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PROFESSIONAL AGREEMENT

between the

OAK HILLS EDUCATION ASSOCIATION
an affiliate of the
OHIO EDUCATION ASSOCIATION
and the
NATIONAL EDUCATION ASSOCIATION

and the

OAK HILLS BOARD OF EDUCATION
of the
OAK HILLS LOCAL SCHOOL DISTRICT
HAMILTON COUNTY, OHIO

Effective:
JULY 1, 2026 THROUGH JUNE 30, 2028

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ARTICLE I:
RECOGNITION

1.01 MANAGEMENT RIGHTS AND SCOPE OF BARGAINING

1.0101 All matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this Agreement are subject to collective bargaining between the Oak Hills Local School District Board of Education, hereinafter referred to as the "Board", and the Oak Hills Education Association, hereinafter referred to as the "Association".

1.0102 Except as modified by a specific and express term of this written Agreement, the Board hereby retains and reserves to itself and the Superintendent all the powers, rights, authority and duties vested in them by the laws of Ohio and the United States, including but not limited to:

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

B. Direct, supervise, evaluate or hire employees;

C. Maintain and improve the efficiency and effectiveness of the Board's operations;

D. Determine the overall methods, processes, means or personnel by which the Board's operations are to be conducted;

E. Discipline or terminate teachers for just cause;

F. Lay off, transfer, assign, schedule, promote or retain teachers;

G. Determine the overall mission of the School District;

H. Effectively manage the work force;

I. Take actions to carry out the mission of the Board; and

J. Promulgate rules and regulations by which the employees of the Board will be governed consistent with the terms of this Contract and law.

1.0103 The Board is not required to bargain on subjects reserved to the management and direction of the District except as affect wages, hours, terms and conditions of employment of teachers (that is, the Board need not bargain about decisions in the exercise of its management rights but has a duty to bargain about the effect[s] of such decisions on the wages, hours, terms and other conditions of employment of teacher), and the continuation, modification or deletion of an existing provision of this Agreement.

1.02 RECOGNITION OF THE ASSOCIATION

1.0201 The Board recognizes the Oak Hills Education Association, as affiliated with the Ohio Education Association and the National Education Association, hereinafter referred to as the "Association", as the sole and exclusive representative for all licensed employees who are under contract to teach full-time during the school year including department chairpersons and all regularly-employed part-time teachers and nurses, excluding substitute teachers, tutors, aides and classified personnel, all other administrative staff and/or supervisory employees who have the administrative authority to employ, evaluate, transfer, assign, discipline or discharge teachers of the bargaining unit or have the responsibility to make recommendations thereon.

1.0202 The above comprises the bargaining unit in conjunction with Ohio Revised Code (ORC) 4117.

1.03 DEFINITIONS

1.0301 A "day" shall be a calendar day unless otherwise indicated.

1.0302 "To bargain collectively" means to perform the mutual obligation of the public employer, by its representatives, and the representatives of its employees to negotiate in good faith at reasonable times and places with respect to wages, hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, with the intention of reaching an agreement, or to resolve questions arising under the Agreement. This includes executing a written contract incorporating the terms of any agreement reached. The obligation to bargain collectively does not mean that either party is compelled to agree to a proposal nor does it require the making of a concession. The parties acknowledge that the duty to bargain in good faith includes the providing of available information, in such form as exists, upon the other party's written request, if such information would be necessary and relevant to collective bargaining proposals or administration of this Agreement.

1.0303 A "party" shall be the Board's negotiating team members and/or the Association's negotiating team members.

1.0304 A "teacher" is an employee in the bargaining unit.

ARTICLE II:
NEGOTIATIONS PROCEDURES

2.01 OPENING NEGOTIATIONS

The Association and the Board shall mutually agree upon the dates, the time and the location of the negotiations sessions before April 15th. The Association shall email a letter confirming the date, time and location of the negotiations sessions.

2.02 NEGOTIATIONS SESSIONS

2.0201 The parties shall meet at a time and place as mutually established under Section 2.01 of this Article for the first negotiation session. A tentative time, place, and date for the next three (3) sessions shall be established before concluding the first session.

A. Comprehensively-written proposals shall be exchanged by the parties at the first session unless otherwise mutually agreed. The party requesting negotiations shall present and explain its proposals first. The other party will then present and explain its proposals. Subsequently, no new proposals shall be considered unless otherwise mutually agreed.

B. The agenda for the subsequent session shall be determined at the end of each session.

C. From the date of the first session, a period of forty-five (45) calendar days shall be considered the normal period for negotiations, which period may be extended by mutual agreement. At the end of the 45-day period, either the Association or the Board shall be entitled to invoke the impasse procedures.

2.0202 Each team shall be made up of no more than eight (8) people of that party's choice. Each team shall designate a chairperson.

2.0203 Each party may have no more than two (2) people to act as observers or consultants at any one time. The observers shall not speak in the negotiations sessions unless mutually agreed to by each party. Formal presentations may be made by consultants upon specific items under discussion.

2.0204 Either party shall have the right at any time to recess for a caucus which normally should not exceed one (1) hour in length. Each party shall be responsible for its own minutes of sessions.

2.0205 No action to coerce, censor or penalize any negotiation participant shall be made or implied by either party, the Board or the Association.

2.0206 As proposed items receive tentative agreement, they shall be reduced to writing and initialed by both parties. Such initialing shall not be considered binding nor as a final agreement by the parties. While no final agreement shall be executed without ratification by the Association and subsequent adoption by

the Board, the Board and the Association mutually pledge that their representatives shall have all necessary power and authority to make and consider proposals and counterproposals, and to make concessions in the course of negotiations.

2.03 AGREEMENT

2.0301 When an agreement is reached through negotiations, the agreement shall be reduced to writing, signed by the chairperson of each negotiating team, and subsequently submitted to the Association's membership for possible ratification and then to the Board for its possible ratification. Both teams agree to recommend favorably to their respective groups any final tentative agreement signed at the table. The agreement will not become effective until ratified and approved by both the Association and the Board. In the event there is no complete signed off tentative agreement but a final offer, both teams will objectively present it to their respective groups.

2.0302 The negotiated Agreement shall be presented to the Association within eight (8) working days of the final negotiating session for ratification when school is in session or within a reasonable time frame, not to exceed thirty (30) calendar days, when school is not in session. Upon ratification by the Association, written notice shall be sent by the Association to the Board confirming that fact. At that time, the negotiated Agreement shall be placed on the agenda of the next regularly scheduled meeting of the Board for ratification.

2.0303 If no regular meeting of the Board is scheduled within fourteen (14) calendar days of receipt of the notice of ratification by the Association, a special meeting shall be scheduled by the Board for ratification. Upon adoption by the Board, the negotiated Agreement shall supersede any existing Board policies with which it may be in conflict.

2.04 IMPASSE

2.0401 If the parties are using the conventional bargaining process and have not reached agreement on a successor agreement by June 1 of the year in which this Agreement expires, either party may request the appointment of a federal mediator. The mediator will meet with the parties no more than three (3) times by June 30 in an effort to resolve the remaining issues. If an impasse remains after June 30, the Association then shall have the right to exercise its rights as outlined in ORC 4117.14(D). The parties may, however, mutually agree to continue bargaining or use some other step to resolve the dispute.

2.0402 If an agreement has not been reached after forty-five (45) days from the first meeting between the bargaining teams, either party may declare impasse and 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 the request.

2.0403 In the event all of the impasse procedures set forth in this Agreement have been fully completed and no agreement has been reached between the parties and the effective date of the Agreement provisions at issue have expired, and/or the entire contract has expired and the Association has given the statutory notice to strike required by ORC Chapter 4117, then, in that event only, the Association may exercise its statutory right to strike on those issues which are negotiable in

accordance with the provisions of this Agreement. The Board agrees that this provision of the Professional Agreement provides the Association the contractual right to strike on the issues that are negotiable under the reopener provisions of this Agreement.

2.05 PROVISIONS CONTRARY TO LAW

2.0501 Consistent with ORC Chapter 4117, this Agreement shall supersede and replace in its entirety any and all provisions of Ohio law which are in conflict or inconsistent with this Agreement.

2.0502 If it is determined by a court of law with jurisdiction over this School District or by an act of the Federal and/or State Legislature(s), that all or part of a negotiated provision is contrary to law, then that part shall be considered null and void to the extent specifically prohibited. The remaining provisions shall remain in effect.

2.0503 If a provision becomes unworkable due to its being contrary to law, such action shall be reason for a reopening of negotiations within ten (10) calendar days after receipt of a request by either party on that provision to obtain a workable provision within the established legal structure.

2.0504 Where this Agreement is silent about a subject, applicable state law shall govern.

ARTICLE III:
ASSOCIATION RIGHTS

The Association shall be granted the following sole and exclusive organization rights as the agent of the bargaining unit. No other organization which does and/or may desire status as the agent of the bargaining unit shall be granted these organizational rights:

3.01 ASSOCIATION DUES

3.0101 Payroll deduction of Association dues at no cost to the Association and/or its members.

3.0102 Any member of the bargaining unit beginning work on or before October 17 who desires the deduction of his/her Association dues from his/her paychecks shall provide the Board Treasurer with a written authorization for said deduction no later than October 31 of each year. Said member shall have his/her dues deducted in fifteen (15) equal consecutive installments beginning with the sixth (6th) paycheck.

3.0103 Any teacher beginning work after October 17 who desires the deduction of his/her Association dues from his/her paychecks shall file a written authorization within fourteen (14) calendar days of his/her first workday. The total amount of his/her Association dues shall be prorated into fifteen (15) equal consecutive installments beginning with his/her second paycheck; if such teacher will receive fewer than fifteen (15) paychecks, his/her dues deduction shall be prorated into the total number of paychecks he/she receives.

3.02 PRINTING CONTRACT

The Board shall arrange for printing of the final Agreement between the parties, and the Association shall pay for one-half (½) the cost of printing.

3.03 BOARD MEETING NOTICES/AGENDAS

3.0301 Notice to the Association President of Board meetings in the same manner as a person requesting notification pursuant to the Ohio Revised Code Section 121.22 and/or successor sections. In the case of an emergency meeting, the Association President will be notified of said meeting via email.

3.0302 A copy of the agenda of each regular Board meeting, if prepared, shall be provided electronically to the Association President and posted on the District website, for each regularly scheduled Board meeting. The agenda for each regular Board meeting held during the school year will be delivered to the Association President via email.

3.04 PUBLIC INFORMATION

Upon request, one (1) copy of all public information, without charge for the first one hundred (100) pages each school year at current cost per copy per page thereafter.

3.05 ORIENTATION DAY ADDRESS

Time will be provided for the Association President to address the staff at the total staff orientation day meeting. If no total staff orientation day meeting is held, the Association President and/or Association building designees will be provided time to address staff at the opening day building meetings.

3.06 USE OF BUILDINGS & FACILITIES

3.0601 Access to the schools by Association representatives, provided such presence is made known to the school office and such presence does not interfere with teachers of the bargaining unit during their regularly scheduled classes and study halls.

3.0602 The Association shall have use of a portion of a building and/or facilities for Association business. The Association shall direct a request for such use to the principal of that building. If the portion of the building and/or its facilities are available, the Association may use same at the date and time requested.

3.0603 The Association shall be granted use of communications and technological equipment upon request directed to the principal, if said equipment is not in District use, provided the Association pays the cost of any supplies used while operating said equipment or any damage done to the equipment as a result of the negligent operation of the equipment by the Association, and provided that such equipment is not used to incite, encourage, or condone an illegal strike by teachers at any time. The dissemination of information about contract negotiations, ratification of a contract, a strike vote, or strike notice is not prohibited.

3.07 BULLETIN BOARDS

Use of bulletin boards in faculty lounges, faculty lunchrooms, and faculty workrooms.

3.08 INTER-SCHOOL MAIL SYSTEM

3.0801 Use of the inter-school mailing system without cost to the Association.

3.0802 The Association may use the teachers' individual building mailboxes and/or individual teachers' network electronic mail accounts to conduct Association business and/or provide notice to members, provided a copy of any general Association material placed in said mailboxes and e-mailed to teachers is either placed in the building principal's mailboxes and sent to the Superintendent in the intra-District mail simultaneously with its placement in said mailboxes and/or carbon copied through the electronic mail system to the Superintendent and principal. Such material may not be used to incite, encourage, or condone an illegal strike by teachers at any time.

3.09 ASSOCIATION LEAVE

A collective total of thirty (30) days of leave with pay and fringe benefits per school year to Association members for Association business.

3.10 Seniority list shall be provided to the Association President by October 1 of each year. The seniority list for certificated/licensed staff shall include all certifications/licenses held by the member.

3.11 The District Treasurer shall supply each member of the bargaining unit with a salary notice on or before September 15 of each year. This salary notice shall include the bargaining unit member's salary, step and column placement on the salary schedule.

ARTICLE IV:
GRIEVANCE PROCEDURE

4.01 PURPOSE

The grievance procedure is a method by which a teacher of the bargaining unit, a group of teachers of the bargaining unit, or the Association, can express a grievance as defined in this written Agreement, without fear of reprisal, and obtain a fair hearing at the lowest level possible. The primary purpose of this procedure shall be to obtain equitable solutions to grievances at the lowest level and in the shortest period of time.

4.02 DEFINITIONS

4.0201 A "grievance" is defined as a complaint involving an alleged violation, misinterpretation or misapplication of a specific term of this Agreement.

4.0202 "Grievant" shall be an individual teacher, group of teachers, or the Association.

4.0203 A "day" is defined as a workday when a grievance is filed between the first workday of the school year and May 15. Time limits pertaining to a grievance submitted on or after May 16 shall include all calendar days except official state holidays.

4.03 TIME LIMITS

4.0301 Every effort shall be made to expedite the grievance process. Failure of grievant to adhere to the time limits in appealing a decision shall result in the resolution which was obtained at the prior level of hearing. A failure on the part of an administrator or the Board or their designee to adhere to time limits shall move the grievance to the next step. The time limits may, however, be extended by mutual agreement of the parties concerned; such extension shall be expressed in writing.

4.0302 If any grievance is not initiated at Level One within twenty-five (25) days after the occurrence of the act or condition which is the basis of the grievance, said grievance and the right to file it shall be waived.

4.04 CONFORMITY WITH AGREEMENT

4.0401 Nothing required by this formal grievance procedure shall be construed as preventing any teacher of the bargaining unit or group of teachers of the bargaining unit having a complaint or problem from discussing the matter informally with any appropriate representative of the administration and having such matter adjusted without the intervention and/or consultation of the Association, provided the adjustment is not inconsistent with the terms of the negotiated Agreement and as long as an Association representative has the opportunity to be present at the adjustment.

4.0402 The Board shall have an affirmative duty to notify the Association of the date, time and place of a meeting with an individual to discuss his/her grievance only at and after Level Two.

4.0403 At Level One, the teacher's concern will be in the nature of a complaint and the Level One discussion will involve only the grievant and the supervisor or principal.

4.05 GRIEVANCE PROCESS

4.0501 Level One: Informal Procedure

A. The grievant(s) shall first discuss a potential grievance with his/her/their/its supervisor or principal who is the subject of the grievance.

B. Neither the grievant(s) nor the supervisor/principal shall be accompanied by anyone at this level of the grievance procedure.

C. Said supervisor/principal shall reply within seven (7) days to the grievant(s) with reference to the grievance.

4.0502 Level Two: Principal

A. In the event the grievant(s) is/are not satisfied with the disposition of the grievance at the informal level, the grievant(s) may file a grievance in writing with the supervisor/principal using the form furnished by the Board within seven (7) days of the receipt of the Level One decision. Said grievance shall contain a statement of the alleged facts upon which the grievance is based and a reference to the specific provisions of the Agreement allegedly violated, misinterpreted, or misapplied.

B. After the receipt of a written grievance, timely filed, the supervisor/principal shall arrange a hearing with the grievant(s) to be held within seven (7) days at a time mutually agreeable. The grievant(s) and the supervisor/principal each may be accompanied at said hearing by an employee of the District each assigned respectively by the District and the Association. A written statement of the action taken and the specific reason(s) therefore shall be sent to the grievant(s) on the prescribed form within seven (7) days after the hearing.

4.0503 Level Three: Superintendent

A. In the event that the grievant(s) is/are not satisfied with the disposition of the grievance at Level Two, the grievant(s) may appeal the grievance in writing to the Superintendent or his/her designee on the prescribed form. Such appeal in writing must be filed with the Superintendent or his/her designee no later than seven (7) days after the grievant(s) receives the response of the supervisor/principal under Level Two of this procedure.

B. Upon receipt of the Level Three appeal, the Superintendent or his/her designee shall arrange a hearing within seven (7) days concerning the grievance at a time mutually agreeable.

C. The grievant(s) may be represented by an Association representative at this level of the grievance procedure.

D. Within seven (7) days after this hearing, the Superintendent or his/her designee will issue his/her decision along with the specific reasons, in writing, on the prescribed form. A copy(ies) will be furnished to the grievant(s). All Association grievances as previously defined herein shall be initiated at Level Three of the grievance procedure.

4.0504 Level Four: Arbitration

A. If the grievant(s) is/are not satisfied with the decision at Level Three, with respect to a grievance alleging a violation, misinterpretation, or misapplication of this Agreement, the Association may appeal the decision to arbitration within ten (10) days of receipt of the Board's decision by filing a written demand for arbitration with the Board Treasurer.

B. The decision of the arbitrator shall be binding.

C. The parties shall mutually agree to use the following four (4) arbitrators:
1. Michael Paolucci
2. Robert Stein
3. Mitch Goldberg
4. Dave Stanton

Assignment of grievances shall be made on a continuous rotating basis among the four (4) above-mentioned arbitrators. In the event an arbitrator is unable to remain on the list, the parties shall meet to mutually agree upon a replacement.

D. The arbitrator's hearing shall be held at the earliest possible time which is mutually convenient to the Association, the Board and the arbitrator. In case of disagreement concerning the time of the hearing, the arbitrator shall have the authority to determine the date, time and locale of the hearing.

E. The arbitrator shall issue his/her decision within the time limits prescribed by the AAA and his/her report shall be transmitted simultaneously to the Association and the Board. The arbitrator shall not have the power to add to, subtract from, or modify this Agreement or to impair or disregard any Board or Association rights set forth in this Agreement. The arbitrator has the authority to determine arbitrability if such an issue exists.

F. No later than ten (10) work days prior to the scheduled arbitration hearing a disclosure conference must be held between a representative of the Board and the Association at which time all documents, exhibits, evidence, and names of witnesses and the nature of their testimony shall be disclosed. Failure to disclose any of the above-referenced materials at or prior to this disclosure conference shall not result in the exclusion of said evidence, exhibit and/or testimony at the arbitration hearing.

G. The cost for the arbitration shall be the responsibility of the unsuccessful party in the arbitration proceeding.

H. Each party shall be responsible for the fees and expenses of its representative.

4.0505 Right to Representation:

During the term of this negotiated Agreement, no teacher of the bargaining unit may be represented by any teacher organization and/or attorney or advocate other than the Association representatives or an attorney provided by the Association in any grievance initiated. However, a teacher may have personal legal representation present at a grievance meeting and/or hearing for the purpose of observation only.

4.0506 Miscellaneous:

A. A grievance may be withdrawn at any level without prejudice or record, except as stated herein. If either party unilaterally withdraws the request for arbitration after being filed, the withdrawing party shall be responsible for all costs and fees associated with said withdrawal unless the allocation of the costs and fees are mutually agreed to by the employer and the Association as part of a settlement of the grievance.

B. Forms for filing and appealing grievances will be printed by the Board. Forms will be available in the office of every school and will be kept in an area accessible to all teachers of the bargaining unit without request to their administrators.

C. The Board and the Association will cooperate with each other in the investigation of any grievance.

D. No reprisals of any kind will be taken by or against any party of interest, any participant in the grievance procedure, or any members of the Association by reason of such participation.

E. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

F. Records of the grievance will be kept confidential, as permitted by law.

G. To the extent permitted by law, when a teacher with a grievance applies for other employment or is employed outside the District, no records, documents and/or communications relating to said grievance shall be forwarded to or shared with the other employer.

H. The Association's representative shall not lose pay or benefits for attending grievance meetings with representatives of the Board scheduled by mutual agreement or by Board representatives.

ARTICLE V:
EMPLOYMENT PRACTICES

5.01 PERSONNEL RECORDS

5.0101 The Board's personnel file of each teacher of the bargaining unit shall be maintained at the Superintendent's office.

A. The non-public contents of the file shall be considered confidential; said file shall be the only file of information pertaining to the teachers of the bargaining unit maintained at the Superintendent's office.

B. In addition, the principal of each building may maintain a file for each teacher assigned to his/her building.

(1) The non-public contents of the principal's file shall be considered confidential.
(2) The principal's file on a traveling teacher shall be kept at the building in which the traveling teacher spends the majority of his/her time.

C. Non-public records include medical records, confidential law enforcement investigative records, and records the release of which is prohibited by state or federal law. Observation and evaluation reports shall be considered confidential records to the extent allowed by law.

5.0102 Each teacher shall have access to his/her personnel files excluding pre-employment information at the Superintendent's office, and at his/her school office, if a file is located there, between 8:00 a.m. and 4:00 p.m., Mondays through Fridays, exclusive of holidays; said access shall be on the same day requested by the teacher, or on a later day if mutually agreeable.

A. Such inspection shall be in the presence of the Superintendent or principal or his/her designee.

B. If the Superintendent or building principal expects to be absent when a teacher is going to review his/her personnel file, the Superintendent or principal shall designate someone to supervise the review and secure the file(s) upon completion of the review.

C. The teacher at his/her option shall have the right to be accompanied by an Association Representative.

D. The teacher shall have the right to make copies of any document(s) contained in his/her personnel files.

E. Cost of making such copies shall be paid by the teacher.

5.0103 Access by a person other than the teacher shall be in accordance with Chapter 1347 and Chapter 143 of the Ohio Revised Code and any other applicable law.

5.0104 No material shall be placed in a teacher's file unless it is dated with the date it is placed in the file, the teacher involved has been given an opportunity to review same prior to its placement in his/her file, and it is signed by the administrator placing the information in the file.

A. The teacher shall be given the opportunity to sign the material prior to its placement in his/her file.

B. If the teacher refuses to sign the material, the administrator shall indicate that fact on the material in the presence of the teacher.

C. The teacher's signature shall not indicate agreement with the content of the material but shall indicate only that the material has been inspected by the teacher.

D. The teacher may at his/her option place a reply in his/her file(s) at any time to any material that is placed in his/her file.

5.0105 A teacher may file a written request with the Superintendent for him/her to consider the removal of a document in the teacher's file. The written request must state the reasons for the requested removal.

5.0106 Anonymous letters and/or material shall not be placed in a member's file(s).

5.0107 This section of the Agreement shall not limit and/or waive the rights accorded to teachers by Chapter 1347 of the Ohio Revised Code and any subsequently added sections.

5.02 COMPLAINTS ABOUT BARGAINING UNIT MEMBERS

5.0201 It is the policy of the Board to provide the teachers in this School District with prompt and reasonable notice by the administrative staff of any specific complaint directed to that teacher in connection with his/her professional performance in this District. Any complaint about a unit teacher will be investigated by the administration before consideration by the Board.

A. The unit teacher involved will be informed and will be given an opportunity for explanation, comment and presentation of the facts from his/her point of view, at each administrative level.

B. He/she will also be given the opportunity to meet with the person(s) making the complaint if the complainant agrees.

C. The unit teacher shall have the option of Association Representation.

5.0202 Complaints by the public which are not specific in nature or which do not relate to a specific incident or to a specific teacher, but rather to a perceived condition or event or series of events prevalent in the District or in a building may be discussed by the administrator with the staff as a whole or particularly without the necessity of identifying the complainant or complainants as the case may be.

5.0203 Wherever possible, complaints should be made directly to the individual involved. Thus, a classroom concern should first be directed to the teacher.

Usually, matters can be resolved by means of a conference. If the conflict is not resolved, the matter should be referred to the next appropriate level. This could involve supervisors, assistant principals, or principals.

5.0204 If not resolved at the school level, the matter should be brought to the attention of the Superintendent or Designee. Finally, the Board or an appropriate committee of the same, may meet to consider any complaint which the Superintendent has not satisfactorily resolved.

5.0205 Complaints received by members of the Board will be referred to the Superintendent. The Superintendent or members of the District office administration will refer complaints to the building principal. The principal shall seek to have the complaint handled by the appropriate member of his/her staff.

5.0206 The source of complaints which will require a recommended change in professional performance, demeanor, and/or which will result in disciplinary action must be disclosed. However, if such changes or actions are a result of administrative investigation, then it is not a complaint by the public and 5.0206 shall not apply.

5.0207 Anonymous complaints shall be disregarded, except to be a basis for investigation per 5.0206.

5.03 SERVICE ON BOARD-APPROVED COMMITTEES

5.0301 No teacher of the bargaining unit shall be involuntarily assigned to a Board-approved committee without his/her prior consent.

5.0302 No teacher of the bargaining unit shall be evaluated negatively because of his/her refusal to accept assignment to a Board-approved committee.

5.0303 The Association President shall have the right to appoint half (50%) of the composition of each to each Superintendent-approved committee. Committees under this provision shall be the Labor Management, Faculty Advisory, Curriculum, Calendar Committee.

5.04 IN-SERVICE DAY

The first three (3) days of the teacher contract year shall be for teachers' professional learning and individual classroom work. Teachers will be allowed at least seven (7) hours of teacher-directed work time within those first three (3) days.

5.05 INTERNAL SUBSTITUTION

5.0501 Substitutes shall be employed when available for all teachers of the bargaining unit who are absent.

5.0502 After reasonable effort has been made to secure a substitute, if it becomes necessary to secure another teacher of the bargaining unit to cover the assigned class(es) of an absent teacher, the principal shall secure the teacher(s) in the following manner:

A. First, an attempt shall be made to cover each assigned class voluntarily from among those qualified teachers of the bargaining unit with a planning period. The principal shall attempt to equalize the opportunities to volunteer.

B. If no teacher of the bargaining unit voluntarily accepts said opportunity, the principal may assign a teacher to cover the assigned class on a rotating basis from those teachers on a planning or supervisory period.

C. If a teacher of the bargaining unit is required to teach or cover a class during his/her planning period for a teacher who is absent, the teacher filling in shall be compensated at the rate of thirty-five dollars ($35.00) for each planning period.

D. Substitute pay shall be split by covering teacher(s) who absorb uncovered classes.

E. In the event a teacher is required to teach/supervisor students not normally assigned to the teacher at that time, the teacher shall receive the either one-half (1/2) or the full amount of the daily sub pay in effect in the District depending on the amount of time the teacher subs. Coverage split between multiple teachers will have the sub pay split (all teachers included).

5.06 STUDENT TEACHER/PROTÉGÉE

5.0601 No teacher of the bargaining unit shall be assigned a student teacher/protégée without his/her prior consent.

A. Student teacher supervision/protégée mentoring is not considered a regular duty as covered by the teaching contract of any teacher and shall be a voluntarily-accepted assignment.

B. No teacher/protégée shall be evaluated negatively because of his/her refusal to accept a student teacher/protégée.

C. No teacher shall be evaluated negatively because of his/her request to remove a student teacher. A student teacher will be removed upon a teacher's request.

5.0602 Upon his/her request, the teacher considering the acceptance of student teacher supervision shall be given the opportunity to review the contract between the Board and the student teacher's college and/or university. A copy of that contract will be provided at the teacher's request, at his/her cost. Guidelines for mentoring a protégée shall be mutually determined by the Board and the Association in compliance with the law.

5.07 POSTING OF VACANCIES

5.0701 Vacancies shall be posted at the appropriate location on the District's website.

A. A vacancy shall be defined as any newly created bargaining unit position or a bargaining unit position created by resignation, retirement, termination, or transfer.

B. The posted notice shall contain the certificate(s) required, description of vacancy, and the deadline for filing applications.

5.08 VOLUNTARY TRANSFER PROCEDURES

5.0801 Any teacher of the bargaining unit desiring a change in building location and/or subject area/grade level assignment for the following work year shall so notify his/her current building principal.

A. Transfer requests shall include: reasons for transfer, the grade level, position, or building sought, and the teacher's current certification.

B. Copies of the transfer request should also be sent to the Director of Personnel and to the Association President.

C. Transfer requests shall be renewed once a year to assure active consideration by the administration.

D. A filed request to be transferred to a posted vacancy, unless rescinded, shall constitute consent to the transfer if granted.

5.0802 Transfer requests on file with the Director of Personnel shall be considered along with all applications of applicants desiring employment with the District for any posted vacancy and/or any desired change in building location and/or subject area/grade level.

5.0803 It is understood all positions are filled in the sole discretion of the Board subject only to the notification provision herein and all applicable laws.

5.09 INVOLUNTARY TRANSFER PROCEDURES

In an effort to ensure that assignments created by involuntary transfers are done in a fair and equitable manner, the following procedures shall be followed:

5.0901 An administrator shall discuss the reasons for transfer(s) with those involved as soon as feasible after the needs are identified. One (1) or more of the following factors shall be considered and discussed in making the transfer recommendation:

A. Teacher, supervisor, department chairperson's input
B. Certification
C. Needs of school(s) and/or District
D. Special skills of teacher
E. Contract status of teacher
F. Reason for vacancy (return from leave of other staff, etc.)
G. Performance level of teacher
H. Seniority

5.0902 If the transfer is to occur during the school year, it shall normally be planned for natural breaks of quarters or semesters.

5.0903 If the transfer is to occur at the beginning of the next school year, the teacher shall normally be informed by the end of the current school year.

5.0904 In event circumstances are such that the final disposition of the transfer may not be known until after the school year ends, the principal shall notify any affected teacher(s) as soon as possible as to the status of the teacher's assignment.

5.0905 Disagreements as to the transfer shall be fully discussed with the individual who may be accompanied by a representative of his/her choice during these discussions.

5.0906 Unsatisfactory resolutions of the assignment shall be discussed with the Director of Personnel prior to the final recommendation to the Superintendent.

5.0907 When a teacher is notified of an intended transfer of him/her to another building, the teacher may request a tentative schedule for the new assignment, which will be provided as soon as feasible. The administration may change the schedule as circumstances change.

5.10 CONTINUING CONTRACT ELIGIBILITY

Teachers shall be eligible for continuing contract status in accordance with ORC Section 3319.11, provided however that no teacher shall be deemed eligible to be considered for a continuing contract nor be deemed employed on a continuing contract by operation of law unless the teacher, no later than October 1st of the school year in which the teacher's employment contract is to expire, files with the Oak Hills Superintendent or his/her designee, a letter of intent that they will meet all legal qualifications of a continuing contract prior to receipt of a new contract for the following year. Failure by the teacher to provide notice of continuing contract eligibility by October 1st may result in the teacher receiving a one-year limited contract. Grades/transcripts initially eligible for continuing contract must be received by the Superintendent or Superintendent's designee prior to April 1st of each year. This provision supersedes and replaces those requirements of Ohio Revised Code Section 3319.08 and 3319.11.

5.11 SUPERINTENDENT RECOMMENDATIONS AND BOARD ACTIONS ON RENEWAL/ NONRENEWAL

Contract non-renewal shall be accomplished in accordance with ORC 3319.11.

5.12 NOTICE OF CLASS ASSIGNMENT

All members of the bargaining unit shall be informally notified by the end of the school year of their tentative grade level or class assignment(s) for the following school year. If the assignment is changed after the end of the school year, the teacher shall be promptly notified of the change.

5.13 EXTENDED LIMITED CONTRACT

Teachers who have met all qualifications and contractual notification requirements for a continuing contract, but have not corrected the deficiencies documented during the evaluation process shall be notified of these continued deficiencies in writing by the Superintendent as confirmed by the Board on or before April 15. The teacher may be placed on an extended limited contract of either one (1) or two (2) years. If the teacher is reemployed at the end of the extended limited contract period, he/she shall be given a continuing contract. This Article intends to supersede Ohio Revised Code 3319 as it relates to the process for the provision of an extended limited contract to an employee.

5.14 REDUCTIONS IN FORCE

Reduction in force shall be defined as the reduction of, the elimination of, or the failure to fill a position in the bargaining unit.

A. If it becomes necessary to reduce the number of staff positions of members of the bargaining unit for the reasons set forth in R.C. §3319.17 of the Ohio Revised Code, upon recommendation of the Superintendent, the Board shall first suspend the contracts of members within each teaching field affected, giving preference to those on continuing contract. In implementing the reduction, the Board shall identify the staff person(s) currently assigned to a position or assignment to be reduced.

Seniority shall not be the basis for making a decision regarding a reduction in force except between teachers who have comparable evaluation. A teacher's evaluation rating for the purposes of reduction in force shall be based on a rolling three-year average and shall not include student growth measures. The order of reductions shall be:

1st: Limited contract teachers with ineffective rating
2nd: Limited contract teachers with developing rating
3rd: Limited contract teachers with skilled and accomplished rating
4th: Continuing contract teachers with ineffective rating
5th: Continuing contract teachers with developing rating
6th: Continuing contract teachers with skilled and accomplished rating

5.15 SENIORITY

Seniority will be defined as:

A. Total number of continuous contractual years in the Oak Hills Local School District, including approved paid leave. In the event of other unpaid leave of absence except FMLA, the teacher shall retain the seniority held at the time of leave and shall begin with that seniority upon returning to teaching.

B. Teachers holding continuing contract status shall be considered to have more seniority than a teacher holding limited contract status with the same number of continuous contractual years of service.

C. Tie breaker at time of Reduction in Force.

1. Date of employment contract received at Board Office.

2. Order on Board Approval Meeting Minutes.

ARTICLE VI:
WORKING CONDITIONS

6.01 SCHOOL CALENDAR

6.0101 The calendar and any amendments and/or changes thereto shall be set by the Board in its sole discretion. This committee shall consist of the Board and an equal distribution of elementary, middle school, and high school members and shall provide input to the Superintendent. However, under Article I, Section 1.01, Subsection 1.0103, the Association has the right to bargain the effects of the placement of the days that will be used as makeup days in the calendar. The district website shall make available an updated calendar.

6.02 TEACHER WORKDAY

6.0201 The Board shall provide the Association notice of building schedules for the next school year prior to the end of each school year. If the Board or the administration propose any change in building schedules, the Board recognizes its duty to bargaining over any effects the schedule change may have on the terms and conditions of teachers' employment.

6.0202 A teacher's workday may exceed the length of his/her regular workday if his/her attendance is required by his/her principal or other administrator at a meeting or conference excluding mandatory presence at two (2) after school events. These can be either PTA or school-sponsored events. However, teachers may be required to attend no more than two (2) after school events each school year.

6.0203 A reasonable effort will be made to schedule required meetings and conferences during the regular workday.

6.0204 The length of the regular workday for all full-time teachers shall be seven and one-half (7½) consecutive hours including lunch period.

6.03 LENGTH OF YEAR

6.0301 The contract year for teachers shall be one hundred eighty-four (184) regular workdays.

6.0302 Notice of any proposed change in the length of year or length of the regular workday shall be given to the Association President on or before April 1 of the school year preceding the school year in which the proposed length of year/day would increase. The Board and the Association must mutually agree to any changes in the length of the work year/work day, unless otherwise required by state or federal law.

6.04 DUTY-FREE LUNCH

Each teacher of the bargaining unit who is employed on more than a half-time contract shall be granted thirty (30) consecutive duty-free minutes for lunch each workday, during which time he/she shall not be required to perform any school/work activity and/or duty.

6.05 PLANNING PERIODS

6.0501 Each teacher of the bargaining unit who is an elementary classroom teacher (grades 1-5) shall be provided no fewer than five (5) planning periods per week when his/her students are in physical education, art, and music classes.

A. When student scheduling permits, physical education, art, music, remedial reading, intervention specialist teachers each shall be provided an average of five (5) planning periods per week. If the Board cannot schedule such special teachers for conference periods during the instructional day, it will provide them with duty-free time before and/or after the school day for the full length of time they are required to be present.

B. Whenever possible, planning periods each shall be no less than thirty (30) consecutive minutes.

6.0502 For Pre-K and/or K, each teacher shall be provided no fewer than five (5) planning periods per week.

6.0503 Each teacher of the bargaining unit who works at a middle and/or senior high school(s) (grades 6-12) shall be provided one (1) planning period during each student day; each planning period shall be equal to one (1) class period in length. A special daily schedule may modify a teacher's planning period on that given day.

6.0504 The planning periods of each teacher of the bargaining unit shall be scheduled during the regular student day and shall be exclusive of the teacher's duty-free lunch period.

6.06 NUMBER OF PREPARATIONS PER DAY

6.0601 The number of preparations assigned to each teacher of the bargaining unit at the secondary level shall be such that workloads are equalized to the extent possible.

6.0602 Both the teachers and the course of study offered shall be considered when assigning preparations to each teacher.

6.07 TRAVELING TEACHER

6.0701 The term "traveling teacher" shall be defined as any teacher of the bargaining unit who has assigned duties in more than one (1) building in the District as part of his/her scheduled assignment in the same day.

6.0702 Number of evaluations for traveling teachers shall be made on the same basis as for non-traveling teachers.

6.0703 The traveling time required of any teacher of the bargaining unit shall not cause his/her workday to exceed the regular workday as defined in this Agreement.

6.0704 Traveling teachers shall be compensated at the IRS mileage reimbursement rate that is in effect as of July 1st for the following school year.

6.08 CLASS SIZE

6.0801 Grades K through 4

The District shall meet the State-mandated requirements for class sizes for grades K through 4.

6.0802 Grades K through 5

For grades K-5, "average enrollment" shall be calculated by dividing the total enrollment in each grade in each building by the number of teachers at the grade level in that building, including homeroom teachers and floating teachers but not including art, music, physical education, EXCEL, Remedial Reading, Spanish Immersion, and special education teachers.

A. For grades K-1, when the average enrollment in a grade level in a building exceeds twenty-nine (29), an aide will be provided on a shared basis at that grade level.

B. For grades 2-3, when the average enrollment in a grade level in a building exceeds thirty-one (31), an aide will be provided on a shared basis at that grade level.

C. For grades 4-5, when the average enrollment in a grade level in a building exceeds thirty-two (32), an aide will be provided on a shared basis at that grade level.

D. If there are six (6) or more class sections at such a grade level in a building, two (2) aides will be provided on a shared basis at that grade level.

E. An aide may be reassigned or withdrawn if the enrollment decreases below the triggering factor.

6.0803 Secondary 6-12

A. Except in certain activity-type classes such as physical education, music, and art, the daily student load for a teacher at the secondary level (6-12) shall not exceed one hundred seventy (170) pupils, excluding study bells and homerooms.

B. Bargaining unit members who are asked and/or requested to teach a daily student load of more than 170 pupils for reasons such as, but not limited to, the desire to have an additional class rather than a duty period, shall be permitted to do so only with the concurrence of the teacher, the building principal, the Association and the Superintendent/designee. All such requests must be made in writing by the requesting party.

C. When calculating the student load for block classes, when only one teacher is assigned to the class the student number shall be doubled.

D. The class size totals must be in compliance no later than September 25 for semester 1 and February 10 for semester 2.

6.09 SMOKE-FREE ENVIRONMENT

6.0901 Smoking and the use of tobacco products are banned in all buildings and on all property owned by the Oak Hills Local School District by all persons at all times

6.0902 Assistance will be provided as per the District's current health care provider, if such assistance is available, for staff members requesting help in stopping/reducing their use of tobacco.

6.10 HIRING OF RETIRED CERTIFICATED STAFF MEMBERS

6.1001 If the Board of Education elects to employ individuals who have retired and are receiving benefits through the State Teachers Retirement System, the conditions set forth in this Article and only the conditions set forth in this Article shall apply to the employment of these individuals:

A. The salary to be paid to the returning teacher shall be based on the appropriate placement on the current teacher salary schedule training column with a maximum of ten (10) years of experience and a minimum of one (1) year of experience and shall not be subject to Chapter 3317 or any other section of the Ohio Revised Code.

B. Teachers employed pursuant to this provision shall receive one (1) year limited contracts and shall not be eligible to receive continuing contracts regardless of their years of service or license held.

C. Each one (1) year contract shall automatically expire upon the completion of the year and it is not necessary for the Board to conduct evaluations in accordance with Chapter 3319.111 of the Ohio Revised Code nor to take formal action to not re-employ the employee pursuant to Chapter 3319.11 of the Ohio Revised Code in order to terminate the employment relationship. The employment relationship shall end upon the expiration of the contract in the same manner as a supplemental contract.

D. Returning retirees are not entitled and/or are not eligible to receive any severance benefits provided by any collective bargaining agreement in effect between the Board and the Association.

E. In the event of a reduction in force, the re-employed teacher will not have any bumping rights under Section 5.12 of this Agreement.

F. Such employment will not jeopardize the continuation of existing academic programs nor result in the reduction in force of faculty employed at the commencement of each such re-employment contract.

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

H. Re-employed persons are eligible for sick leave accumulation commencing with the first year of such re-employment.

I. Re-employed teachers may commence their re-employment with up to fifteen (15) days of accumulated sick leave if said days are carried forward from their prior employer.

J. Re-employed teachers are not eligible to participate in any retirement incentive program nor are they eligible for severance pay.

K. Rehired teachers are eligible for the contracted health insurance.

6.1002 Pursuant to the authority provided by R.C. 4117.10, and to the extent that this provision is contrary to or in conflict with any Ohio law including, but not limited to 3319.11 ORC, 3319.111 ORC, 3319.141 ORC, 3319.17 ORC, Chapter 3317 ORC, Chapter 3307 ORC, this provision shall supersede and replace the statutory law of Ohio.

ARTICLE VII:
LEAVES OF ABSENCE

7.01 ASSAULT LEAVE

7.0101 Any assault upon any teacher of the bargaining unit should be reported as soon as possible to the administrator in charge, who shall investigate the incident as soon as possible.

A. Assault leave will be available to a teacher to the extent permitted by this provision for physical injuries received as a result of the assault.

B. In addition, nothing herein shall preclude the Board from granting additional assault leave if, in its sole discretion, the Board deems it appropriate.

7.0102 The teacher requesting assault leave shall sign an assault leave form as soon as possible to justify the use of his/her assault leave and said teacher must file a police report. A copy of the police report shall be provided to the Superintendent or Superintendent's designee. The administration shall initiate student or staff disciplinary proceedings, if applicable.

7.0103 In addition, the teacher shall furnish a physician's report to his/her principal if he/she has requested more than four (4) or more days of assault leave; said report shall indicate the nature of the injury, the physician's opinion of the causal relationship of the injury to the alleged assault, and the probable duration of the injury.

A. The administrator in charge shall, after his/her investigation of the incident, write a report which shall be based upon:

(1) the assaulted teacher's signed assault leave form;
(2) the physician's report(s), if submitted;
(3) the police report(s) and,
(4) other facts and data gathered in his/her investigation.

B. The administrator shall forward the report of the alleged assault to the Superintendent or Superintendent's designee, with a copy being sent at the same time to the assaulted teacher.

7.0104 The duration of an assault leave granted by the Superintendent or Superintendent's designee shall not exceed thirty (30) days with pay per school year per teacher. Any teacher requiring more than thirty (30) days must petition the Board for approval.

7.0105 Any teacher granted assault leave shall receive his/her salary and fringe benefits during the course of said leave.

7.0106 Application for assault leave shall be made by completing an "Assault Leave Request" form (Appendix "A") and providing copy of the filed police report to the Superintendent or the Superintendent's designee.

7.02 MILITARY LEAVE

Military leave shall be pursuant to ORC 3319.14, ORC 5903.02, ORC 5903.03, and any and all other state and federal laws, rules, and regulations.

7.03 CHILD CARE LEAVE

7.0301 Notwithstanding the provisions of the Family Medical Leave Act, a teacher of the bargaining unit may be granted a child care leave of absence for the purpose(s) of child rearing without pay if approved by the Board in its sole discretion.

7.0302 A teacher on child care leave may continue to participate in the group insurance plan(s) if allowable by the insurer(s) and provided the teacher pays one hundred percent (100%) of his/her premium(s) for the length of his/her leave.

7.0303 The teacher shall submit written notification of his/her desire to take child care leave, when possible, at least sixty (60) calendar days prior to the date upon which the leave is requested to begin. In the case of adoption, notification of child care leave shall be submitted as soon as possible prior to the anticipated commencement of the leave.

7.0304 Child care leave generally shall not exceed one (1) work year.

A. The Board and teacher mutually may agree that the teacher return later than one (1) year so that the return can coincide with the beginning of a school year.

B. In no case will the leave exceed three (3) semesters.

7.0305 The teacher returning from child care leave shall be returned to his/her former position or to a position consistent with that teacher's certification.

7.0306 The teacher shall remain on leave until the completion of the leave if and as approved by the Board.

7.0307 A teacher shall return from leave at the start of a semester, or a date mutually agreed upon by the Board and the teacher.

7.0308 A teacher shall confirm in writing to the Superintendent at least forty-five (45) days prior to the termination of the approved leave that he/she shall return to work or resign at the completion of the leave.

7.0309 At a female teacher's request, child care leave may commence at the termination of her sick leave benefits due to childbirth.

7.0310 A teacher's application for and/or use of an unpaid health leave for pregnancy-related reasons shall not be grounds for denial of an unpaid child care leave.

7.0311 A limited contract will not be extended past its expiration date by parental leave.

7.04 PERSONAL LEAVE

7.0401 Each teacher shall be entitled to three (3) days of unrestricted personal leave each work year without loss of pay and fringe benefits.

7.0402 Teachers employed on a regular contract less than an entire school year shall be entitled to this leave pro rata, with one (1) leave day accrued for each sixty (60) regular workdays.

7.0403 When possible, application for this leave shall be made to the teacher's principal no less than three (3) workdays in advance of such leave.

7.0404 No more than ten percent (10%) of the teachers in any one building, or six (6) teachers per building, whichever is greater, will be granted leave on any one day solely for the reason of personal leave which cannot be handled after school hours or on a weekend(s).

A. Any teacher requesting this leave after such ten percent (10%) or six (6) of the teachers of his/her building have been granted leave for personal leave may be granted leave if the leave request is approved by the Superintendent or his/her designee.

B. In addition, any teacher requesting this leave for personal leave who has his/her leave request denied, upon request shall receive a written denial to his/her leave request stating that the denial was based only upon the fact that the greater of ten percent (10%) or six (6) of the teachers in his/her building have been granted leave on the day(s) requested or that the other requirement(s) of the leave section of the Agreement were not met.

7.0405 Application for leave shall be made by completing a "Personal Leave Request" form (Appendix "A").

7.0406 Any member who is on personal leave when schools are closed due to severe weather or other emergency conditions shall receive the same pay as the member would have received if school had been in session on such days. No deduction from use of personal leave days shall be made.

7.0407 Any teacher not using his/her entire annual accumulated personal leave days may elect one of three options for utilization of unused personal leave:

1. Convert unused personal leave to sick leave provided the employee has not accumulated the maximum allowable sick leave amount.

2. Elect to receive $250.00 for each unused personal leave day.

3. Elect to carry up to two (2) days of personal leave over to the next contract year for a maximum of five (5) days in any contract year. This shall be done on April 15 of each school year.

7.05 SABBATICAL LEAVE

7.0501 Upon request, a teacher having at least three (3) years of service to the Oak Hills School District may be granted a sabbatical leave for up to one (1) year.

7.0502 A teacher granted sabbatical leave shall receive payment as follows:

A. 3-6 years in District: $2,000.00

B. 7-11 years' service $3,000.00

C. Over 11 years' service in District $4,000.00

7.0503 A teacher granted sabbatical leave must return to the District for a minimum of two (2) years of service. The above sabbatical payment shall be paid to the teacher pro rata with the regular salary over such two (2) year period.

7.0504 The period of leave granted shall not be credited toward experience for any purpose.

7.0505 The granting or refusal of a request for sabbatical leave is solely within the discretion of the Board and the Board's refusal to grant a sabbatical leave request is not subject to the Grievance Procedure.

7.06 SICK LEAVE

7.0601 Each full-time bargaining unit teacher shall be granted up to fifteen (15) sick leave days each school year.

A. Sick leave days shall be granted at the rate of one and one-fourth (1¼) days per calendar month of completed service, beginning with the first day of work.

B. Part-time teachers shall be granted sick leave in accordance with Ohio Revised Code Section 3319.141.

C. After five (5) consecutive days of sick leave usage, the teacher may be required to provide written physician verification which includes the expected date of return.

7.0602 Each teacher's cumulative total of unused sick leave days for severance purposes in accordance with Section 9.03 shall be limited to two hundred eighty (280) days.

7.0603 For the purpose of accumulated unused sick leave other than severance, the amount of accumulated unused sick leave is unlimited.

7.0604 A teacher who enters their final year of employment with the Board and has sick leave accumulation equal to more than the maximum accumulated sick leave for severance purposes pursuant to Section 7.06 of the Agreement shall be permitted to use up to fifteen (15) days of sick leave in their final year of employment prior to retirement and shall have the ability to retire and receive severance based on the maximum allowable amount for retirement purposes in accordance with Section 7.0602.

7.0605 Each newly employed full-time teacher shall be advanced five (5) sick leave days at the start of the teacher's work year.

7.0606 Upon approval of the Superintendent, sick leave may be used for:

A. Personal illness, injury, pregnancy

B. Exposure to contagious disease

C. Illness, injury, or death in the immediate family. "Immediate family" as used in this Agreement shall mean: spouse, mother, father, sister, brother, grandparent, child, step-child, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, spouse's grandparent, a person who is in loco parentis, or any person living with the teacher in the same household.

D. All bargaining unit members shall be allotted two (2) days for bereavement for individuals not qualifying as an immediate family member. The days will count as utilized sick leave days. A teacher may be required to show proof that the days were used for bereavement. Additional bereavement days may be approved by the Superintendent on a case-by-case basis.

7.0607 No less than one-quarter (1/4) day shall be deducted from a teacher's accumulated sick leave.

7.0608 A teacher shall complete a "Sick Leave" form, using the digital platform provided by the District.

7.0609 Pursuant to the Ohio Revised Code, any teacher having terminated employment with the Board shall have his/her accumulated sick leave reinstated upon re-employment within ten (10) years of the termination of his/her employment, provided he/she has not used such sick leave in the employ of another board of education and/or other public agency(ies) of the State of Ohio or has not been reimbursed under an approved, legal severance payment plan.

7.06010 Pursuant to the Ohio Revised Code a teacher re-employed or newly employed by the Board who has been continuously employed by other boards of education and/or by any public agency(ies) of the State of Ohio, shall receive full credit for sick leave accumulated, both in the prior employ of the Board and in the employment of the other public agency(ies) of the State of Ohio as shown in the records of the last employing organization to the maximum of the sick leave accumulation permitted teachers by the Board at the time of said teacher's employment or re-employment.

7.06011 Teachers on sick leave shall not be required to use sick leave on days that other teachers are not required to report to school (i.e. Calamity days).

7.0612 <u>Personal Leave Donation</u>

A member may donate up to three (3) days of personal leave per year to another member who has exhausted sick leave and personal leave. A member receiving the donated leave must use the leave in accordance with the provisions set out in section 7.06. in the event a personal leave donation to a member is requested, the Association President shall contact the Director of Human Resources to coordinate the personal leave donations.

7.07 JURY DUTY/COURT LEAVE

7.0701 Jury Duty:

Teachers shall be released from duty without loss of pay or benefits for jury duty.

A. Teachers must report anticipated jury duty absence to their principal(s) as soon as possible.

B. The teacher may retain the per diem fee, as well as mileage or other out-of-pocket reimbursement from the court for jury duty.

7.0702 Court Leave:

A. Teachers shall be released from duty, without loss of pay or benefits, for absence due to the teacher's compliance with a subpoena to appear in a court of law, provided that:

(1) Neither the teacher nor the Association is a party in the litigation adverse to the Board or adverse to any individual Board member or administrator; and,

(2) The court appearance is somehow connected with the teacher's employment or school activities (for example, where the teacher is required to appear as a witness in a lawsuit by a student for personal injuries which occurred in a school activity or where the teacher is subpoenaed to be a witness in custody litigation involving a pupil).

B. Such leave shall not be deducted from the teacher's sick leave or personal leave, except that a teacher may use his/her personal leave for an absence required by court subpoena that does not come within the terms of Section 7.0702 above, if personal leave otherwise is available to the teacher.

7.08 INSURANCE ON UNPAID LEAVES

Notwithstanding a teacher's rights under the Family Medical Leave Act, a teacher on contractual unpaid leave status, including sabbatical leave, child care leave, etc., may continue group insurance coverage for him/herself (and dependents) by making timely payment of the entire premium to the Board Treasurer at the teacher's expense. Any teacher on a contractually-approved unpaid leave shall not accrue seniority for pay and/or reduction in force purposes while teacher is on unpaid leave status.

7.09 SICK LEAVE INCENTIVE PAY

Teachers shall receive sick leave accumulation incentive pay for achieving certain benchmarked accumulation days. The payments are not cumulative and a teacher is only eligible to receive a payment one time for reaching the below benchmarked sick leave accumulation:

A. 300 days = $4,000.00
B. 350 days = $3,000.00
C. 400 days = $3,000.00

In order for a certified member to be eligible, the member's balance must meet one of the thresholds set forth above on either November 15 and/or May 15. Payment will be made no later than thirty (30) days after those dates. A member shall only be eligible for a sick leave incentive payment once annually.

ARTICLE VIII:
COMPENSATION

8.01 PAY PLANS

8.0101 The Board shall provide twenty-four (24) pays to each bargaining unit member, on or about the fifth and twentieth day of each month, starting with September first.

8.0102 The Association recognizes that any funds not expended as a result of twenty-four (24) pays are not available for salary negotiation purposes as they are a true encumbrance of funds from the previous year's commitment.

8.0103 All teachers in the Oak Hills Local School District shall be required to be on a direct deposit plan.

8.0104 The Board Treasurer's office shall electronically publish a list of all possible voluntary payroll deductions for which the teacher is eligible. This list shall include all companies currently authorized to accept contracts for tax sheltered annuities and/or individual retirement accounts (IRA's).

A. To initiate or make any changes in any of the deductions, a teacher should contact the Board Treasurer's office.

B. Association dues will be administered in accordance with the Association Dues Deduction provision of this Agreement.

8.0105 Regular teacher salaries shall be determined by reference to the salary schedule attached hereto (Appendix "B"). The annual salary notice described in ORC 3319.12 shall not be issued. However, the District shall provide an electronic Salben notice to teachers by October 30th of each year.

8.02 PAYROLL DEDUCTIONS

8.0201 The Board shall provide payroll deduction(s) in any amount and at no charge to teachers and/or the Association for the following items:

A. Taxes (city, state, and Federal)

B. Association dues

C. Credit union

D. Medical insurance

E. State Teachers Retirement System

F. Annuities from the present list of companies in which a deduction would amount to fifty dollars ($50.00) or more per period, and for which at least five (5) teachers enroll for deductions.

G. Disability income

H. United Appeal

I. Individual Retirement Account (IRA)

8.0202 The payroll deduction of any of the above items when optional can only be initiated upon written request of the teacher, and shall be continuous until revoked by the teacher in writing, exclusive of Association dues deduction.

8.0203 The Board Treasurer or his/her designee shall present to the Association President or his/her designee, no later than August 1 of each year, a list of all items which can be deducted, both voluntarily and involuntarily, from teachers' paychecks during the following school year. This list shall include the number of installments into which each item may be divided and from which paycheck(s) each item shall be deducted.

8.0204 A Section 125 Plan (up to the IRS maximum) allowing for the sheltering of the employee's qualifying medical and dental expenses and dependent daycare shall be available. Such plans shall be offered by a company acceptable to the Board and at no cost to the Board.

8.0205 Consistent with Rule 3307-6-01 of the Ohio Administrative Code, the Board will pay a stipend to the Association President, Vice President, Secretary, Treasurer, and Building Representatives. The Association shall certify the stipend amounts to the Board's Treasurer, which can in no event exceed the maximum allowed by Rule 3307-6-01. The Association shall promptly and fully reimburse the Board for the total cost of stipends, including any applicable retirement costs.

8.03 REGULAR SALARIES

8.0301 Two percent (2%) increase on the base for 2026-2027
Two percent (2%) increase on the base for 2027-2028

8.0302 Beginning with the September 1st payroll of the new contract year, the Board shall pick up (assume and pay) a share of each member's STRS payments equal to one percent (1%) of the employee's annual income as calculated by STRS.

8.04 SUPPLEMENTAL SALARIES

A subcommittee shall address issues regarding the supplemental salary schedule, including but not limited to compensation, types of supplementals, and procedures related to supplemental contracts.

8.0401 Teachers shall be compensated for supplemental duties for which they are employed in accordance with the Supplemental Salary Schedule attached as Appendix "C-1, C-2 and C-3". Members who hold full-year supplemental contracts will be paid in two (2) installments: one at the end of each semester. Members who hold seasonal supplemental contracts will be paid at the end of the season's activities.

8.0402 No more than two (2) members may split a supplemental contract. Where more than two (2) members currently split a supplemental contract, those members will be grandfathered. However, when those members vacate those supplemental positions, the requirement of no more than two (2) members to a contract will prevail.

8.0403 The Board need not fill any or all positions listed on the schedule in any particular school year.

8.0404 The Board may create a supplemental position without bargaining with the Association, but has a duty to bargain upon Association request concerning the supplemental salary for the position.

8.0405 A supplemental contract shall automatically expire at the end of its term without further action or notice by the Board.

8.0406 Experience must be based on consecutive years of experience in the supplemental position within the District.

8.0407 The Board may grant a teacher credit for experience in the activity from outside the District.

8.0504 The Committee may make written recommendations to the Superintendent and/or Board regarding supplemental contract issues. However, the Committee shall not possess the authority to bind the Board, alter the terms of this Agreement, or negotiate matters reserved to collective bargaining under Chapter 4117 of the Ohio Revised Code.

8.0505 Participation on the Committee shall be voluntary unless otherwise assigned by the Administration or designated by the Association. Association representatives shall suffer no loss of pay for attendance at meetings scheduled during the regular workday and approved in advance by the Superintendent or designee.

8.0506 The establishment and operation of the Committee shall not be construed as a waiver of any management rights retained by the Board under Ohio law or this Agreement, nor shall any recommendation of the Committee become effective unless approved by the Board.

8.0408 A coaching change within a sport shall result in a supplemental salary placement on the lowest step of the new position that does not result in a salary decrease. If there is no step of the new position that does not result in a decrease, then the salary will be the top step of the new position.

8.0409 Only vacancies in supplemental positions created by retirement, resignation, non-renewal, or termination need be posted in accordance with Section 5.09 of this Agreement. Supplemental positions to be refilled in the succeeding year by the incumbent need not be posted.

8.0410 If the teacher base salary upon which the Supplemental Salary Schedule is based is changed after the opening of school in a given year, the new Supplemental Salary Schedule salaries will be paid beginning with the next installment of supplemental salaries after the signing of such an agreement.

8.0411 Supplemental salaries shall be determined by multiplying the percentage listed in the Supplemental Salary Schedule, Appendix "C", by the BA Step 0 salary from the existing Teachers' Salary Schedule, Appendix "B". The experience factor, as listed at the bottom of Appendix "C", will be applied by multiplying the experience factor by the supplemental salary amount.

8.05 SUPPLEMENTAL CONTRACT REVIEW COMMITTEE

The Board and the Association agree to establish a Supplemental Contract Review Committee to review supplemental positions, job descriptions, compensation recommendations, staffing needs, and related matters concerning supplemental contracts within the District.

8.0501 The Committee shall consist of six (6) members, comprised of three (3) representatives appointed by the Association/OHEA and three (3) representatives appointed by the Administration.

8.0502 The Committee shall meet upon mutual agreement of the parties, but no fewer than one (1) time annually, unless waived by mutual agreement. Meetings may be scheduled at additional times as deemed necessary by either party.

8.0503 The purpose of the Committee shall be advisory in nature. The Committee may review and discuss:

A. Existing supplemental positions and duties;

B. Recommendations for creation, elimination, or modification of supplemental positions;

C. Compensation levels and placement on the supplemental salary schedule;

D. Equity and consistency in supplemental assignments;

E. Operational needs of the District related to extracurricular and co-curricular programs; and

F. Any other mutually agreed-upon supplemental contract matters.

ARTICLE IX:
FRINGE BENEFITS

9.01 HOSPITALIZATION & DENTAL INSURANCE

9.0101 Copies of Insurance Agreements:

A. The Association President shall be provided with a copy of the complete agreements, including complete specifications for coverages, between the Board of Education and Health, Dental, Liability, and Life Insurance carriers.

B. Copies of said agreements will be provided to the Association within fifteen (15) days of the effective date of any new agreement or change in an agreement.

C. The provision of said agreements shall be in addition to explanatory booklets, pamphlets, etc., provided to the individual certified employee.

D. After meeting with the Association and arriving at a consensus on alternatives regarding changes in carrier policies, the Board may implement conditions and limitations which the carrier insists upon so long as these conditions or limitations are being implemented in the carrier's benefit package throughout the greater Cincinnati area.

9.0102 A. The Board may determine the manner and means of providing the benefits set forth in this Article after consulting with the Association and getting its input, so long as the benefits meet the specifications of this Agreement.

B. Any insurance plan offered in accordance with this Section shall conform to the School Employee Health Care Board's best practice of standards for public school districts health plans, as more fully set forth in Ohio Administrative code Chapter 3306-02.

9.0103 Effective with those employees who begin their employment with the Board in the 2023-2024 school year, all employees will be required to enroll in the HDP/HSA benefit plan (see MOU). Additionally, there will be a fifty dollar ($50.00) monthly spousal surcharge in order to have an employee's spouse covered under the medical/dental insurance plan,

9.0104 Hospitalization Premiums:

A. The Board shall contribute ninety percent (90%) of the premium cost for those enrolling in single, double, or family health benefit coverage.

B. If the monthly premium cost of single, double or family coverage increases during the remainder of this Agreement by more than forty percent (40%) above the following monthly base rates:

Single	Base Rate	$335.40
Double	Base Rate	$778.25
Family	Base Rate	$895.25

The Board shall then contribute fifty percent (50%) and the individual shall contribute fifty percent (50%) of the cost which exceeds forty percent (40%) over above listed base rates.

C. The Board shall apply that part of the teacher's salary which is the teacher's participation in the monthly health benefits premium so as to tax shelter that participation. The Board shall comply with IRS and federal law requirements in doing so.

9.0105 Dental Premiums:

A. For the single or family dental insurance plan, the Board shall pay ninety percent (90%) and the employee shall pay ten percent (10%) of the total premium cost.

B. The Board shall apply that part of the teacher's salary which is the teacher's participation in the monthly health benefits premium so as to tax shelter that participation. The Board shall comply with IRS and federal law requirements in doing so.

9.0106 Part-time staff members (more than 20 hours per week, but less than 30 hours per week) shall pay fifty percent (50%) of the premium amounts.

9.02 LIFE INSURANCE

9.0201 The Board shall provide each teacher of the bargaining unit, at no cost to the teacher, group term life insurance in the amount of fifty thousand dollars ($50,000.00).

9.0202 Teachers who teach less than full-time shall be entitled to a prorated share of this insurance coverage.

9.0203 Through payroll deduction, teachers may purchase additional life insurance coverage at their own cost.

9.03 SEVERANCE PAY

9.0301 A teacher shall be eligible for severance pay after 25 years of service in public education.

9.0302 The teacher shall receive a sum equal to twenty-five percent (25%) of his/her accumulated sick leave up to a maximum of seventy (70) days. Severance pay shall be payable to the teacher within sixty-five (65) days of his/her final date of service with the District (i.e., those who retire with an accumulated balance of two hundred eighty (280) sick days will receive severance calculated at seventy (70) days).

9.04 TUITION LOANS

9.0401 The District shall provide an interest-free tuition loan to qualifying unit teachers. In order to qualify for a loan, the unit teacher must meet the following criteria:

A. Full-time employee of District for three (3) years.

B. Enroll in a course of study as approved by the Director of Personnel or designee.

C. The Board shall make the payment directly to the university at the teacher's written request. The loan will immediately become due and payable thirty (30) days after completion of the quarter or semester unless the teacher provides evidence of successful completion of the course(s).

D. Sign an interest-free note payable to the Board in the amount of the loan and due eighteen (18) months from the date of signing.

9.0402 In the event the unit teacher fails to repay the loan pursuant to the terms of the note, or within the thirty (30) days conditioned in paragraph (C) above, and remains in the employ of the Board, the Board Treasurer is authorized to deduct the amount of the note in five (5) equal installments from the employee's regular payroll checks.

9.0403 No loan shall exceed one thousand dollars ($1,000.00) to any employee during any given school year, and the maximum amount available for all employees shall not exceed five thousand dollars ($5,000.00) during any given school year.

9.0404 Applications for loans shall be accepted and processed in May and December each year by a committee established by the Director of Personnel; provided, however, that the Director of Personnel or designee may give preference to those applications for tuition loans for courses taken in areas of critical educational need within the District as determined by the Director of Personnel and the committee.

9.05 BOARD PICKUP OF TEACHER CONTRIBUTION TO STRS

9.0501 The total annual salary and salary per pay period for each teacher shall be the salary otherwise payable under this Agreement.

A. The total annual salary and salary per pay period of each teacher shall be payable by the Board in two (2) parts: (1) deferred salary, and (2) cash salary.

(1) A teacher's deferred salary shall be equal to that percentage of said teacher'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 an employee contribution by said teacher and shall be paid by the Board to STRS on behalf of said teacher as a "pickup" of the STRS employee contribution otherwise payable by said teacher.

(2) A teacher's cash salary shall be equal to said teacher's total annual salary or salary per pay period less the amount of the pickup for said teacher and shall be payable, subject to applicable payroll deductions, to said teacher.

B. The Board's total combined expenditures for teachers' total annual salaries otherwise payable under this Agreement (including pickup

amounts) and its employer contributions to STRS shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

C. All teachers who reach Step 20 shall receive an additional one percent (1%) STRS pick up.

9.0502 The Board shall compute and remit its employer contributions to STRS based upon total annual salary, including the pickup.

A. The Board shall report for federal and Ohio income tax purposes as a teacher's gross income said teacher's total annual salary less the amount of the pickup.

B. The Board shall report for municipal income tax purposes as a teacher's gross income said teacher's total annual salary, including the amount of the pickup.

C. The Board shall compute income tax withholding based upon gross income as reported to the respective taxing authorities.

9.0503 The pickup shall be included in the teacher's total annual salary for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absence, or for any other similar purpose.

9.0504 The pickup shall be included in the base salary for the purpose of determining supplemental duty salary.

9.0505 The Board shall not be liable, either monetarily or otherwise, for the consequences of any adverse ruling by the Internal Revenue Service or a court of law holding the within provisions illegal or invalid.

9.06 EARLY NOTIFICATION OF RETIREMENT BONUS

Any teacher eligible to retire under STRS guidelines who submits their irrevocable letter of resignation for retirement purposes along with proof of retirement eligibility to the Superintendent or Superintendent's designee six (6) months prior to the date of the teacher's date of separation for retirement purposes, will be eligible to receive a cash bonus of one thousand dollars ($1,000.00). The payment of the early notification of retirement bonus shall be made at the next pay period subsequent to the Board of Education's official acceptance of the teacher's letter of resignation and proof of retirement eligibility. Payment of the retirement notification bonus shall occur no later than forty-five (45) calendar days after the Board's receipt of the teacher's letter of resignation and proof of retirement eligibility.

ARTICLE X:
CONCLUSION

10.01 SCOPE OF AGREEMENT

10.0101 This written Agreement constitutes the entire agreement between the parties on all issues presented and considered during the negotiation of this written Agreement and replaces and supersedes any and all previously negotiated written or oral agreements or understandings by and between the Association and the Board.

10.0102 This provision shall not operate to bar future negotiations over any subject(s) or matter(s) which the Board and the Association mutually agree to negotiate.

10.02 LENGTH OF AGREEMENT

This Agreement shall be in effect for a period beginning July 1, 2026 through June 30, 2028.

10.03 EXECUTION OF AGREEMENT

This negotiated Agreement executed by and between the parties on the 1ST day of JUNE 2026, in Hamilton County, Ohio.

OAK HILLS LOCAL SCHOOL DISTRICT BOARD OF EDUCATION:

By: _____ President

By: _____ Treasurer

OAK HILLS EDUCATION ASSOCIATION:

By: _____ President

By: _____ Negotiations Chairperson

APPENDIX "A-1"

Oak Hills Local School District
Certified Salary Schedules
FY 27

					2.0%
YEARS EXP.	**CLASS II BACHELOR**	**CLASS III 150 HOURS**	**CLASS IV MASTERS**	**CLASS V M+15**	**CLASS VI M+30**
	$50,110				
0	$50,110	$53,117	$56,625	$59,130	$61,636
1	$54,620	$55,622	$59,631	$61,636	$64,141
2	$57,126	$58,128	$62,137	$64,637	$67,148
3	$59,631	$61,135	$64,637	$67,148	$69,653
4	$62,137	$63,640	$67,148	$69,653	$72,159
5	$64,637	$66,146	$69,653	$72,159	$74,664
6	$67,644	$68,651	$72,159	$74,664	$77,170
7	$70,154	$71,157	$75,165	$77,671	$79,675
8	$75,165	$76,168	$80,176	$82,682	$85,188
9	$77,671	$78,673	$82,682	$85,188	$87,693
10	$80,176	$81,179	$85,188	$87,693	$90,199
11	$82,682	$83,684	$87,693	$90,199	$92,704
12	$87,693	$88,695	$92,704	$95,210	$97,715
13	$87,693	$88,695	$95,210	$97,715	$100,221
14	$87,693	$88,695	$95,210	$100,221	$102,726
15	$87,693	$88,695	$95,210	$100,221	$105,232
16	$90,199	$91,201	$97,715	$102,726	$107,737
17	$90,199	$91,201	$97,715	$102,726	$107,737
18	$90,199	$91,201	$97,715	$102,726	$107,737
19	$90,199	$91,201	$97,715	$102,726	$107,737
20	$92,704	$93,706	$100,221	$105,232	$110,243
21	$92,704	$93,706	$100,221	$105,232	$110,243
22	$92,704	$93,706	$100,221	$105,232	$110,243
23	$92,704	$93,706	$100,221	$105,232	$110,243
24	$93,957	$94,959	$101,473	$106,484	$111,495
25	$95,210	$96,212	$102,726	$107,737	$112,748

APPENDIX "A-2"

Oak Hills Local School District
Certified Salary Schedules
FY 28

					2.0%
YEARS EXP.	CLASS II BACHELOR	CLASS III 150 HOURS	CLASS IV MASTERS	CLASS V M+15	CLASS VI M+30
	$51,113				
0	$51,113	$54,179	$57,757	$60,313	$62,868
1	$55,713	$56,735	$60,824	$62,868	$65,424
2	$58,268	$59,291	$63,380	$65,930	$68,491
3	$60,824	$62,357	$65,930	$68,491	$71,046
4	$63,380	$64,913	$68,491	$71,046	$73,602
5	$65,930	$67,469	$71,046	$73,602	$76,158
6	$68,997	$70,024	$73,602	$76,158	$78,713
7	$71,558	$72,580	$76,669	$79,224	$81,269
8	$76,669	$77,691	$81,780	$84,336	$86,891
9	$79,224	$80,247	$84,336	$86,891	$89,447
10	$81,780	$82,802	$86,891	$89,447	$92,003
11	$84,336	$85,358	$89,447	$92,003	$94,558
12	$89,447	$90,469	$94,558	$97,114	$99,669
13	$89,447	$90,469	$97,114	$99,669	$102,225
14	$89,447	$90,469	$97,114	$102,225	$104,781
15	$89,447	$90,469	$97,114	$102,225	$107,336
16	$92,003	$93,025	$99,669	$104,781	$109,892
17	$92,003	$93,025	$99,669	$104,781	$109,892
18	$92,003	$93,025	$99,669	$104,781	$109,892
19	$92,003	$93,025	$99,669	$104,781	$109,892
20	$94,558	$95,580	$102,225	$107,336	$112,448
21	$94,558	$95,580	$102,225	$107,336	$112,448
22	$94,558	$95,580	$102,225	$107,336	$112,448
23	$94,558	$95,580	$102,225	$107,336	$112,448
24	$95,836	$96,858	$103,503	$108,614	$113,725
25	$97,114	$98,136	$104,781	$109,892	$115,003

APPENDIX "B"

Oak Hills Local School District
Athletic Supplemental Schedule - FY 27

HIGH SCHOOL
2.00% Increase

	Athletic Compliance Officer	$ 7,517	$ 8,119	$ 8,719
	Varsity Head Coaches			
Level	Sport	0 Yrs Exp	1-3 Yrs Exp	4 Yrs Exp
1	Basketball, Football	$ 9,993	$ 11,090	$ 12,187
2	Wrestling	$ 6,947	$ 8,043	$ 9,140
3	Baseball, Soccer, Softball, Swimming, Track, Volleyball	$ 6,094	$ 7,068	$ 8,043
4	Cross Country, Gymnastics, Lacrosse	$ 5,119	$ 5,484	$ 5,850
5	Golf, Tennis, Cheerleading, Diving, Bowling	$ 3,778	$ 4,205	$ 4,631
	Other High School Coaches			
6	Assistant Varsity - Football (9)	$ 6,215	$ 6,947	$ 7,434
7	Assistant Varsity - Basketball (2)	$ 5,119	$ 5,850	$ 6,581
8	Assistant Varsity - Wrestling (4)	$ 4,997	$ 5,362	$ 5,728
9	Assistant Varsity - Baseball (2), Softball (2), Soccer (2), Swimming (3), Volleyball (2), Track (2)	$ 4,022	$ 4,509	$ 4,997
10	9th Grade Head Coach - Basketball (1), Football (1)	$ 3,778	$ 4,265	$ 4,753
11	9th Grade Head Coach - Wrestling (1)	$ 3,656	$ 4,144	$ 4,631
12	9th Grade Assistant Coach - Football (2), Assistant Varsity - Cross Country (1)	$ 3,448	$ 3,924	$ 4,043
13	Assistant Varsity - Gymnastics (1), Lacrosse (2)	$ 3,291	$ 3,473	$ 3,656
14	Assistant Varsity - Golf (1), Tennis (1), Cheerleading (2), 9th Grade Head Coach - Baseball (1), Softball (1), Soccer (1), Volleyball (1)	$ 2,803	$ 3,291	$ 3,778

** Athletic teams listed above are to be based on athletic teams in place effective 2017-18 (i.e. 9th Grade has no boys volleyball)*
- Any requests for additional supplementals will require a Memorandum of Understanding.

Oak Hills Local School District
Athletic Supplemental Schedule - FY 27

ELEMENTARY & MIDDLE SCHOOL
2.0% Increase

	Elementary School Intramurals (Annual)	$ 2,005	$ 2,165	$ 2,325
	Elementary School Intramurals Assistant - CO Harrison (Annual)	$ 1,503	$ 1,624	$ 1,743
	Middle School Athletic Director (Annual)	$ 5,011	$ 5,412	$ 5,813

Middle School Head Coaches

Level	Sport	0 Yrs Exp	1-3 Yrs Exp	4 Yrs Exp
1	Basketball (6), Football 7th Grade (1) Football 8th Grade (1) Wrestling (2)	$ 2,742	$ 2,925	$ 3,169
2	Cross Country (1) Football Assistant (8) Track (3) Boys/Girls Swimming (2) Girls Volleyball (6)	$ 2,498	$ 2,681	$ 2,864
3	Boys Golf (3), Girls Golf (1) Wrestling Assistant (2) Distance Running (1 position serving girls & boys) Tennis (1)	$ 1,950	$ 2,133	$ 2,316
4	Football Middle School Cheerleading (3)	$ 1,158	$ 1,341	$ 1,523
5	Basketball Middle School Cheerleading (3)	$ 731	$ 914	$ 1,097

** Athletic teams listed above are to be based on athletic teams in place effective 2017-18 (i.e. 9th Grade has no boys volleyball)*
- Any requests for additional supplementals will require a Memorandum of Understanding.
** Years after 2017-18 will be multiplied by the base percentage of the negotiated agreement (rounded to the nearest dollar)*

Oak Hills Local School District

Athletic Supplemental Schedule - FY 28

HIGH SCHOOL

2.00% Increase

	Athletic Compliance Officer	$ 7,667	$ 8,281	$ 8,894
	Varsity Head Coaches			
Level	Sport	0 Yrs Exp	1-3 Yrs Exp	4 Yrs Exp
1	Basketball, Football	$ 10,193	$ 11,312	$ 12,431
2	Wrestling	$ 7,086	$ 8,204	$ 9,323
3	Baseball, Soccer, Softball, Swimming, Track, Volleyball	$ 6,215	$ 7,210	$ 8,204
4	Cross Country, Gymnastics, Lacrosse	$ 5,221	$ 5,594	$ 5,967
5	Golf, Tennis, Cheerleading, Diving, Bowling	$ 3,854	$ 4,289	$ 4,724
	Other High School Coaches			
6	Assistant Varsity - Football (9)	$ 6,340	$ 7,086	$ 7,583
7	Assistant Varsity - Basketball (2)	$ 5,221	$ 5,967	$ 6,713
8	Assistant Varsity - Wrestling (4)	$ 5,097	$ 5,470	$ 5,842
9	Assistant Varsity - Baseball (2), Softball (2), Soccer (2), Swimming (3), Volleyball (2), Track (2)	$ 4,102	$ 4,599	$ 5,097
10	9th Grade Head Coach - Basketball (1), Football (1)	$ 3,854	$ 4,351	$ 4,848
11	9th Grade Head Coach - Wrestling (1)	$ 3,729	$ 4,226	$ 4,724
12	9th Grade Assistant Coach - Football (2), Assistant Varsity - Cross Country (1)	$ 3,517	$ 4,002	$ 4,123
13	Assistant Varsity - Gymnastics (1), Lacrosse (2)	$ 3,356	$ 3,543	$ 3,729
14	Assistant Varsity - Golf (1), Tennis (1), Cheerleading (2), 9th Grade Head Coach - Baseball (1), Softball (1), Soccer (1), Volleyball (1)	$ 2,859	$ 3,356	$ 3,854

** Athletic teams listed above are to be based on athletic teams in place effective 2017-18 (i.e. 9th Grade has no boys volleyball)*
- Any requests for additional supplementals will require a Memorandum of Understanding.

Oak Hills Local School District

Athletic Supplemental Schedule - FY 28

ELEMENTARY & MIDDLE SCHOOL

2.0% Increase

	Elementary School Intramurals (Annual)	$ 2,045	$ 2,208	$ 2,372
	Elementary School Intramurals Assistant - CO Harrison (Annual)	$ 1,533	$ 1,656	$ 1,778
	Middle School Athletic Director (Annual)	$ 5,111	$ 5,520	$ 5,929

Middle School Head Coaches

Level	Sport	0 Yrs Exp	1-3 Yrs Exp	4 Yrs Exp
1	Basketball (6), Football 7th Grade (1) Football 8th Grade (1) Wrestling (2)	$ 2,797	$ 2,983	$ 3,232
2	Cross Country (1) Football Assistant (8) Track (3) Boys/Girls Swimming (2) Girls Volleyball (6)	$ 2,548	$ 2,735	$ 2,921
3	Boys Golf (3), Girls Golf (1) Wrestling Assistant (2) Distance Running (1 position serving girls & boys) Tennis (1)	$ 1,989	$ 2,175	$ 2,362
4	Football Middle School Cheerleading (3)	$ 1,181	$ 1,367	$ 1,554
5	Basketball Middle School Cheerleading (3)	$ 746	$ 932	$ 1,119

** Athletic teams listed above are to be based on athletic teams in place effective 2017-18 (i.e. 9th Grade has no boys volleyball)*
- Any requests for additional supplementals will require a Memorandum of Understanding.
** Years after 2017-18 will be multiplied by the base percentage of the negotiated agreement (rounded to the nearest dollar)*

Oak Hills Local School District
Non-Athletic Supplemental Schedule

		Fiscal Year 2027			Fiscal Year 2028		
		2.00%			2.00%		
		Years Experience			Years Experience		
	School	0	1-3	4 or More	0	1-3	4 or More
NON-ATHLETIC							
Chess Team - GMC	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Academic Team- GMC	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
HS Band Director	Oak Hills	$7,517	$8,118	$8,719	$7,667	$8,280	$8,894
Asst. HS Band Director	Oak Hills	$5,011	$5,412	$5,813	$5,111	$5,520	$5,929
Middle Sch. Band Director	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle Sch. Band Director	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle Sch. Band Director	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Elementary Band	C.O. Harrison	$251	$271	$291	$256	$276	$296
Elementary Band	Delshire	$251	$271	$291	$256	$276	$296
Elementary Band	J.F. Dulles	$251	$271	$291	$256	$276	$296
Elementary Band	Oakdale	$251	$271	$291	$256	$276	$296
Elementary Band	Springmyer	$251	$271	$291	$256	$276	$296
Sr. Class Advisor	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Jr. Class Advisor	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Sophomore Class Advisor	Oak Hills	$1,754	$1,894	$2,034	$1,789	$1,932	$2,075
Freshman Class Advisor	Oak Hills	$1,754	$1,894	$2,034	$1,789	$1,932	$2,075
HS Debate & Speech	Oak Hills	$4,009	$4,330	$4,650	$4,089	$4,416	$4,743
HS Drama	Oak Hills	$5,011	$5,412	$5,813	$5,111	$5,520	$5,929
HS Key Club Advisor	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
HS Mock Trial	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
HS Newspaper	Oak Hills	$3,007	$3,247	$3,488	$3,067	$3,312	$3,557
National Honor Society	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
National Jr. Honor Society	Bridgetown	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
National Jr. Honor Society	Delhi	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
National Jr. Honor Society	Rapid	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
HS Stage Manager	Oak Hills	$4,760	$5,141	$5,522	$4,856	$5,244	$5,633
Middle School Stage Manager	Rapid	$4,760	$5,141	$5,522	$4,856	$5,244	$5,633
HS Student Council	Oak Hills	$4,510	$4,871	$5,232	$4,600	$4,968	$5,336
Middle Student Council	Bridgetown	$2,255	$2,435	$2,616	$2,300	$2,484	$2,668
Middle Student Council	Delhi	$2,255	$2,435	$2,616	$2,300	$2,484	$2,668
Middle Student Council	Rapid	$2,255	$2,435	$2,616	$2,300	$2,484	$2,668
HS Drill Team (Oakettes)	Oak Hills	$3,508	$3,788	$4,069	$3,578	$3,864	$4,150
HS Drill Team Choreographer	Oak Hills	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
Junior Drill Team	Oak Hills	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
HS Competition Cheer	Oak Hills	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
MS Competition Cheer	Middle School	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
HS Majorette Advisor	Oak Hills	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
Color Guard Director	Oak Hills	$3,007	$3,248	$3,488	$3,067	$3,313	$3,558
Percussion Director	Oak Hills	$3,007	$3,248	$3,488	$3,067	$3,313	$3,558
High School Orchestra	Oak Hills	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
Middle School Orchestra	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle School Orchestra	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle School Orchestra	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Elementary Orchestra	C.O. Harrison	$251	$271	$291	$256	$276	$296
Elementary Orchestra	Delshire	$251	$271	$291	$256	$276	$296
Elementary Orchestra	J.F. Dulles	$251	$271	$291	$256	$276	$296
Elementary Orchestra	Oakdale	$251	$271	$291	$256	$276	$296
Elementary Orchestra	Springmyer	$251	$271	$291	$256	$276	$296
Elementary Choir	C.O. Harrison	$1,474	$1,592	$1,710	$1,503	$1,624	$1,744
Elementary Choir	Delshire	$1,474	$1,592	$1,710	$1,503	$1,624	$1,744
Elementary Choir	J.F. Dulles	$1,474	$1,592	$1,710	$1,503	$1,624	$1,744
Elementary Choir	Oakdale	$1,474	$1,592	$1,710	$1,503	$1,624	$1,744
Elementary Choir	Springmyer	$1,474	$1,592	$1,710	$1,503	$1,624	$1,744

Oak Hills Local School District
Non-Athletic Supplemental Schedule

		Fiscal Year 2027			Fiscal Year 2028		
		2.00%			2.00%		
		Years Experience			Years Experience		
	School	0	1-3	4 or More	0	1-3	4 or More
Safety Patrol	C.O. Harrison	$752	$812	$872	$767	$828	$889
Safety Patrol	Delshire	$752	$812	$872	$767	$828	$889
Safety Patrol	J.F. Dulles	$752	$812	$872	$767	$828	$889
Safety Patrol	Oakdale	$752	$812	$872	$767	$828	$889
Safety Patrol	Springmyer	$752	$812	$872	$767	$828	$889
HS Vocal Director/Select Perf	Oak Hills	$6,514	$7,036	$7,557	$6,645	$7,176	$7,708
Middle Sch. Vocal Dir.	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle Sch. Vocal Dir.	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle Sch. Vocal Dir.	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Middle Sch. Select Perf	Bridgetown	$2,756	$2,977	$3,197	$2,811	$3,036	$3,261
Middle Sch. Select Perf	Delhi	$2,756	$2,977	$3,197	$2,811	$3,036	$3,261
Middle Sch. Select Perf	Rapid	$2,756	$2,977	$3,197	$2,811	$3,036	$3,261
Mat Scots	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
HS Yearbook Advisor	Oak Hills	$3,007	$3,247	$3,488	$3,067	$3,312	$3,557
Middle Sch. Yearbook Advisor	Bridgetown	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
Middle Sch. Yearbook Advisor	Delhi	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
Middle Sch. Yearbook Advisor	Rapid	$2,506	$2,706	$2,906	$2,556	$2,760	$2,965
HS Yearbook Business Mgr	Oak Hills	$2,756	$2,977	$3,197	$2,811	$3,036	$3,261
Middle Sch. Yearbook Bus. Mgr	Bridgetown	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Middle Sch. Yearbook Bus. Mgr	Delhi	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Middle Sch. Yearbook Bus. Mgr	Rapid	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
BLDG SUBJECT COORD.							
Business	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Special Education	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Foreign Language	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Art/Industrial Art (grandfather)	Oak Hills	$1,504	$1,623	$1,744	$1,534	$1,656	$1,779
Language Arts	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Math	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Music	Oak Hills	$752	$812	$872	$767	$828	$889
PE/Health	Oak Hills	$752	$812	$872	$767	$828	$889
Science	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Social Studies	Oak Hills	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Highlander Select	Oak Hills	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
6th Grade Core Leader	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
6th Grade Core Leader	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
6th Grade Core Leader	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
7th Grade Core Leader	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
7th Grade Core Leader	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
7th Grade Core Leader	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
8th Grade Core Leader	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
8th Grade Core Leader	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
8th Grade Core Leader	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Encore Leader	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Encore Leader	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Encore Leader	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Special Education Leader	Delhi	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Special Education Leader	Bridgetown	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
Special Education Leader	Rapid	$1,503	$1,624	$1,744	$1,533	$1,656	$1,779
CLUBS							
Springmyer - 7 Clubs			$271			$276	
Oakdale - 7 Clubs			$271			$276	
Delshire - 7 Clubs			$271			$276	
Bridgetown - 7 Clubs			$271			$276	
Delhi - 7 Clubs			$271			$276	
Rapid Run - 7 Clubs			$271			$276	
CO Harrison - 9 Clubs			$271			$276	
JF Dulles - 9 Clubs			$271			$276	
High School - 30 Clubs			$271			$276	

Oak Hills Local School District
Non-Athletic Supplemental Schedule

		Fiscal Year 2027			Fiscal Year 2028		
		2.00%			2.00%		
		Years Experience			Years Experience		
	School	**0**	**1-3**	**4 or More**	**0**	**1-3**	**4 or More**
Musical Productions							
Musical Productions	Oak Hills	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
Musical Productions	Bridgetown	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
Musical Productions	Delhi	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
Musical Productions	Rapid	$1,253	$1,353	$1,453	$1,278	$1,380	$1,482
Musical Productions	C.O. Harrison	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Musical Productions	Delshire	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Musical Productions	J.F. Dulles	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Musical Productions	Oakdale	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
Musical Productions	Springmyer	$2,004	$2,165	$2,325	$2,045	$2,208	$2,372
(1) District Career Ed.	District		$271			$276	
LPDC Members							
LPDC Member	District	$25/hour			$25/hour		
LPDC Member	District	$25/hour			$25/hour		
LPDC Member	District	$25/hour			$25/hour		