is carried out and at least one conference with the teacher is held.

D. A post-observation conference will be held within ten (10) work days after each formal observation for the purpose of informing the teacher if observed instructional practices were aligned with the criteria on the observation form.

E. A walkthrough is an informal unannounced observation by an evaluator that lasts at least five (5) consecutive minutes. Should the evaluator observe any performance deficiencies, a written notation of such deficiencies will be provided to the teacher within five (5) work days. The teacher will be permitted to request a conference with the evaluator to discuss any identified deficiencies. The minimum number of required walkthroughs are as follows:

1. Teachers on a continuing/limited contract two (2) per year, and

2. Teachers on a professional improvement plan four (4) per year.

F. The monitoring or observation of a teacher's work performance will be conducted openly and with the teacher's knowledge.

G. A formal observation or walkthrough will not be conducted one (1) work day before or following a holiday.

Evaluations will be completed by May 1st and each teacher will be provided a final written summative rating of the results of his/her evaluation by May 10th. This report is signed by both the evaluator and the teacher. Written notice of nonrenewal will be provided on or before June 1st.

In evaluating teacher performance in these areas, the Board shall utilize the measures set forth by the Ohio Department of Education and Workforce's OTES 2.0 "Teacher Performance Evaluation Rubric" for instructional planning, instruction and assessment, and professionalism. Forms used in the evaluation process shall follow OTES and be included in the Appendix of this Agreement.

Each teacher evaluated under this Article may annually complete a "Self Assessment," utilizing the Self Assessment Summary Tool set forth herein as "Teacher Evaluation Form" on or before October 15.

13.07 Formal Observation Procedure

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

B. A post-observation conference shall be held within ten (10) workdays after each formal observation.

C. Final Evaluation Procedures

The final teacher performance rating will be determined as follows:

1. Each domain will be scored independently using a score of 1 – 4 ("Ineffective" – 1, "Developing" – 2, "Skilled" – 3, "Accomplished" – 4).

2. Once the domains have been scored, those scores will be averaged for the final evaluation score.

3. Any average that ends in .6 or above will be rounded up to the next highest score.

Each teacher's performance rating will be combined with the assessment of student growth measures to produce the summative evaluation rating, based upon the following "Evaluation Matrix":

Teacher Performance

Above	Accomplished	Accomplished	Skilled	Developing
Expected	Skilled	Skilled	Developing	Developing
Below	Developing	Developing	Ineffective	Ineffective

13.08 Calculating Teacher Performance Rating

Completion of Evaluation Cycle

A. The evaluator shall note evidence of all the data used to support the conclusions reached in the teacher performance evaluation rubric that is marked ineffective or developing.

B. The Superintendent shall annually file a report to the Ohio Department of Education and Workforce's (ODEW) to be minimally compliant with ORC 3319.111, (G).

A teacher who disagrees with his/her evaluation at any point in the evaluation process shall be permitted to attach a brief rebuttal to the appropriate document. A teacher has ten (10) work days to submit the written rebuttal before signing the evaluation.

A teacher shall be entitled to an Association representative at any conference held under this Article in which the teacher will be advised of an impending adverse personnel action, including contract non-renewal, termination of employment, or being placed on a plan of improvement.

13.09 Professional Growth and Improvement Plans

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

A. Teachers whose summative performance rating is Accomplished will develop a professional growth plan and may choose their credentialed evaluator from those available to the Board for that purpose, utilizing the components set forth in the "Teacher Evaluation Form".

B. Teachers whose summative performance rating is Skilled will develop a professional growth plan collaboratively with his/her credentialed evaluator and will have input on his/her evaluator for the next evaluation cycle, utilizing the components set forth in the "Teacher Evaluation Form".

C. Teachers whose summative performance rating is Ineffective or Developing will develop a professional improvement plan with their credentialed evaluator, but the evaluator will direct the content. The Administration will assign the evaluator for the subsequent evaluation cycle and approve the professional improvement plan, utilizing the components set forth in the "Teacher Evaluation Form". The Administration reserves the right to place teachers on professional improvement plans.

D. Professional Development Plan

1. In accordance with the State Board of Education's statewide evaluation framework, the Board has adopted a specific plan for the allocation of financial resources to support the professional development of teachers

covered by this Article. The professional development plan process will be reviewed annually by the Evaluation Committee.

13.10 Core Subject Teachers – Testing for Content Knowledge

Core subject area teachers must register for and complete all written examinations of content knowledge selected by the Ohio Department of Education and Workforce (ODEW) if the teacher has received an effectiveness rating of "Ineffective" on his/her annual evaluation for two (2) of the three (3) most recent school years.

If a teacher passes the examination set forth above and provides proof of that passage to the Board, the teacher will be required to complete professional development that is targeted to the deficiencies identified in the teacher's evaluations conducted under this Article. The receipt by the teacher of a rating of "Ineffective" on the teacher's next evaluation after completion of the professional development, or the failure of the teacher to complete the professional development, shall be grounds for termination of the teacher under ORC Section 3319.16.

Any teacher passing the examination set forth above will not be required to take the examination again for three (3) years, regardless of the teacher's evaluation ratings or the performance index score ranking of the building in which the teacher teaches. No teacher shall be responsible for the cost of taking an examination set forth above.

13.11 Removal of Poorly Performing Teachers

Removal of poorly performing teachers will be in accordance with non-renewal and termination statutes of the ORC and/or the relevant provisions of this Agreement. This provision does not mean or imply that the Board is precluded from terminating or non-renewing a teacher in accordance with the ORC and this Agreement for conduct, as opposed to pedagogic reasons. Nor does this provision preclude the nonrenewal of a teacher for pedagogic deficiencies that are of such a serious nature that retention of the teacher for another year is unwarranted in the reasonable judgment of the Board.

Except as otherwise specified in ~~a~~ terms of this Agreement, nothing in this Article will be deemed to prevent the Board from exercising its rights to non-renew, terminate, or suspend a teaching contract as provided by law.

13.12 Due Process

1. A teacher shall be entitled to association representation at any conference held during this procedure in which the teacher shall be advised of an impending adverse personnel action. If an employee believes the

evaluator has violated the procedure established in this Article VIII or that the evaluator's judgment or conclusion is arbitrary, capricious, or unreasonable, the employee may file a grievance within twenty (20) work days, as defined in Article III, of the employee's receipt of the signed and final version of a written evaluation for the particular school year or portion of a school year.

13.13 The district shall use the following forms provided by the Ohio Department of Education and Workforce (ODEW) unless otherwise agreed upon by the Board and the Association:

- self-evaluation tool
- professional growth and improvement plans
- teacher performance rating rubric
- school counselor rating rubric
- final summative rating sheet

13.14 If any provision of this Article must be changed in order to comply with an amendment to the ORC and/or mandated action by the Ohio Department of Education and Workforce (ODEW) with respect to OTES 2.0, it is mutually understood that such change will automatically be implemented as of the effective date of such amendment. Should any provision of this Article then be in conflict with the mandated changed, such provisions will be inoperative. It is further understood that, if the mandated change affords the parties options on how to proceed, the status quo will be maintained until the Evaluation Committee identified in Section 13.02 of this Article meets and resolves the issue.

ARTICLE XIV -- ASSOCIATION RIGHTS AND RESPONSIBILITIES

14.01 The Board grants to the Association the following privileges:

A. To use the facilities of any building for meetings, without fee, upon notification to the administrator in charge of such building. Permission to use such facilities shall be given as long as it does not interfere with any previously authorized activity in said building. The Association shall be responsible to restore the meeting facility to its original condition upon conclusion of such meeting.

B. To use the Board-owned equipment including, but not limited to computers, calculators, copy machines, and audiovisual equipment at times which do not interfere with the operation of the school system. Removal of any such equipment from school premises shall be only upon the express written consent of the principal.

C. To use the inter-school mail system in the school offices to distribute Association bulletins, newsletters, or other circulars.

D. To use bulletin boards in teacher lounges or workrooms to disseminate information to members, provided that any material so posted shall be signed by an officer of the Association or committee chairperson.

E. To use telephones in any building to carry out Association business. Any fees or toll call charges shall be reimbursed to the Board by the Association. These calls are not to be made at a time that interferes with duties assigned by the Board and administration.

F. To allow representatives to call meetings of Association members within the building. These meetings shall not be scheduled during class time or during conference periods when a teacher has scheduled an appointment with a student or parent or at any time which conflicts with other scheduled meetings.

G. To allow the President of the Association or his/her designated official to visit schools. Upon his/her arrival, he/she shall notify the principal of his/her presence. These visits to the schools must not interfere with the teachers' regularly assigned duties.

H. To place stickers identifying Association members on their mailboxes.

I. Dues may be paid through payroll deduction: Membership in NEA, OEA, SEOEA, FFTA, Credit Union, TSA, other professional dues on dues deduction form and EPAC. All payroll deductions will be mailed to the appropriate agency within a reasonable amount of time, but not to exceed five (5) days.

J. The Board and/or administration will not discourage membership in the Association.

K. The Association will be provided at least one hour at the beginning of the school year for Association business (during a professional development day). This shall not be during a designated teacher work day.

L. Establishment of Membership: The treasurer's office is required by law to receive affirmative consent to begin deducting union dues from member's pay. Affirmative consent shall be defined as a fully executed copy of the Membership Enrollment Form, of which the employee signed voluntarily.

Maintenance of membership: Dues deductions for membership in the NEA, OEA,

SEOEA, and the Association shall continue from year to year unless a member makes a written request to the Fort Frye Treasurer to withdraw.

The Fort Frye Teachers Association, OEA/NEA, on behalf of itself and the OEA/NEA, shall indemnify the Board, its members, and its administrative and supervisory non-bargaining unit members, including but not limited to the Board's Treasurer and Superintendent (all hereinafter, "the indemnitees"), for, and hold them harmless from, any and all liability, damages and expenses, including but not limited to legal fees at customary rates in the community and costs, directly or indirectly incurred by the indemnitees, or any of them because of any legal action or administrative claim brought against them as a result of the provisions of this Article, including but not limited to Sections L and I.

M. The President of the Association and/or his/her designated representative shall be granted, upon request, the opportunity to meet with the Superintendent or his/her designee to review and discuss current school problems and practices with the administration.

N. The Association President will appoint three (3) bargaining unit members to a committee to meet with the Superintendent to provide input into the appropriations document prior to Board action. The association President will be given reasonable prior notice as to the adoption of the annual appropriations measure.

O. The Board shall pay the full cost of tuition and other actual and necessary expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or such other programs which a bargaining unit member is required to attend by the administration, as authorized by the Board.

14.02 The Association shall be provided with:

A. One (1) copy of all Board agendas and financial reports of public record shall be given to the President of the Association at least 24 hours prior to the regular board meeting and as timely as possible for special meetings.

B. One (1) copy of the monthly Board meeting minutes, appropriations, budget, monthly budget reports, and training and experience grid shall be given to the President of the Association within a reasonable time after such forms are completed.

C. Upon specific request for a specific item, data or documents which will assist it in developing intelligent, accurate, informed, and constructive programs for members and their students, together with other available information which may be necessary

to formulate programs or process grievances; provided, however, nothing herein shall require the Board to prepare such material nor to release a confidential report.

D. A place on the agenda of all regular Board meetings to be used by the Association to communicate with the Board.

E. Five (5) days' released time for the President of the Association to conduct Association business. A twenty-four (24) hour written notification to the building principal is necessary. The cost of the substitute may be charged to the Association.

14.03 Fair Share Fee

Unless otherwise prohibited by law, the following shall apply to Fair Share:

A. Payroll Deduction of Fair Share Fee

The Board shall deduct from the pay of members of the bargaining unit who elect not to become or to remain a member of the Association, a fair share fee for the Association's representation of such non-member during the term of this contract. No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Association's work in the realm of collective bargaining.

B. Notification of the Amount of Fair Share Fee

Notice of the amount of the annual fair share fee, (which shall not be more than one hundred percent (100%) of the unified dues of the Association) shall be transmitted by the Association to the Treasurer of the Board on or about September 1 of each year during the terms of this contract for the purpose of determining amounts to be payroll-deducted, and the Board agrees to promptly transmit all amounts deducted to the Association.

C. Schedule of Fair Share Fee Deductions

1. All Fair Share Fee Payers

Payroll deduction of such annual fair share fees shall commence on the first (1st) pay date which occurs on or after January 15th annually. In the case of unit employees newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date or after the later of:

a. Sixty (60) days employment in a bargaining unit position or

b. January 15th

2. Upon Termination of Membership During the Membership Year

The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be annual fair share fee less the amount previously paid through payroll deduction. The deduction of said amount shall commence on the first (1st) pay date occurring on or after forty-five (45) days from the termination of membership.

D. Transmittal of Deductions

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

E. Procedure for Rebate

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

F. Entitlement of Rebate

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

ARTICLE XV -- NONDISCRIMINATION IN EMPLOYMENT

The parties agree there shall be no employment discrimination because of such person's race, color, creed, religion, national origin, age, sex, marital status, sexual orientation, gender identity, gender expression, disability, genetic information, veteran status, or

political or union affiliation and to have due regard for employees privacy and constitutional rights as citizens.

ARTICLE XVI -- DURATION AND INTENT OF AGREEMENT

16.01 The terms of this agreement shall be prepared and published by the Board and distributed to each employee. The Association President and the Superintendent shall each receive an additional ten (10) copies for their respective use. The costs of publication shall be shared equally by the Board and the Association.

16.02 During the duration of this contract, the Board shall maintain all terms, conditions and benefits of employment which are subject to any provision of this contract at not less than the level in effect as of the effective date of this contract.

16.03 In the event there is a conflict between a provision of this contract and state or federal laws or valid rules or regulations adopted by a federal agency:

A. Federal laws, or valid rules or regulations adopted by a federal agency shall prevail over conflicting provisions of this contract.

B. The provisions of this contract shall prevail over conflicting state law in accordance with Ohio Revised Code §4117.10 (a).

16.04 This contract shall be effective from 12:00 AM on July 1, 2026 through midnight June 30, 2029.

ARTICLE XVII – ACADEMIC DISTRESS

As required by Section 3302.10(P) of the ORC, the provisions of Section 3302.10 are incorporated into this Agreement by reference.

ARTICLE XVIII – SIGNATURES OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have set their hands to this 26th day of May, 2026 at Beverly, Ohio.

FOR THE BOARD:

President

Superintendent

Treasurer

FOR THE ASSOCIATION:

President

President Elect

Secretary/Negotiating Team Member

Negotiating Team Chairperson

Negotiating Team Member

Negotiating Team Member

Negotiating Team Member

CERTIFIED SCHEDULE

Base Salary **$42,280.47**

2026-2027

Years of Service	2 BS OR BA Percent	2 BS OR BA Dollar Amount	3 BA+150 Percent	3 BA+150 Dollar Amount	4 MASTERS Percent	4 MASTERS Dollar Amount	5 MASTERS+15 Percent	5 MASTERS+15 Dollar Amount	Percent
0	100.000%	$42,280	104.200%	$44,056	111.500%	$47,143	115.00%	$48,623	120.000%
1	104.300%	$44,099	109.000%	$46,086	116.300%	$49,172	119.80%	$50,652	125.000%
2	108.600%	$45,917	113.300%	$47,904	121.100%	$51,202	124.60%	$52,681	130.000%
3	112.600%	$47,608	117.600%	$49,722	125.900%	$53,231	129.40%	$54,711	135.000%
4	116.600%	$49,299	121.900%	$51,540	130.700%	$55,261	134.20%	$56,740	140.000%
5	120.600%	$50,990	126.200%	$53,358	135.500%	$57,290	139.00%	$58,770	145.000%
6	124.600%	$52,681	130.500%	$55,176	140.300%	$59,319	143.80%	$60,799	150.000%
7	128.600%	$54,373	134.800%	$56,994	145.100%	$61,349	148.60%	$62,829	155.000%
8	132.600%	$56,064	139.100%	$58,812	149.900%	$63,378	153.40%	$64,858	160.000%
9	136.600%	$57,755	143.400%	$60,630	154.700%	$65,408	158.20%	$66,888	165.000%
10	140.600%	$59,446	147.700%	$62,448	159.500%	$67,437	167.30%	$70,735	173.100%
11	144.600%	$61,138	152.000%	$64,266	164.300%	$69,467	172.10%	$72,765	177.900%
12	148.600%	$62,829	156.300%	$66,084	169.100%	$71,496	176.90%	$74,794	182.700%
13	152.600%	$64,520	160.600%	$67,902	173.900%	$73,526	181.70%	$76,824	187.500%
14	154.600%	$65,366	164.900%	$69,720	178.700%	$75,555	186.50%	$78,853	192.300%
15	156.600%	$66,211	166.900%	$70,566	180.700%	$76,401	188.90%	$79,868	194.700%
20	158.600%	$67,057	168.900%	$71,412	182.700%	$77,246	191.30%	$80,883	197.100%
25	160.600%	$67,902	170.900%	$72,257	184.700%	$78,092	193.70%	$81,897	199.500%
30	162.600%	$68,748	172.900%	$73,103	186.700%	$78,938	196.10%	$82,912	201.900%

APPENDIX A

6 MASTERS +30 Dollar Amount
$50,737
$52,851
$54,965
$57,079
$59,193
$61,307
$63,421
$65,535
$67,649
$69,763
$73,187
$75,217
$77,246
$79,276
$81,305
$82,320
$83,335
$84,350
$85,364

2027-2028 SALARY SCHEDULES

CERTIFIED SCHEDULE

Base Salary **$43,548.40**

2027-2028

Years of Service	Percent	2 BS OR BA Dollar Amount	Percent	3 BA+150 Dollar Amount	Percent	4 MASTERS Dollar Amount	Percent	5 MASTERS+15 Dollar Amount	Percent
0	100.000%	$43,548	104.200%	$45,377	111.500%	$48,556	115.00%	$50,081	120.000%
1	104.300%	$45,421	109.000%	$47,468	116.300%	$50,647	119.80%	$52,171	125.000%
2	108.600%	$47,294	113.300%	$49,340	121.100%	$52,737	124.60%	$54,261	130.000%
3	112.600%	$49,035	117.600%	$51,213	125.900%	$54,827	129.40%	$56,352	135.000%
4	116.600%	$50,777	121.900%	$53,085	130.700%	$56,918	134.20%	$58,442	140.000%
5	120.600%	$52,519	126.200%	$54,958	135.500%	$59,008	139.00%	$60,532	145.000%
6	124.600%	$54,261	130.500%	$56,831	140.300%	$61,098	143.80%	$62,623	150.000%
7	128.600%	$56,003	134.800%	$58,703	145.100%	$63,189	148.60%	$64,713	155.000%
8	132.600%	$57,745	139.100%	$60,576	149.900%	$65,279	153.40%	$66,803	160.000%
9	136.600%	$59,487	143.400%	$62,448	154.700%	$67,369	158.20%	$68,894	165.000%
10	140.600%	$61,229	147.700%	$64,321	159.500%	$69,460	167.30%	$72,856	173.100%
11	144.600%	$62,971	152.000%	$66,194	164.300%	$71,550	172.10%	$74,947	177.900%
12	148.600%	$64,713	156.300%	$68,066	169.100%	$73,640	176.90%	$77,037	182.700%
13	152.600%	$66,455	160.600%	$69,939	173.900%	$75,731	181.70%	$79,127	187.500%
14	154.600%	$67,326	164.900%	$71,811	178.700%	$77,821	186.50%	$81,218	192.300%
15	156.600%	$68,197	166.900%	$72,682	180.700%	$78,692	188.90%	$82,263	194.700%
20	158.600%	$69,068	168.900%	$73,553	182.700%	$79,563	191.30%	$83,308	197.100%
25	160.600%	$69,939	170.900%	$74,424	184.700%	$80,434	193.70%	$84,353	199.500%
30	162.600%	$70,810	172.900%	$75,295	186.700%	$81,305	196.10%	$85,398	201.900%

APPENDIX B

6 MASTERS +30 Dollar Amount
$52,258
$54,436
$56,613
$58,790
$60,968
$63,145
$65,323
$67,500
$69,677
$71,855
$75,382
$77,473
$79,563
$81,653
$83,744
$84,789
$85,834
$86,879
$87,924

CERTIFIED SCHEDULE

Base Salary **$44,636.70**

2028-2029

Years of Service	Percent	2 BS OR BA Dollar Amount	Percent	3 BA+150 Dollar Amount	Percent	4 MASTERS Dollar Amount	Percent	5 MASTERS+15 Dollar Amount	Percent
0	100.000%	$44,637	104.200%	$46,511	111.500%	$49,770	115.00%	$51,332	120.000%
1	104.300%	$46,556	109.000%	$48,654	116.300%	$51,912	119.80%	$53,475	125.000%
2	108.600%	$48,475	113.300%	$50,573	121.100%	$54,055	124.60%	$55,617	130.000%
3	112.600%	$50,261	117.600%	$52,493	125.900%	$56,198	129.40%	$57,760	135.000%
4	116.600%	$52,046	121.900%	$54,412	130.700%	$58,340	134.20%	$59,902	140.000%
5	120.600%	$53,832	126.200%	$56,332	135.500%	$60,483	139.00%	$62,045	145.000%
6	124.600%	$55,617	130.500%	$58,251	140.300%	$62,625	143.80%	$64,188	150.000%
7	128.600%	$57,403	134.800%	$60,170	145.100%	$64,768	148.60%	$66,330	155.000%
8	132.600%	$59,188	139.100%	$62,090	149.900%	$66,910	153.40%	$68,473	160.000%
9	136.600%	$60,974	143.400%	$64,009	154.700%	$69,053	158.20%	$70,615	165.000%
10	140.600%	$62,759	147.700%	$65,928	159.500%	$71,196	167.30%	$74,677	173.100%
11	144.600%	$64,545	152.000%	$67,848	164.300%	$73,338	172.10%	$76,820	177.900%
12	148.600%	$66,330	156.300%	$69,767	169.100%	$75,481	176.90%	$78,962	182.700%
13	152.600%	$68,116	160.600%	$71,687	173.900%	$77,623	181.70%	$81,105	187.500%
14	154.600%	$69,008	164.900%	$73,606	178.700%	$79,766	186.50%	$83,247	192.300%
15	156.600%	$69,901	166.900%	$74,499	180.700%	$80,659	188.90%	$84,319	194.700%
20	158.600%	$70,794	168.900%	$75,391	182.700%	$81,551	191.30%	$85,390	197.100%
25	160.600%	$71,687	170.900%	$76,284	184.700%	$82,444	193.70%	$86,461	199.500%
30	162.600%	$72,579	172.900%	$77,177	186.700%	$83,337	196.10%	$87,533	201.900%

APPENDIX C

6 MASTERS +30 Dollar Amount
$53,564
$55,796
$58,028
$60,260
$62,491
$64,723
$66,955
$69,187
$71,419
$73,651
$77,266
$79,409
$81,551
$83,694
$85,836
$86,908
$87,979
$89,050
$90,121

APPENDIX D

FORT FRYE LOCAL SCHOOL DISTRICT
CO-CURRICULAR ACTIVITY SALARY SCHEDULE
2026-2027 SCHOOL YEAR

Base Salary **$42,280**

POSITION	YEARS OF EXPERIENCE IN PROGRAM IN THE DISTRICT					
	0	1	2	3	4	5
Head Teacher	$4,228	$4,439	$4,651	$4,862	$5,074	$5,285
	0.1	*0.105*	*0.11*	*0.115*	*0.12*	*0.125*
Musical/Drama Advisor	$1,028	$1,100	$1,172	$1,244	$1,316	$1,388
	0.02431	*0.02601*	*0.02771*	*0.02942*	*0.03112*	*0.03282*
Choir/Vocal Head	$1,786	$1,911	$2,036	$2,161	$2,286	$2,411
	0.04224	*0.0452*	*0.04815*	*0.05111*	*0.05407*	*0.05702*
High School Yearbook Advisor	$2,469	$2,612	$2,754	$2,897	$3,039	$3,182
	0.0584	*0.06177*	*0.06514*	*0.06851*	*0.07188*	*0.07525*
Middle School Yearbook Advisor	$1,852	$1,994	$2,137	$2,279	$2,422	$2,564
	0.0438	*0.04717*	*0.05054*	*0.05391*	*0.05728*	*0.06065*
National Honor Society Advisor	$898	$961	$1,023	$1,086	$1,149	$1,212
	0.02123	*0.02272*	*0.0242*	*0.02569*	*0.02717*	*0.02866*
Prom Advisor	$1,019	$1,090	$1,161	$1,232	$1,304	$1,375
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.03252*
Band Head	$4,735	$5,348	$5,961	$6,575	$6,879	$7,188
	0.112	*0.1265*	*0.141*	*0.1555*	*0.1627*	*0.17*
High School Student Council Advisor	$1,618	$1,732	$1,845	$1,958	$2,072	$2,185
	0.03828	*0.04096*	*0.04364*	*0.04632*	*0.049*	*0.05168*
Middle School Student Council Advisor	$808	$864	$920	$977	$1,033	$1,090
	0.0191	*0.02043*	*0.02177*	*0.02311*	*0.02444*	*0.025778*
Flag Corps Advisor	$1,559	$1,668	$1,777	$1,887	$1,996	$2,105
	0.03687	*0.03945*	*0.04203*	*0.04462*	*0.0472*	*0.04978*
Percussion Instructor	$1,570	$1,680	$1,790	$1,900	$2,010	$2,119
	0.03714	*0.03974*	*0.04234*	*0.04493*	*0.04753*	*0.05013*
Winter Guard Advisor	$1,559	$1,668	$1,777	$1,887	$1,996	$2,105

	0.03687	*0.03945*	*0.04203*	*0.04462*	*0.0472*	*0.04978*
Seniors In The Job Market	$1,682	$1,800	$1,918	$2,035	$2,153	$2,271
	0.03979	*0.04257*	*0.04536*	*0.04814*	*0.05093*	*0.05371*
Detention Hall Monitor	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Science Olympiad Advisor (2)	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Model UN Advisor (1 HS, 1 MS)	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Math Competitive Team Advisor (1 HS, 1 MS)	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Competitive Writing Advisor (1 HS, 1 MS)	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Cadets for a Cause	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
SAVE Club Advisor	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Multi Media Advisor	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
8th Grade Trip Coordinator	$1,019	$1,090	$1,161	$1,232	$1,304	$1,374
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Building Level Teacher Based Team Leaders (BLT)	$400	$400	$400	$400	$400	$400
District Level Teacher Based Team Leaders (DLT)	$200	$200	$200	$200	$200	$200

APPENDIX E

FORT FRYE LOCAL SCHOOL DISTRICT
CO-CURRICULAR ACTIVITY SALARY SCHEDULE
2027-2028 SCHOOL YEAR

Base Salary **$43,548**

POSITION	**YEARS OF EXPERIENCE IN PROGRAM IN THE DISTRICT**					
	0	**1**	**2**	**3**	**4**	**5**
Head Teacher	$4,355	$4,573	$4,790	$5,008	$5,226	$5,444
	0.1	*0.105*	*0.11*	*0.115*	*0.12*	*0.125*
Musical/Drama Advisor	$1,059	$1,133	$1,207	$1,281	$1,355	$1,429
	0.02431	*0.02601*	*0.02771*	*0.02942*	*0.03112*	*0.03282*
Choir/Vocal Head	$1,839	$1,968	$2,097	$2,226	$2,355	$2,483
	0.04224	*0.0452*	*0.04815*	*0.05111*	*0.05407*	*0.05702*
High School Yearbook Advisor	$2,543	$2,690	$2,837	$2,983	$3,130	$3,277
	0.0584	*0.06177*	*0.06514*	*0.06851*	*0.07188*	*0.07525*
Middle School Yearbook Advisor	$1,907	$2,054	$2,201	$2,348	$2,494	$2,641
	0.0438	*0.04717*	*0.05054*	*0.05391*	*0.05728*	*0.06065*
National Honor Society Advisor	$925	$989	$1,054	$1,119	$1,183	$1,248
	0.02123	*0.02272*	*0.0242*	*0.02569*	*0.02717*	*0.02866*
Prom Advisor	$1,049	$1,123	$1,196	$1,269	$1,343	$1,416
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.03252*
Band Head	$4,877	$5,509	$6,140	$6,772	$7,085	$7,403
	0.112	*0.1265*	*0.141*	*0.1555*	*0.1627*	*0.17*
High School Student Council Advisor	$1,667	$1,784	$1,900	$2,017	$2,134	$2,251
	0.03828	*0.04096*	*0.04364*	*0.04632*	*0.049*	*0.05168*
Middle School Student Council Advisor	$832	$890	$948	$1,006	$1,064	$1,123
	0.0191	*0.02043*	*0.02177*	*0.02311*	*0.02444*	*0.025778*
Flag Corps Advisor	$1,606	$1,718	$1,830	$1,943	$2,055	$2,168
	0.03687	*0.03945*	*0.04203*	*0.04462*	*0.0472*	*0.04978*
Percussion Instructor	$1,617	$1,731	$1,844	$1,957	$2,070	$2,183
	0.03714	*0.03974*	*0.04234*	*0.04493*	*0.04753*	*0.05013*
Winter Guard Advisor	$1,606	$1,718	$1,830	$1,943	$2,055	$2,168

	0.03687	*0.03945*	*0.04203*	*0.04462*	*0.0472*	*0.04978*
Seniors In The Job Market	$1,733	$1,854	$1,975	$2,096	$2,218	$2,339
	0.03979	*0.04257*	*0.04536*	*0.04814*	*0.05093*	*0.05371*
Detention Hall Monitor	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Science Olympiad Advisor (2)	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Model UN Advisor (1 HS, 1 MS)	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Math Competitive Team Advisor (1 HS, 1 MS)	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Competitive Writing Advisor (1 HS, 1 MS)	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Cadets for a Cause	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
SAVE Club Advisor	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Multi Media Advisor	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
8th Grade Trip Coordinator	$1,049	$1,123	$1,196	$1,269	$1,343	$1,415
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Building Level Teacher Based Team Leaders (BLT)	$400	$400	$400	$400	$400	$400
District Level Teacher Based Team Leaders (DLT)	$200	$200	$200	$200	$200	$200

APPENDIX F

FORT FRYE LOCAL SCHOOL DISTRICT
CO-CURRICULAR ACTIVITY SALARY SCHEDULE
2027-2028 SCHOOL YEAR

Base Salary **$44,637**

POSITION	**YEARS OF EXPERIENCE IN PROGRAM IN THE DISTRICT**					
	0	**1**	**2**	**3**	**4**	**5**
Head Teacher	$4,464	$4,687	$4,910	$5,133	$5,356	$5,580
	0.1	*0.105*	*0.11*	*0.115*	*0.12*	*0.125*
Musical/Drama Advisor	$1,085	$1,161	$1,237	$1,313	$1,389	$1,465
	0.02431	*0.02601*	*0.02771*	*0.02942*	*0.03112*	*0.03282*
Choir/Vocal Head	$1,885	$2,018	$2,149	$2,281	$2,414	$2,545
	0.04224	*0.0452*	*0.04815*	*0.05111*	*0.05407*	*0.05702*
High School Yearbook Advisor	$2,607	$2,757	$2,908	$3,058	$3,209	$3,359
	0.0584	*0.06177*	*0.06514*	*0.06851*	*0.07188*	*0.07525*
Middle School Yearbook Advisor	$1,955	$2,106	$2,256	$2,406	$2,557	$2,707
	0.0438	*0.04717*	*0.05054*	*0.05391*	*0.05728*	*0.06065*
National Honor Society Advisor	$948	$1,014	$1,080	$1,147	$1,213	$1,279
	0.02123	*0.02272*	*0.0242*	*0.02569*	*0.02717*	*0.02866*
Prom Advisor	$1,075	$1,151	$1,226	$1,301	$1,377	$1,452
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.03252*
Band Head	$4,999	$5,647	$6,294	$6,941	$7,262	$7,588
	0.112	*0.1265*	*0.141*	*0.1555*	*0.1627*	*0.17*
High School Student Council Advisor	$1,709	$1,828	$1,948	$2,068	$2,187	$2,307
	0.03828	*0.04096*	*0.04364*	*0.04632*	*0.049*	*0.05168*
Middle School Student Council Advisor	$853	$912	$972	$1,032	$1,091	$1,151
	0.0191	*0.02043*	*0.02177*	*0.02311*	*0.02444*	*0.025778*
Flag Corps Advisor	$1,646	$1,761	$1,876	$1,992	$2,107	$2,222
	0.03687	*0.03945*	*0.04203*	*0.04462*	*0.0472*	*0.04978*
Percussion Instructor	$1,658	$1,774	$1,890	$2,006	$2,122	$2,238
	0.03714	*0.03974*	*0.04234*	*0.04493*	*0.04753*	*0.05013*
Winter Guard Advisor	$1,646	$1,761	$1,876	$1,992	$2,107	$2,222

	0.03687	*0.03945*	*0.04203*	*0.04462*	*0.0472*	*0.04978*
Seniors In The Job Market	$1,776	$1,900	$2,025	$2,149	$2,273	$2,397
	0.03979	*0.04257*	*0.04536*	*0.04814*	*0.05093*	*0.05371*
Detention Hall Monitor	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Science Olympiad Advisor (2)	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Model UN Advisor (1 HS, 1 MS)	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Math Competitive Team Advisor (1 HS, 1 MS)	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Competitive Writing Advisor (1 HS, 1 MS)	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Cadets for a Cause	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
SAVE Club Advisor	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Multi Media Advisor	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
8th Grade Trip Coordinator	$1,075	$1,151	$1,226	$1,301	$1,377	$1,451
	0.02409	*0.02578*	*0.02746*	*0.02915*	*0.03084*	*0.0325*
Building Level Teacher Based Team Leaders (BLT)	$400	$400	$400	$400	$400	$400
District Level Teacher Based Team Leaders (DLT)	$200	$200	$200	$200	$200	$200

Appendix G

FORT FRYE LOCAL SCHOOL DISTRICT
ATHLETIC COACHING SALARY SCHEDULE
2026-2027 SCHOOL YEAR

Base Salary **$42,280**

POSITION	YEARS OF EXPERIENCE IN PROGRAM IN THE DISTRICT				
	0	1	2	3	4
Athletic Director	**$ 8,033**	**$ 8,667**	**$ 9,302**	**$ 9,936**	**$ 10,570**
	0.19	*0.205*	*0.22*	*0.235*	*0.25*
Volleyball Head	**$ 3,763**	**$ 4,279**	**$ 4,795**	**$ 5,306**	**$ 5,822**
	0.089	*0.1012*	*0.1134*	*0.1255*	*0.1377*
Varisty Assistant	**$ 2,396**	**$ 2,787**	**$ 3,179**	**$ 3,570**	**$ 3,980**
	0.05668	*0.06592*	*0.0752*	*0.08444*	*0.09414*
Junior Varsity	**$ 1,920**	**$ 2,283**	**$ 2,651**	**$ 3,015**	**$ 3,378**
	0.0454	*0.054*	*0.0627*	*0.0713*	*0.0799*
Junior High Volleyball Head (2)	**$ 1,547**	**$ 1,966**	**$ 2,385**	**$ 2,803**	**$ 3,222**
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Baseball/Softball Heads	**$ 2,676**	**$ 3,163**	**$ 3,645**	**$ 4,131**	**$ 4,613**
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	**$ 1,793**	**$ 2,122**	**$ 2,448**	**$ 2,803**	**$ 3,222**
	0.0424	*0.0502*	*0.0579*	*0.0663*	*0.0762*
Junior Varisty	**$ 1,547**	**$ 1,966**	**$ 2,385**	**$ 2,778**	**$ 3,103**
	0.0366	*0.0465*	*0.0564*	*0.0657*	*0.0734*
Junior High Girls	**$ 1,044**	**$ 1,387**	**$ 1,729**	**$ 2,072**	**$ 2,414**
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Track Head	**$ 2,676**	**$ 3,163**	**$ 3,645**	**$ 4,131**	**$ 4,613**
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	**$ 1,547**	**$ 1,966**	**$ 2,385**	**$ 2,803**	**$ 3,222**
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*

Junior High (2)	$ 1,044	$ 1,387	$ 1,729	$ 2,072	$ 2,414
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Cross County Head	$ 2,676	$ 3,163	$ 3,645	$ 4,131	$ 4,613
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,547	$ 1,966	$ 2,385	$ 2,803	$ 3,222
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Junior High	$ 1,044	$ 1,387	$ 1,729	$ 2,072	$ 2,414
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Golf Heads	$ 2,414	$ 2,854	$ 3,294	$ 3,729	$ 4,169
	0.0571	*0.0675*	*0.0779*	*0.0882*	*0.0986*
Cheerleading Head	$ 4,127	$ 4,993	$ 5,860	$ 6,727	$ 7,589
(Two Seasons)	*0.0976*	*0.1181*	*0.1386*	*0.1591*	*0.1795*
Junior High Cheerleading	$ 1,856	$ 2,131	$ 2,410	$ 2,685	$ 2,960
(Two Seasons)	*0.0439*	*0.0504*	*0.057*	*0.0635*	*0.07*
Football Head	$ 4,735	$ 5,348	$ 5,961	$ 6,575	$ 7,188
	0.112	*0.1265*	*0.141*	*0.1555*	*0.17*
Varsity Assistant (3)	$ 2,604	$ 3,086	$ 3,568	$ 4,046	$ 4,524
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.107*
Junior Varsity	$ 2,604	$ 3,086	$ 3,568	$ 4,046	$ 4,524
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.107*
Junior High (2)	$ 1,547	$ 1,966	$ 2,385	$ 2,803	$ 3,222
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Basketball Heads	$ 4,735	$ 5,348	$ 5,961	$ 6,575	$ 7,188
	0.112	*0.1265*	*0.141*	*0.1555*	*0.17*
Varsity Assistant	$ 3,175	$ 3,585	$ 3,995	$ 4,406	$ 4,816
	0.0751	*0.0848*	*0.0945*	*0.1042*	*0.1139*
Junior Varsity	$ 2,604	$ 3,086	$ 3,568	$ 4,046	$ 4,528
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.1071*
Freshman	$ 1,725	$ 2,139	$ 2,554	$ 2,964	$ 3,378

	0.0408	*0.0506*	*0.0604*	*0.0701*	*0.0799*
Junior High (2)	$ **1,547**	$ **1,966**	$ **2,385**	$ **2,803**	$ **3,222**
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Wrestling Head	$ **3,505**	$ **3,835**	$ **4,160**	$ **4,490**	$ **4,816**
	0.0829	*0.0907*	*0.0984*	*0.1062*	*0.1139*
Junior High	$ **1,254**	$ **1,368**	$ **1,480**	$ **1,595**	$ **1,708**
	0.0296571	*0.03235714*	*0.03501429*	*0.0377286*	*0.04038571*
Activity Coordinators (6)	$ **1,125**	$ **1,239**	$ **1,357**	$ **1,471**	$ **1,586**
	0.0266	*0.0293*	*0.0321*	*0.0348*	*0.0375*
Weight Room	$ **1,125**	$ **1,239**	$ **1,357**	$ **1,471**	$ **1,586**
Supervisors/Coordinators (5)	*0.0266*	*0.0293*	*0.0321*	*0.0348*	*0.0375*

Appendix H

FORT FRYE LOCAL SCHOOL DISTRICT
ATHLETIC COACHING SALARY SCHEDULE
2027-2028 SCHOOL YEAR

Base Salary **$43,548**

POSITION	YEARS OF EXPERIENCE IN PROGRAM IN THE DISTRICT				
	0	1	2	3	4
Athletic Director	$ 8,274	$ 8,927	$ 9,581	$ 10,234	$ 10,887
	0.19	*0.205*	*0.22*	*0.235*	*0.25*
Volleyball Head	$ 3,876	$ 4,407	$ 4,938	$ 5,465	$ 5,997
	0.089	*0.1012*	*0.1134*	*0.1255*	*0.1377*
Varisty Assistant	$ 2,468	$ 2,871	$ 3,275	$ 3,677	$ 4,100
	0.05668	*0.06592*	*0.0752*	*0.08444*	*0.09414*
Junior Varsity	$ 1,977	$ 2,352	$ 2,730	$ 3,105	$ 3,479
	0.0454	*0.054*	*0.0627*	*0.0713*	*0.0799*
Junior High Volleyball Head (2)	$ 1,594	$ 2,025	$ 2,456	$ 2,887	$ 3,318
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Baseball/Softball Heads	$ 2,757	$ 3,257	$ 3,754	$ 4,255	$ 4,751
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,846	$ 2,186	$ 2,521	$ 2,887	$ 3,318
	0.0424	*0.0502*	*0.0579*	*0.0663*	*0.0762*
Junior Varisty	$ 1,594	$ 2,025	$ 2,456	$ 2,861	$ 3,196
	0.0366	*0.0465*	*0.0564*	*0.0657*	*0.0734*
Junior High Girls	$ 1,076	$ 1,428	$ 1,781	$ 2,134	$ 2,487
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Track Head	$ 2,757	$ 3,257	$ 3,754	$ 4,255	$ 4,751
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,594	$ 2,025	$ 2,456	$ 2,887	$ 3,318
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*

Junior High (2)	$ 1,076	$ 1,428	$ 1,781	$ 2,134	$ 2,487
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Cross County Head	$ 2,757	$ 3,257	$ 3,754	$ 4,255	$ 4,751
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,594	$ 2,025	$ 2,456	$ 2,887	$ 3,318
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Junior High	$ 1,076	$ 1,428	$ 1,781	$ 2,134	$ 2,487
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Golf Heads	$ 2,487	$ 2,939	$ 3,392	$ 3,841	$ 4,294
	0.0571	*0.0675*	*0.0779*	*0.0882*	*0.0986*
Cheerleading Head	$ 4,250	$ 5,143	$ 6,036	$ 6,928	$ 7,817
(Two Seasons)	*0.0976*	*0.1181*	*0.1386*	*0.1591*	*0.1795*
Junior High Cheerleading	$ 1,912	$ 2,195	$ 2,482	$ 2,765	$ 3,048
(Two Seasons)	*0.0439*	*0.0504*	*0.057*	*0.0635*	*0.07*
Football Head	$ 4,877	$ 5,509	$ 6,140	$ 6,772	$ 7,403
	0.112	*0.1265*	*0.141*	*0.1555*	*0.17*
Varsity Assistant (3)	$ 2,683	$ 3,179	$ 3,675	$ 4,168	$ 4,660
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.107*
Junior Varsity	$ 2,683	$ 3,179	$ 3,675	$ 4,168	$ 4,660
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.107*
Junior High (2)	$ 1,594	$ 2,025	$ 2,456	$ 2,887	$ 3,318
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Basketball Heads	$ 4,877	$ 5,509	$ 6,140	$ 6,772	$ 7,403
	0.112	*0.1265*	*0.141*	*0.1555*	*0.17*
Varsity Assistant	$ 3,270	$ 3,693	$ 4,115	$ 4,538	$ 4,960
	0.0751	*0.0848*	*0.0945*	*0.1042*	*0.1139*
Junior Varsity	$ 2,683	$ 3,179	$ 3,675	$ 4,168	$ 4,664
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.1071*
Freshman	$ 1,777	$ 2,204	$ 2,630	$ 3,053	$ 3,479

	0.0408	*0.0506*	*0.0604*	*0.0701*	*0.0799*
Junior High (2)	**$ 1,594**	**$ 2,025**	**$ 2,456**	**$ 2,887**	**$ 3,318**
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Wrestling Head	**$ 3,610**	**$ 3,950**	**$ 4,285**	**$ 4,625**	**$ 4,960**
	0.0829	*0.0907*	*0.0984*	*0.1062*	*0.1139*
Junior High	**$ 1,292**	**$ 1,409**	**$ 1,525**	**$ 1,643**	**$ 1,759**
	0.0296571	*0.03235714*	*0.03501429*	*0.0377286*	*0.04038571*
Activity Coordinators (6)	**$ 1,158**	**$ 1,276**	**$ 1,398**	**$ 1,515**	**$ 1,633**
	0.0266	*0.0293*	*0.0321*	*0.0348*	*0.0375*
Weight Room	**$ 1,158**	**$ 1,276**	**$ 1,398**	**$ 1,515**	**$ 1,633**
Supervisors/Coordinators (5)	*0.0266*	*0.0293*	*0.0321*	*0.0348*	*0.0375*

Appendix I

FORT FRYE LOCAL SCHOOL DISTRICT
ATHLETIC COACHING SALARY SCHEDULE
2028-2029 SCHOOL YEAR

Base Salary $44,637

POSITION	YEARS OF EXPERIENCE IN PROGRAM IN THE DISTRICT				
	0	1	2	3	4
Athletic Director	$ 8,481	$ 9,151	$ 9,820	$ 10,490	$ 11,159
	0.19	*0.205*	*0.22*	*0.235*	*0.25*
Volleyball Head	$ 3,973	$ 4,517	$ 5,062	$ 5,602	$ 6,147
	0.089	*0.1012*	*0.1134*	*0.1255*	*0.1377*
Varisty Assistant	$ 2,530	$ 2,942	$ 3,357	$ 3,769	$ 4,202
	0.05668	*0.06592*	*0.0752*	*0.08444*	*0.09414*
Junior Varsity	$ 2,027	$ 2,410	$ 2,799	$ 3,183	$ 3,566
	0.0454	*0.054*	*0.0627*	*0.0713*	*0.0799*
Junior High Volleyball Head (2)	$ 1,634	$ 2,076	$ 2,518	$ 2,959	$ 3,401
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Baseball/Softball Heads	$ 2,826	$ 3,339	$ 3,848	$ 4,361	$ 4,870
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,893	$ 2,241	$ 2,584	$ 2,959	$ 3,401
	0.0424	*0.0502*	*0.0579*	*0.0663*	*0.0762*
Junior Varisty	$ 1,634	$ 2,076	$ 2,518	$ 2,933	$ 3,276
	0.0366	*0.0465*	*0.0564*	*0.0657*	*0.0734*
Junior High Girls	$ 1,103	$ 1,464	$ 1,826	$ 2,187	$ 2,549
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Track Head	$ 2,826	$ 3,339	$ 3,848	$ 4,361	$ 4,870
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,634	$ 2,076	$ 2,518	$ 2,959	$ 3,401
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*

Junior High (2)	$ 1,103	$ 1,464	$ 1,826	$ 2,187	$ 2,549
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Cross County Head	$ 2,826	$ 3,339	$ 3,848	$ 4,361	$ 4,870
	0.0633	*0.0748*	*0.0862*	*0.0977*	*0.1091*
Varisty Assistant	$ 1,634	$ 2,076	$ 2,518	$ 2,959	$ 3,401
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Junior High	$ 1,103	$ 1,464	$ 1,826	$ 2,187	$ 2,549
	0.0247	*0.0328*	*0.0409*	*0.049*	*0.0571*
Golf Heads	$ 2,549	$ 3,013	$ 3,477	$ 3,937	$ 4,401
	0.0571	*0.0675*	*0.0779*	*0.0882*	*0.0986*
Cheerleading Head	$ 4,357	$ 5,272	$ 6,187	$ 7,102	$ 8,012
(Two Seasons)	*0.0976*	*0.1181*	*0.1386*	*0.1591*	*0.1795*
Junior High Cheerleading	$ 1,960	$ 2,250	$ 2,544	$ 2,834	$ 3,125
(Two Seasons)	*0.0439*	*0.0504*	*0.057*	*0.0635*	*0.07*
Football Head	$ 4,999	$ 5,647	$ 6,294	$ 6,941	$ 7,588
	0.112	*0.1265*	*0.141*	*0.1555*	*0.17*
Varsity Assistant (3)	$ 2,750	$ 3,259	$ 3,767	$ 4,272	$ 4,776
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.107*
Junior Varsity	$ 2,750	$ 3,259	$ 3,767	$ 4,272	$ 4,776
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.107*
Junior High (2)	$ 1,634	$ 2,076	$ 2,518	$ 2,959	$ 3,401
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Basketball Heads	$ 4,999	$ 5,647	$ 6,294	$ 6,941	$ 7,588
	0.112	*0.1265*	*0.141*	*0.1555*	*0.17*
Varsity Assistant	$ 3,352	$ 3,785	$ 4,218	$ 4,651	$ 5,084
	0.0751	*0.0848*	*0.0945*	*0.1042*	*0.1139*
Junior Varsity	$ 2,750	$ 3,259	$ 3,767	$ 4,272	$ 4,781
	0.0616	*0.073*	*0.0844*	*0.0957*	*0.1071*
Freshman	$ 1,821	$ 2,259	$ 2,696	$ 3,129	$ 3,566

	0.0408	*0.0506*	*0.0604*	*0.0701*	*0.0799*
Junior High (2)	$ **1,634**	$ **2,076**	$ **2,518**	$ **2,959**	$ **3,401**
	0.0366	*0.0465*	*0.0564*	*0.0663*	*0.0762*
Wrestling Head	$ **3,700**	$ **4,049**	$ **4,392**	$ **4,740**	$ **5,084**
	0.0829	*0.0907*	*0.0984*	*0.1062*	*0.1139*
Junior High	$ **1,324**	$ **1,444**	$ **1,563**	$ **1,684**	$ **1,803**
	0.0296571	*0.03235714*	*0.03501429*	*0.0377286*	*0.04038571*
Activity Coordinators (6)	$ **1,187**	$ **1,308**	$ **1,433**	$ **1,553**	$ **1,674**
	0.0266	*0.0293*	*0.0321*	*0.0348*	*0.0375*
Weight Room	$ **1,187**	$ **1,308**	$ **1,433**	$ **1,553**	$ **1,674**
Supervisors/Coordinators (5)	*0.0266*	*0.0293*	*0.0321*	*0.0348*	*0.0375*

FORT FRYE LOCAL SCHOOL DISTRICT
PROFESSIONAL STAFF FORMAL GRIEVANCE FORM
LEVEL TWO

Once the employee has tried to settle his/her problem informally with his/her immediate supervisor and the discussion does not resolve the grievance, the employee has the right to lodge a written grievance with the building principal.

This second step in the grievance procedure requires a "statement of the facts upon which the grievance is based and a reference to the specific provision of the written agreement allegedly violated, misinterpreted or misapplied."

Please fill out the form with the appropriate information.

Date _____ Time_____

Name of Grievant_____

Section of Contract Violated_____

_____

_____

Statement of the Grievance_____

_____

_____

_____

Requested Remedy_____

_____

_____

_____
Signature of Aggrieved Employee

_____
Signature of Principal

FORT FRYE LOCAL SCHOOL DISTRICT
NOTICE OF GRIEVANCE HEARING FORM
LEVELS TWO AND THREE

TO: _____

This is a written notification of a grievance hearing to be held as follows:

Date: _____

Time: _____

Place: _____

_____
Signature

Date: _____

Your summary of benefits

Anthem
Effective: January 1, 2026

Anthem® Blue Cross and Blue Shield

Your Plan: EPC Southwestern Ohio Educational Purchasing Cncl: Fort Frye HDHP

Your Network: BlueCard PPO

Visits with Virtual Care-Only Providers	Cost through our mobile app and website
Primary Care, and medical services for urgent/acute care	No charge after deductible is met
Mental Health & Substance Use Disorder Services	No charge after deductible is met
Specialist care	No charge after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Overall Deductible	$3,400 person / $5,900 family	$6,000 person / $12,000 family
Overall Out-of-Pocket Limit	$3,400 person / $5,900 family	$8,000 person / $14,000 family
The family deductible and out-of-pocket limit are embedded, meaning the cost shares of one family member will be applied to the per person deductible and per person out-of-pocket limit; in addition, amounts for all covered family members apply to both the family deductible and family out-of-pocket limit. No one member will pay more than the per person deductible or per person out-of-pocket limit. All medical deductibles, copayments and coinsurance apply to the out-of-pocket limit (excluding Out-of-Network Human Organ and Tissue Transplant (HOTT), Cellular and Gene Therapy services). In-Network and Out-of-Network deductibles and out-of-pocket limit amounts are separate and do not accumulate toward each other.		
Doctor Visits (virtual and office) *You are encouraged to select a Primary Care Physician (PCP).*		
Primary Care (PCP) and Mental Health and Substance Use Disorder Services *virtual and office*	No charge after deductible is met	30% coinsurance after deductible is met
Specialist Provider *virtual and office*	No charge after deductible is met	30% coinsurance after deductible is met
Other Practitioner Visits		
Maternity Doctor services (prenatal/postpartum care and delivery)	No charge after deductible is met	30% coinsurance after deductible is met
Retail Health Clinic *for routine care and treatment of common illnesses; usually found in major pharmacies or retail stores.*	No charge after deductible is met	30% coinsurance after deductible is met
Other Services in an Office		
Allergy Testing	No charge after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Prescription Drugs *Dispensed in the office*	No charge after deductible is met	30% coinsurance after deductible is met
Surgery	No charge after deductible is met	30% coinsurance after deductible is met
Preventive care / screenings / immunizations	No charge	30% coinsurance after deductible is met
Diagnostic Services Lab		
Office	No charge after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	30% coinsurance after deductible is met
Diagnostic Services X-Ray		
Office	No charge after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	30% coinsurance after deductible is met
Diagnostic Services Advanced Diagnostic Imaging *for example: MRI, PET and CAT scans*		
Office	No charge after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	30% coinsurance after deductible is met
Emergency and Urgent Care		
Urgent Care	No charge after deductible is met	30% coinsurance after deductible is met
Emergency Room Facility Services	No charge after deductible is met	Covered as In-Network
Emergency Room Doctor and Other Services	No charge after deductible is met	Covered as In-Network
Ambulance	No charge after deductible is met	Covered as In-Network
Outpatient Mental Health and Substance Use Disorder Services at a Facility		
Facility Fees	No charge after deductible is met	30% coinsurance after deductible is met
Doctor Services	No charge after deductible is met	30% coinsurance after deductible is met
Outpatient Surgery		
Facility Fees		
Hospital	No charge after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Physician and other services *including surgeon fees* Hospital	No charge after deductible is met	30% coinsurance after deductible is met
Hospital (Including Maternity, Mental Health and Substance Use Disorder Services) **Facility Fees** **Human Organ and Tissue Transplants** *Cornea transplants are treated as medical procedures, with benefits and cost sharing determined by the setting in which the services are received. You must get certain covered transplant procedures from an Approved In-Network Provider to receive the In-Network level of benefits.* **Physician and other services** *including surgeon fees*	 No charge after deductible is met No charge after deductible is met No charge after deductible is met	 30% coinsurance after deductible is met 50% coinsurance after deductible is met 30% coinsurance after deductible is met
Home Health Care *Coverage is limited to 30 visits per benefit period for Out-of-Network Providers.*	No charge after deductible is met	30% coinsurance after deductible is met
Therapy Services **Rehabilitation and Habilitation services** *including physical, occupational and speech therapies.* *Coverage for physical and occupational therapies is limited to 60 visits combined per benefit period. Coverage for speech therapy is limited to 50 visits per benefit period.* Office Outpatient Hospital **Manipulation Therapy** *office and outpatient hospital* *Coverage is limited to 12 visits per benefit period.*	 No charge after deductible is met No charge after deductible is met No charge after deductible is met	 30% coinsurance after deductible is met 30% coinsurance after deductible is met 30% coinsurance after deductible is met
Pulmonary rehabilitation *office and outpatient hospital*	No charge after deductible is met	30% coinsurance after deductible is met
Cardiac rehabilitation Office Outpatient Hospital	 $10 copay per visit then No charge after deductible is met No charge after deductible is met	 30% coinsurance after deductible is met 30% coinsurance after deductible is met
Dialysis/Hemodialysis *office and outpatient hospital*	No charge after deductible is met	30% coinsurance after deductible is met
Chemo/Radiation Therapy *office and outpatient hospital*	No charge after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
Skilled Nursing Care (facility) *Coverage is limited to 180 days per benefit period.*	No charge after deductible is met	30% coinsurance after deductible is met
Inpatient Hospice *Life expectancy up to 12 months.*	No charge after deductible is met	No charge after deductible is met
Additional Services, Equipment and Devices **Durable Medical Equipment**	No charge after deductible is met	30% coinsurance after deductible is met
Prosthetic Devices	No charge after deductible is met	30% coinsurance after deductible is met
Wigs *Coverage for wigs is limited to 1 unit per benefit period subject to Medical Necessity.*	No charge after deductible is met	30% coinsurance after deductible is met
Hearing Aids *Coverage is limited to 1 item per ear every 3 benefit periods.*	No charge after deductible is met	30% coinsurance after deductible is met

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use an Out-of-Network Pharmacy
Pharmacy Deductible	Not covered	Not covered
Pharmacy Out-of-Pocket Limit	Not covered	Not covered
Prescription Drug Coverage **Network:** **Drug List:**		
Day Supply Limits:		
Tier 1 - Typically Generic	Not covered (retail and home delivery)	Not covered (retail and home delivery)
Tier 2 – Typically Preferred Brand	Not covered (retail and home delivery)	Not covered (retail and home delivery)
Tier 3 - Typically Non-Preferred Brand	Not covered (retail and home delivery)	Not covered (retail and home delivery)
Tier 4 - Typically Specialty (brand and generic)	Not covered (retail and home delivery)	Not covered (retail and home delivery)

Covered Vision Benefits	Cost if you use an In-Network Provider	Cost if you use an Out-of-Network Provider
This is a brief outline of your vision coverage.		
Child Vision exam	No charge	30% coinsurance after deductible is met
Adult Vision exam	No charge	30% coinsurance after deductible is met

Notes:

- Dependent Age Limit: to the end of the month in which the child attains age 26.
- Members are encouraged to always obtain prior approval when using Out-of-Network Providers. Precertification will help the member know if the services are considered not medically necessary.
- No charge means no deductible / copayment / coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing an Out-of-Network Provider, the member is responsible for any balance due after the plan payment.
- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under "Outpatient Facility Services".
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.
- The limits for physical, occupational, and speech therapy, if any apply to this plan, will not apply if you get care as part of the Mental Health and Substance Use Disorder benefit.
- Ohio's House Bill 388 and the Federal No Surprises Act establish patient protections including from Out-of-Network Providers' surprise bills ("balance billing") for Emergency Care and other specified items or services. We will comply with these new state and federal requirements including how we process claims from certain Out-of-Network Providers.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

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Questions: (855) 255-9952 or visit us at www.anthem.com

Your summary of benefits

Anthem

Your Plan: Epc Southwestern Ohio Educational Purchasing Cncl:: National Trail HSA
Your Network: BlueCard PPO

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

By signing this Summary of Benefits, I agree to the benefits for the product selected as of the effective date indicated.

Authorized group signature (if applicable)	Date
Underwriting signature (if applicable)	Date

We're here for you – in many languages

The law requires us to include a message in all of these different languages. Curious what they say? Here's the English version: "You have the right to get help in your language for free. Just call the Member Services number on your ID card." Visually impaired? You can also ask for other formats of this document

Spanish
Usted tiene derecho a obtener asistencia en su idioma sin cargo. Llame al número de Servicios para Miembros que figura en su tarjeta de identificación ¿Tiene alguna deficiencia visual? También puede solicitar este documento en otros formatos.

Chinese
您有權免費獲得使用您的語言提供的協助。只需撥打印於您的 ID 卡上的會員服務部電話號碼即可。視力障礙？您也可以索取本文件的其他格式。

Vietnamese
Quý vị có quyền nhận trợ giúp bằng ngôn ngữ của mình, miễn phí. Quý vị chỉ cần gọi đến số điện thoại của Ban Dịch vụ Thành viên trên thẻ ID của quý vị. Quý vị bị khiếm thị? Quý vị cũng có thể yêu cầu các định dạng khác của tài liệu này.

Korean
귀하는 귀하의 언어로 된 도움을 무료로 받을 권리가 있습니다. 귀하의 ID 카드에 있는 가입자 서비스 번호로 전화하십시오. 시각 장애인이신가요? 다른 형식으로 된 이 문서를 요청하실 수 있습니다.

Tagalog
May karapatan kang makakuha ng tulong na nasa iyong wika nang libre. Tawagan lang ang numero ng Member Services na nasa iyong ID card. May kapansanan sa paningin? Maaari ka ring humingi ng iba pang mga format ng dokumentong ito.

Russian
У вас есть право на бесплатное получение помощи на вашем родном языке. Просто позвоните в отдел обслуживания участников по номеру, указанному на вашей идентификационной карте. У вас проблемы со зрением? Вы также можете запросить этот документ в других форматах.

French Creole
Ou gen dwa jwenn èd nan lang ou gratis. Jis rele nimewo Sèvis Manm ki sou Kat ID ou a gratis Gen pwoblèm vizyèl? Ou ka mande tou pou lòt fòma nan dokiman sa a.

Arabic
لك الحق في الحصول على هذه المعلومات والحصول على المساعدة بلغتك مجانًا. فقط اتصل برقم خدمات الأعضاء الموجود على بطاقة هويتك. هل تعاني من ضعف البصر؟ يمكنك أيضًا طلب تنسيقات أخرى لهذه الوثيقة.

French
Vous avez le droit d'obtenir de l'aide dans votre langue gratuitement. Appelez simplement le numéro du Services membres figurant sur votre carte d'identité. Vous êtes une personne malvoyante ? Vous pouvez également demander à accéder à ce document dans d'autres formats.

Persian
شما حق دارید به زبان خود به صورت رایگان کمک بگیرید. فقط با شماره خدمات اعضا مندرج در کارت عضویت خود تماس بگیرید. آیا دچار اختلال بینایی هستید؟ همچنین می‌توانید فرمت‌های دیگر این سند را درخواست کنید.

Armenian
Դուք իրավունք ունեք անվճար օգնություն ստանալու ձեր լեզվով: Պարզապես զանգահարեք ձեր ID քարտի վրա գտնվող Անդամների սպասարկման համարին: Տեսողության խանգարում ունեցո՞ղ եք: Կարող եք նաև խնդրել այս փաստաթղթի այլ ձևաչափեր:

Japanese
あなたにはあなたの言語で無料で支援を受ける権利があります。ID カードに記載されている会員サービス番号にお電話ください」視覚障害をお持ちですか？他の形式でこの文書を要求することもできます。

Italian
Hai il diritto di ricevere assistenza gratuita nella tua lingua. Basta chiamare il numero del Servizio Membri presente sulla tua tessera identificativa. Hai problemi di vista? È possibile richiedere anche altri formati di questo documento.

German
Sie haben das Recht, kostenlose Hilfe in Ihrer Sprache zu erhalten. Rufen Sie einfach die Nummer des Mitgliederservices auf Ihrer ID-Karte an. Sehbehindert? Sie können dieses Dokument auch in anderen Formaten anfordern.

Polish
Masz prawo do bezpłatnej pomocy w swoim języku. Wystarczy zadzwonić pod numer Biura Obsługi Klienta podany na karcie identyfikacyjnej. Masz wadę wzroku? Możesz również poprosić o inne formaty tego dokumentu.

Pennsylvania Dutch
Du hoscht's Recht fer Hilf griege in dei Schprooch fer nix. Duh yuscht die Member Services Number uffrufe uff dei ID Card. Hoscht Druwwel fer sehne? Du kannscht des do Schreiwes in en differnter Weg griege so as du's besser sehne kannscht.

TTY/TTD:711

It's important we treat you fairly

We follow federal civil rights laws in our health programs and activities. Members can get reasonable modifications as well as free auxiliary aids and services if you have a disability. We don't discriminate, on the basis of race, color, national origin, sex, age or disability. For people whose primary language isn't English (or have limited proficiency), we offer free language assistance services like interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711) or visit our website. If you think we failed in any areas or to learn more about grievance procedures, you can mail a complaint to: Compliance Coordinator, P.O. Box 27401, Richmond, VA 23279, or directly to the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201. You can also call 1-800- 368-1019 (TDD: 1-800-537-7697) or visit https://ocrportal.hhs.gov/ocr/portal/lobby.jsf

Professional Growth Plan

As a result of the evaluation process, teachers and evaluators should focus on accelerating and continuing teacher growth through professional development. Professional development should be individualized to the needs of the teacher, and specifically relate to his/her areas of refinement as identified in the teachers' evaluation. The evaluator should recommend professional development opportunities, and support the teacher by providing resources (e.g., time, financial).

☐ **Self-Directed**

☐ **Collaborative** Teacher Evaluator

Annual Focus These are addressed by the evaluator as appropriate for this teacher.	**Date** Record dates when discussed	**Areas for Professional Growth** **supports needed, resources, professional development** Comments during conference with teacher and evaluator are made appropriate to the needs of the teacher.
***Goal 1**: Student Achievement/Outcomes for Students* *Goal Statement:* *Evidence Indicators:*		
***Goal 2** : Teacher Performance on the Ohio Standards for the Teaching Profession* *Goal Statement:* *Evidence Indicators:*		

Evaluator Signature **Date** **Teacher Signature** **Date**

The signatures above verify that the teacher and evaluator have discussed and agreed upon this Professional Growth Plan.

Improvement Plan

Teacher Name: _____ Grade Level/ Subject: _____

School year: _____ Building: _____ Date of Improvement Plan Conference: _____

Written improvement plans are to be developed in the circumstances when an educator has a final summative rating of ineffective. However, districts have discretion to place a teacher on an improvement plan at any time based on deficiencies in any individual component of the evaluation system. The purpose of the improvement plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support. If corrective actions are not made within the time as specified in the improvement plan, a recommendation may be made for dismissal or to continue on the plan.

Section 1: Improvement Statement - List specific areas for improvement as related to the *Ohio Standards for the Teaching Profession*. Attach documentation.

Performance Standard(s) Addressed in this Plan	Date(s) Improvement Area or Concern Observed	Specific Statement of the Concern: Areas of Improvement

Section 2: Desired Level of Performance – List specific measurable goals to improve performance. Indicate what will be measured for each goal.

Beginning Date	Ending Date	Level of Performance Specifically Describe Successful Improvement Target(s)

Improvement Plan (continued)

Section 3: Specific Plan of Action

Describe in detail specific plans of action that must be taken by the teacher to improve his/her performance. Indicate the sources of evidence that will be used to document the completion of the improvement plan.	
Actions to be Taken	Sources of Evidence that Will Be Examined

Section 4: Assistance and Professional Development

Describe in detail specific supports that will be provided as well as opportunities for professional development.

Date for this Improvement Plan to Be Evaluated:

Teacher's Signature: _____Date: _____

Evaluator's Signature: _____Date: _____

The evaluator's signature on this form verifies that the proper procedures as detailed in the local contract have been followed.

Improvement Plan: Evaluation of Plan

Teacher Name: _____ Grade Level/ Subject: _____

School year: _____ Building: _____ Date of Evaluation: _____

The improvement plan will be evaluated at the end of the time specified in the plan. Outcomes from the improvement plan demonstrate the following action to be taken;

- ☐ Improvement is demonstrated and performance standards are met to a satisfactory level of performance*
- ☐ The Improvement Plan should continue for time specified:
- ☐ Dismissal is recommended.

Comments: Provide justification for recommendation indicated above and attach evidence to support recommended course of action.

I have reviewed this evaluation and discussed it with my evaluator. My signature indicates that I have been advised of my performance status; it does not necessarily imply that I agree with this evaluation.

Teacher's Signature: _____ Date: _____
Evaluator's Signature: _____ Date: _____
The evaluator's signature on this form verifies that the proper procedures as detailed in the local contract have been followed.

*The acceptable level of performance varies depending on the teacher's years of experience. Teachers in residency—specifically in Years 1 through 4—are expected to perform at the Developing level or above. Experienced teachers—with five or more years of experience—are expected to meet the Skilled level or above.

Teacher Performance Evaluation Rubric

The ***Teacher Performance Evaluation Rubric*** is intended to be scored holistically. This means that evaluators will assess which level provides the best *overall* description of the teacher. The scoring process is expected to occur upon completion of each thirty (30) minute observation and post-conference. The evaluator is to consider evidence gathered during the pre-observation conference, the observation, the post-observation conference, and classroom walkthroughs (if applicable). When completing the performance rubric, please note that evaluators are not expected to gather evidence on all indicators for each observation cycle. Likewise, teachers should not be required to submit additional pieces of evidence to address all indicators. The professionalism section of the rubric may use evidence collected during the pre-observation and post-observation conferences as well as information from the Professional Growth and/or Improvement Plan (if applicable).

INSTRUCTIONAL PLANNING					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
INSTRUCTIONAL PLANNING	**FOCUS FOR LEARNING (Standard 4: Instruction)** *Sources of Evidence:* Pre-Conference	The teacher does not demonstrate a clear focus for student learning. Learning objectives are too general to guide lesson planning and are inappropriate for the students, and/or do not reference the Ohio standards.	The teacher communicates a focus for student learning, develops learning objectives that are appropriate for students and reference the Ohio standards but do not include measureable goals.	The teacher demonstrates a focus for student learning, with appropriate learning objectives that include measurable goal(s) for student learning aligned with the Ohio standards. The teacher demonstrates the importance of the goal and its appropriateness for students.	The teacher establishes challenging and measurable goal(s) for student learning that aligns with the Ohio standards and reflect a range of student learner needs. The teacher demonstrates how the goal(s) fit into the broader unit, course, and school goals for content learning and skills.
	Evidence				
	ASSESSMENT DATA (Standard 3: Assessment) *Sources of Evidence:* Pre-Conference	The teacher does not plan for the assessment of student learning or does not analyze student learning data to inform lesson plans. The teacher does not use or only uses one measure of student performance.	The teacher explains the characteristics, uses, and limitations of various diagnostic, formative, and summative assessments but does not consistently incorporate this knowledge into lesson planning. The teacher uses more than one measure of student performance but does not appropriately vary assessment approaches, or the teacher may have difficulty analyzing data to effectively inform instructional planning and delivery.	The teacher demonstrates an understanding that assessment is a means of evaluating and supporting student learning through effectively incorporating diagnostic, formative, and/or summative assessments into lesson planning. The teacher employs a variety of formal and informal assessment techniques to collect evidence of students' knowledge and skills and analyzes data to effectively inform instructional planning and delivery.	The teacher purposefully plans assessments and differentiates assessment choices to match the full range of student needs, abilities, and learning styles, incorporating a range of appropriate diagnostic, formative, and summative assessments into lesson plans. Student learning needs are accurately identified through an analysis of student data; the teacher uses assessment data to identify student strengths and areas for student growth.
	Evidence				

INSTRUCTIONAL PLANNING					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
INSTRUCTIONAL PLANNING	**PRIOR CONTENT KNOWLEDGE / SEQUENCE / CONNECTIONS (Standard 1: Students; Standard 2: Content; Standard 4: Instruction)** *Sources of Evidence:* Pre-Conference	The teacher's lesson does not build on or connect to students' prior knowledge, or the teacher may give an explanation that is illogical or inaccurate as to how the content connects to previous and future learning.	The teacher makes an attempt to connect the lesson to students' prior knowledge, to previous lessons or future learning but is not completely successful.	The teacher makes clear and coherent connections with students' prior knowledge and future learning—both explicitly to students and within the lesson. The teacher plans and sequences instruction to include the important content, concepts, and processes in school and district curriculum priorities and in state standards.	The teacher uses the input and contributions of families, colleagues, and other professionals in understanding each learner's prior knowledge and supporting their development. The teacher makes meaningful and relevant connections between lesson content and other disciplines and real-world experiences and careers as well as prepares opportunities for students to apply learning from different content areas to solve problems. The teacher plans and sequences instruction that reflects an understanding of the prerequisite relationships among the important content, concepts, and processes in school and district curriculum priorities and in state standards as well as multiple pathways for learning depending on student needs. The teacher accurately explains how the lesson fits within the structure of the discipline.
	Evidence				

INSTRUCTIONAL PLANNING					
INSTRUCTIONAL PLANNING	**KNOWLEDGE OF STUDENTS (Standard 1: Students)** *Sources of Evidence:* Analysis of Student Data Pre-Conference	The teacher demonstrates a lack of familiarity with students' backgrounds and has made no attempts to find this information. The teacher's plan for instruction does not demonstrate an understanding of students' development, preferred learning styles, and/or student backgrounds/prior experiences.	The teacher demonstrates some familiarity with students' background knowledge and experiences and describes one procedure used to obtain this information. The teacher's instructional plan draws upon a partial analysis of students' development, readiness for learning, preferred learning styles, or backgrounds and prior experiences and/or the plan is inappropriately tailored to the specific population of students in the classroom.	The teacher demonstrates familiarity with students' background knowledge and experiences and describes multiple procedures used to obtain this information. The teacher's instructional plan draws upon an accurate analysis of the students' development, readiness for learning, preferred learning styles, and backgrounds and prior experiences.	The teacher demonstrates an understanding of the purpose and value of learning about students' background experiences, demonstrates familiarity with each student's background knowledge and experiences, and describes multiple procedures used to obtain this information. The teacher's analysis of student data (student development, student learning and preferred learning styles, and student backgrounds/prior experiences) accurately connects the data to specific instructional strategies and plans. The teacher plans for and can articulate specific strategies, content, and delivery that will meet the needs of individual students and groups of students.
	Evidence				

Instruction and Assessment					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
INSTRUCTION AND ASSESSMENT	**LESSON DELIVERY (Standard 2: Content; Standard 4: Instruction; Standard 6: Collaboration and Communication)** *Sources of Evidence:* Formal Observation Classroom Walkthroughs/ Informal Observations	A teacher's explanations are unclear, incoherent, or inaccurate, and are generally ineffective in building student understanding. The teacher uses language that fails to engage students, is inappropriate to the content, and/or discourages independent or creative thinking. The teacher fails to address student confusion or frustration and does not use effective questioning techniques during the lesson. The lesson is almost entirely teacher-directed.	Teacher explanations are accurate and generally clear but the teacher may not fully clarify information based on students' questions about content or instructions for learning activities or the teacher may use some language that is developmentally inappropriate, leading to confusion or limiting discussion. The teacher re-explains topics when students show confusion, but is not always able to provide an effective alternative explanation. The teacher attempts to employ purposeful questioning techniques, but may confuse students with the phrasing or timing of questions. The lesson is primarily teacher-directed.	Teacher explanations are clear and accurate. The teacher uses developmentally appropriate strategies and language designed to actively encourage independent, creative, and critical thinking. The teacher effectively addresses confusion by re-explaining topics when asked and ensuring understanding. The teacher employs effective, purposeful questioning techniques during instruction. The lesson is a balance of teacher-directed instruction and student-led learning.	Teacher explanations are clear, coherent, and precise. The teacher uses well-timed, individualized, developmentally appropriate strategies and language designed to actively encourage independent, creative, and critical thinking, including the appropriate use of questions and discussion techniques. The teacher accurately anticipates confusion by presenting information in multiple formats and clarifying content before students ask questions. The teacher develops high-level understanding through effective uses of varied levels of questions. The lesson is student-led, with the teacher in the role of facilitator.
	Evidence				
	DIFFERENTIATION (Standard 1: Students; Standard 4: Instruction) *Sources of Evidence:* Pre-Conference Formal Observation Classroom Walkthroughs/ Informal Observations	The teacher does not attempt to make the lesson accessible and challenging for most students, or attempts are developmentally inappropriate.	The teacher relies on a single strategy or alternate set of materials to make the lesson accessible to most students though some students may not be able to access certain parts of the lesson and/or some may not be challenged.	The teacher supports the learning needs of students through a variety of strategies, materials, and/or pacing that make learning accessible and challenging for the group..	The teacher matches strategies, materials, and/or pacing to students' individual needs, to make learning accessible and challenging for all students in the classroom . The teacher effectively uses independent, collaborative and whole-class instruction to support individual learning goals and provides varied options for how students will demonstrate mastery.
	Evidence				

Instruction and Assessment					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
	RESOURCES (Standard 2: Content; Standard 4: Instruction) *Sources of Evidence:* Pre-Conference Formal Observation Classroom Walkthroughs/ Informal Observations	Instructional materials and resources used for instruction are not relevant to the lesson or are inappropriate for students.	The teacher uses appropriate instructional materials to support learning goals, but may not meet individual students' learning styles/needs or actively engage them in learning.	Instructional materials and resources are aligned to the instructional purposes and are appropriate for students' learning styles and needs, actively engaging students.	Instructional materials and resources are aligned to instructional purposes, are varied and appropriate to ability levels of students, and actively engage them in ownership of their learning.
	Evidence				

Instruction and Assessment					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
INSTRUCTION AND ASSESSMENT	**CLASSROOM ENVIRONMENT (Standard 1: Students; Standard 5: Learning Environment; Standard 6: Collaboration and Communication)** *Sources of Evidence:* Pre-Conference Formal Observation Classroom Walkthroughs/ Informal Observations	There is little or no evidence of a positive rapport between the teacher and students. For example, the teacher may respond disrespectfully to students or ignore their questions or comments.	The teacher is fair in the treatment of students and establishes a basic rapport with them. For example, the teacher addresses students questions or comments but does not inquire about their overall well-being.	The teacher has positive rapport with students and demonstrates respect for and interest in all students. For example, the teacher makes eye contact and connects with individual students.	The teacher has positive rapport with students and demonstrates respect for and interest in individual students' experiences, thoughts and opinions. For example, the teacher responds quietly, individually, and sensitively to student confusion or distress.
		There are no evident routines or procedures; students seem unclear about what they should be doing or are idle.	Routines and procedures are in place, but the teacher may inappropriately prompt or direct students when they are unclear or idle.	Routines and procedures run smoothly throughout the lesson, and students assume age-appropriate levels of responsibility for the efficient operation of the classroom.	Routines are well-established and orderly and students initiate responsibility for the efficient operation of the classroom.
		Transitions are inefficient with considerable instructional time lost. Lessons progress too slowly or quickly so students are frequently disengaged.	The teacher transitions between learning activities, but occasionally loses some instructional time in the process.	Transitions are efficient and occur smoothly. There is evidence of varied learning situations (whole class, cooperative learning, small group and independent work).	Transitions are seamless as the teacher effectively maximizes instructional time and combines independent, collaborative, and whole-class learning situations.
		The teacher creates a learning environment that allows for little or no communication or engagement with families.	The teacher welcomes communication from families and replies in a timely manner.	The teacher engages in two-way communication and offers a variety of volunteer opportunities and activities for families to support student learning.	The teacher engages in two-way, ongoing communication with families that results in active volunteer, community, and family partnerships which contribute to student learning and development.
		Expectations for behavior are not established or are inappropriate and/or no monitoring of behaviors occurs. The teacher responds to misbehavior inappropriately.	Appropriate expectations for behavior are established, but some expectations are unclear or do not address the needs of individual students. The teacher inconsistently monitors behavior.	A classroom management system has been implemented that is appropriate and responsive to classroom and individual needs of students. Clear expectations for student behavior are evident . Monitoring of student behavior is consistent, appropriate, and effective.	A classroom management system has been designed, implemented, and adjusted with student input and is appropriate for the classroom and individual student needs. Students are actively encouraged to take responsibility for their behavior. The teacher uses research-based strategies to lessen disruptive behaviors and reinforce positive behaviors.
	Evidence				

Instruction and Assessment					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
INSTRUCTION AND ASSESSMENT	**ASSESSMENT OF STUDENT LEARNING (Standard 3: Assessment)** *Sources of Evidence:* Pre-Conference Formal Observation Classroom Walkthroughs/ Informal Observations Post-Conference	The teacher does not routinely use assessments to measure student mastery.	The teacher uses assessments to measure student mastery, but may not differentiate instruction based on this information.	The teacher uses assessment data to identify students' strengths and needs, and modifies and differentiates instruction accordingly, although the teacher may not be able to anticipate learning obstacles.	The teacher uses assessment data to identify students' strengths and needs, and modifies and differentiates instruction accordingly, as well as examines classroom assessment results to reveal trends and patterns in individual and group progress and to anticipate learning obstacles.
		The teacher rarely or never checks the students' understanding of content. The teacher fails to make adjustments in response to student confusion.	The teacher checks for student understanding and makes attempts to adjust instruction accordingly, but these adjustments may cause some additional confusion	The teacher checks for understanding at key moments and makes adjustments to instruction (whole-class or individual students).The teacher responds to student misunderstandings by providing additional clarification.	The teacher continually checks for understanding and makes adjustments accordingly (whole-class or individual students). When an explanation is not effectively leading students to understand the content, the teacher adjusts quickly and seamlessly within the lesson and uses an alternative way to explain the concept.
		The teacher persists in using a particular strategy for responding to misunderstandings, even when data suggest the approach is not succeeding.	The teacher gathers and uses student data from a few sources to choose appropriate instructional strategies for groups of students.	The teacher gathers and uses student data from a variety of sources to choose and implement appropriate instructional strategies for groups of students.	By using student data from a variety of sources, the teacher appropriately adapts instructional methods and materials and paces learning activities to meet the needs of individual students as well as the whole class.
		The teacher does not provide students with feedback about their learning.	Students receive occasional or limited feedback about their performance from the teacher.	The teacher provides substantive, specific, and timely feedback of student progress to students, families, and other school personnel while maintaining confidentiality.	The teacher provides substantive, specific, and timely feedback to students, families, and other school personnel while maintaining confidentiality. The teacher provides the opportunity for students to engage in self-assessment and show awareness of their own strengths and weaknesses. The teacher uses student assessment results to reflect on his or her own teaching and to monitor teaching strategies and behaviors in relation to student success.
	Evidence				

Professionalism					
		Ineffective	**Developing**	**Skilled**	**Accomplished**
PROFESSIONALISM	**PROFESSIONAL RESPONSIBILITIES (Standard 6: Collaboration and Communication; Standard 7: Professional Responsibility and Growth)** *Sources of Evidence:* Professional Development Plan or Improvement Plan; Pre-conference; Post-conference; daily interaction with others	The teacher fails to communicate clearly with students and families or collaborate effectively with professional colleagues. The teacher fails to understand and follow regulations, policies, and agreements. The teacher fails to demonstrate evidence of an ability to accurately self-assess performance and to appropriately identify areas for professional development.	The teacher uses a variety of strategies to communicate with students and families and collaborate with colleagues, but these approaches may not always be appropriate for a particular situation or achieve the intended outcome. The teacher understands and follows district policies and state and federal regulations at a minimal level. The teacher identifies strengths and areas for growth to develop and implement targeted goals for professional growth.	The teacher uses effective communication strategies with students and families and works effectively with colleagues to examine problems of practice, analyze student work, and identify targeted strategies. The teacher meets ethical and professional responsibilities with integrity and honesty. The teacher models and upholds district policies and state and federal regulations. The teacher sets data-based short- and long-term professional goals and takes action to meet these goals.	The teacher communicates effectively with students, families, and colleagues. The teacher collaborates with colleagues to improve personal and team practices by facilitating professional dialogue, peer observation and feedback, peer coaching and other collegial learning activities. The teacher meets ethical and professional responsibilities and helps colleagues access and interpret laws and policies and understand their implications in the classroom. The teacher sets and regularly modifies short-and long-term professional goals based on self-assessment and analysis of student learning evidence.
	Evidence				

Fort Frye Local School District

510 Fifth St. P.O. Box 1149 Beverly, Ohio 45715 Phone: 740-984-2497 Fax: 740-984-8784

CERTIFICATE
(ORC 5705.412)

In the matter of FFTA FY 2027-2029 Negotiated Agreement:

It is hereby certified that the Fort Frye Local School District Board of Education, Washington County, Ohio, has sufficient funds to meet the contract agreement, obligation, payment or expenditure for the above, and has in effect for the remainder of the fiscal year and the succeeding fiscal year the authorization to levy taxes which, when combined with the estimated revenue from all other sources available to the district at the time of certification, are sufficient to provide operating revenues necessary to enable the district to operate an adequate educational program on all the days set forth in its adopted school calendar for the current fiscal year and for a number of days in the succeeding fiscal year equal to the number of days instruction was held or is scheduled for the current fiscal year, except that if the above expenditure is for a contract, this certification shall cover the term of the contract or the current fiscal year plus the two immediately succeeding fiscal years, whichever period is greater.

Dated May 26, 2026

FORT FRYE LOCAL SCHOOL DISTRICT

Board President

Treasurer

Superintendent