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COLLECTIVE BARGAINING AGREEMENT

Between the

DEER PARK EDUCATION ASSOCIATION

An affiliate of the
Ohio Education Association
And the
National Education Association
And the

BOARD OF EDUCATION
OF THE
DEER PARK COMMUNITY SCHOOL DISTRICT

EFFECTIVE:

July 1, 2026 – June 30, 2029

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PREAMBLE

This Collective Bargaining Agreement (hereinafter referred to as "Agreement") is made and entered into by and between the Deer Park Education Association, an affiliate of the Ohio Education Association and the National Education Association (hereinafter all jointly referred to as the "Association"), and the Board of Education of the Deer Park Community City School District (hereinafter referred to as the "Board").

ARTICLE I - RECOGNITION

1.01 GENERAL PROVISION

The Board recognizes the Association as the sole and exclusive bargaining agent for all employees employed by the Board within the collective bargaining unit as defined in Section 1.02 below.

1.02 BARGAINING UNIT

The term "employee" as used in this Agreement shall mean and include only those persons included within the collective bargaining unit, as defined in this Section 1.02. The collective bargaining unit shall include all full-time and part-time classroom teachers (K-12, Special, Vocational) who are duly certified to teach in accordance with Ohio law and who are employed under individual contracts as teachers by the Board, including department heads, tutors, speech and hearing therapists, nurses, guidance counselors, social workers, and librarians, but excluding the Superintendent of Schools, assistant superintendents, principals, school psychologist and all other personnel excepted from the definition of "public employee" in Section 4117.01 of the *Ohio Revised Code*, including all supervisors, management level employees and temporary, casual, substitute and summer employees, student employees, employees employed only in the non-public schools in the District, student teachers, all certified or non-certified education aides or para-professional employees, summer school, adult education and after hours and community school teachers or instructors, and excluding all non-certified employees and all other employees not specifically included in the bargaining unit described above.

ARTICLE II - RIGHTS OF THE BOARD AND RESPONSIBILITIES OF THE ASSOCIATION AND EMPLOYEES

2.01 The Board is the legally constituted body responsible for the management, direction and control of all of the public schools and employees and other personnel employed in the Deer Park Community City School District and for the determination of all resolutions, policies, practices, procedures, rules and regulations governing any and all aspects of the Deer Park Community City School District, and it is recognized that the Board must operate in accordance with all provisions of Federal and Ohio law and the rules and regulations promulgated by the Department of Education or other authorities in accordance with Federal or Ohio law.

2.02 The Association recognizes, without limitation, that all rights, powers, functions, responsibilities and authority of the Board existing before the execution of this Agreement, including those set forth in Section 2.01 above and in Ohio Revised Code section 4117.08 (C) (1), (2), (3), (4), (5), (6), (7), (8) and (9), are retained by the Board, and that those rights, powers, functions, responsibilities and authority, and the use of judgment and discretion therewith, shall belong solely and exclusively to the Board during the term of this Agreement, except as may be expressly and specifically modified by the terms of this Agreement.

ARTICLE III - NEGOTIATIONS PROCEDURE

3.01 NEGOTIATION PROCEDURES

A. A request to open negotiations shall be submitted by the president of the Association to superintendent or designee or by the superintendent or designee to the president of the Association not more than one hundred twenty (120) days or not less than sixty (60) days prior to the expiration of the contract.

B. The requesting party shall serve a copy of the request and the current contract upon the State Employment Relations Board (SERB).

3.02 NEGOTIATION MEETINGS

A. No later than March 1st of the final year of the contract the parties shall mutually agree on a time and place for the first negotiation meeting.

B. A time, place and date for the next session shall be established before concluding the first and each successive negotiation meeting.

C. Initial written proposals shall be exchanged and presented by the parties at the first meeting unless otherwise mutually agreed. No new proposals shall be considered unless otherwise mutually agreed.

D. All meetings shall be scheduled as mutually agreed.

3.03 NEGOTIATION TEAMS

A. Each team shall consist of up to five (5) people plus a representative. Each team shall designate a spokesperson. All negotiations shall be conducted exclusively by the designated teams. Size of teams may be changed by mutual agreement.

B. Either party may call upon professional and lay consultants (in addition to their representatives) to present testimony and facts concerning matters under discussion. The cost of such consultants shall be paid by the party requesting their services. The party shall provide notice one day prior to the meeting naming the consultant who will make the presentation.

C. When unforeseen circumstances make it impossible for the chief spokesperson for either party to be in attendance, or cause him/her to be late, it shall be the duty of that team to notify the other as promptly as possible. Both parties shall agree to continue or set a time, date, and place for the next negotiation session.

D. While no final agreement shall be executed without ratification by the Association, and adoption by the Board, the parties mutually pledge that their representatives will have all necessary power and authority to make and consider proposals and counterproposals; and to make concessions in the course of negotiations so as to reach agreement.

3.04 INFORMATION

The designated representatives of the Board and the Association agree to make available to each other upon reasonable request and in reasonable time, all available public information pertinent to the matter or matters then under negotiation.

3.05 CAUCUS

Either team may call for a caucus at any time. A caucus shall not be for longer than thirty (30) minutes unless an extension is mutually agreeable to both parties.

3.06 ITEM AGREEMENT

As items receive tentative agreement, they shall be reduced to writing and initialed by each party. Such initialing shall not be considered as a final agreement by the parties until the contract is ratified. It is expressly understood by the parties that the tentative agreement reached on any item may only be revised or withdrawn by mutual agreement.

3.07 AGREEMENT

When a total contract tentative agreement is reached through negotiation, the outcome will be reduced to writing, signed by the spokesperson of each negotiations team and submitted with a recommendation to the Association and the Board for acceptance.

A. The result of the ratification vote by the Association's membership shall be communicated to the superintendent or designee by the president of the Association. After notification, the Board shall meet within fourteen (14) days, unless otherwise mutually agreed, to consider the approval or non-approval of the tentative agreement.

3.08 IMPASSE

If an agreement has not been reached after forty-five (45) calendar days from the first meeting between the bargaining teams, either party may declare impasse and call for the mediator services to assist in negotiations. A party may not declare initial impasse until five (5) negotiation sessions have occurred. If a party calls for mediator involvement, the other party shall join in a joint request. The cost of the mediator shall be equally split among the parties.

The mediation period shall be sixty (60) calendar days from the first meeting with the mediator. After the sixty (60) calendar day period has expired and after at least three (3) sessions with a mediator, if an agreement has not been reached, then the impasse procedures of this contract shall be deemed to have been completed and an ultimate impasse shall exist. At that time the Board shall have the right to implement its final offer if it so chooses and the Association shall have the right to strike under the provisions of ORC Chapter 4117 if it so chooses provided that the Association has submitted the Board's final offer to a vote of the membership. Prior to implementation of the Board's final offer, the Board must provide at least ten (10) calendar day's written notice to the DPEA. This notice shall contain the Board's final proposal. Notwithstanding the timelines contained in this section, the Board may not implement a final offer until the master agreement has expired. During this ten (10) day period the DPEA may request to continue to negotiate with the Board. In the event a request to negotiate is received by the Board, the Board will ensure that at least one negotiation session is provided prior to the implementation of the Board's final offer.

3.09 CONTRARY TO LAW

If during the term of this contract there is a change in any applicable state or federal law, or if any provision of this contract shall be found to be contrary to law by a court of competent jurisdiction or pursuant to a specified reopener provision of this contract then that provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereto shall remain in full force and effect for the term of the contract. If a provision is determined to be invalid, the parties will meet to negotiate with regard to that provision within forty-five (45) days of the demand of either party in accordance with the negotiation provision of this contract.

ARTICLE IV - GRIEVANCE PROCEDURE

4.01 DEFINITIONS

4.0101 Grievance

A "grievance" is defined as any dispute by an employee, group of employees, and/or the interpretation, application, or alleged violation of the express terms of this Agreement.

4.0102 Day

As used in this Article shall mean calendar day.

4.0103 Time Limitations

A. Any grievance which has not been presented in the Grievance Procedure within the time limits for presentation of grievances, and any grievance which is not appealed to the next step of the Grievance Procedure within the applicable time limits specified herein, shall be considered as settled and shall not be subject to further discussion or appeal.

B. All steps and time limits specified in this Article are mandatory and the steps may be waived and the time limits extended or reduced only by written mutual agreement of the Association and the Superintendent or designee.

4.02 RIGHTS OF THE GRIEVANT AND THE ASSOCIATION

4.0201 Employees and groups of employees have the right to present grievances and have them adjusted without the intervention of the Association, as long as the adjustment is not inconsistent with the terms of this Agreement, and as long as the Association has the opportunity to be present at the adjustment, as provided in Ohio Revised Code section 4117.03 (A) (5).

4.0202 An employee, group of employees, and/or the Association who has a grievance shall have the right to have a representative present at all grievance hearings at any step of the grievance procedure.

4.0203 If in the judgment of the Association a grievance affects a group of employees, the Association may submit and process such grievance on behalf of said employees. In this instance the grievance shall be initiated at the Second Step.

4.0204 No reprisal of any kind shall be taken by or against any participant in the Grievance Procedure by reason of such participation.

4.0205 The party requesting a stenographic record shall pay for the total cost thereof unless the other party agrees to share the cost.

4.03 GRIEVANCE PROCEDURE STEPS

Every attempt will be made to solve problems at the lowest possible level. The grievant(s) and/or the Association may approach the administrator immediately concerned and discuss the matter in an informal manner.

4.0301 First Step

A. Should an employee, group of employees, and/or the Association claim a grievance, the grievance shall be filed within twenty-five (25) days after the event has occurred giving rise to the grievance. The grievance must be submitted in writing on a form as set forth herein, as Appendix "D", signed and dated, and presented to the building principal or designee directly involved who has authority in the matter. The grievance shall state:

(1) the alleged cause of the grievance, including date, time and place;
(2) provision or provisions of this Agreement about which there is a dispute relating to its interpretation, application or alleged violation; and
(3) the remedy requested.

B. In the event an action giving rise to a grievance occurs after the end of the school year and prior to the start of the next school year, the time for filing a grievance shall start with the first workday of the next school year. If both parties agree the issue/grievance may be addressed during the school break.

C. The building principal or designee directly involved shall hold a hearing with the grievant or a representative of a group of grievants and the Association representative to investigate and discuss the grievance within eight (8) days after the grievance is presented to the building principal or designee. The building principal or designee shall give a written answer to the grievant or the representative of a group of grievants and to the Association, within ten (10) calendar days after the hearing.

4.0302 Second Step

A. If the grievance is not settled in the first step, the written grievance may be presented by the grievant, a representative of a group of grievants and/or the Association to the Superintendent of the Board or designee within ten (10) days after receipt of the first step answer.

B. Within eight (8) days after receipt of the written grievance the Superintendent or designee shall hold a hearing with the grievant or representative of a group of grievants and the Association representative to investigate and discuss the grievance. Within ten (10) days after the close of the hearing, the Superintendent or designee shall give the grievant or the representative of a group of grievants and the Association, a written answer to the grievance.

4.0303 Third Step

A. If the grievance is not settled at the second step, within thirty (30) days of the decision at Step Two, the Association may appeal the grievance to an arbitrator by giving written notice to the Superintendent and the American Arbitration Association of the Association's desire to do so. The parties agree that the selection of the arbitrator shall be under the rules of the American Arbitration Association Expedited Labor Arbitration rules.

B. The decision of the arbitrator shall be final and binding on the Board, the grievant(s), and the Association. The arbitrator shall expressly confine him/herself to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue(s) not so submitted to him/her. The arbitrator shall have no power to add to, subtract from, or change, modify or amend any of the terms and provisions of this Agreement, or any other written agreements between the Board and Association, and no arbitrator shall have any authority to hear or determine a dispute involving the exercise of a Board right which is within the exclusive authority of the Board as set forth in any Article of this agreement. Additionally, the arbitrator shall not have jurisdiction to hear any claims that have not been raised, in writing, at least three (3) days prior to the date of the hearing.

C. The costs for arbitration shall be paid by the losing party.

4.04 EXHAUSTION OF GRIEVANCE PROCEDURE

No employee covered by this Agreement or the Association may invoke any other legal proceeding or bring any lawsuit against the Board, without first having exhausted the remedies available to him/her or the Association, as set forth in this Article. This provision shall apply only in regard to any matter which is grievable under this Article.

ARTICLE V - ASSOCIATION RIGHTS

5.01 USE OF SCHOOL BUILDINGS AND TELEPHONES

5.0101 The Association shall have the right to use the Board's school buildings for daytime meetings, Monday through Friday, during employee non-working time, at reasonable times and places, not in conflict with other scheduled functions, with the prior approval of the Board's Superintendent or designee (including Building Principal), provided that use of the school building shall not result in any additional custodial, maintenance or repair cost to the Board, and provided that such use shall be limited to Association meetings not to exceed two (2) hours on any one (1) day.

5.0102 A telephone shall be provided by the Board in each school building's teacher workroom for the use of employees during non-working time, lunch time or their preparation period. During the course of the workday, all emergency telephone calls for employees will be immediately referred to the called employee.

5.02 DISSEMINATION OF ASSOCIATION INFORMATION

5.0201 The Association may distribute materials to Association members via the school mail and email.

5.0202 Any materials distributed to employees by means of the employee's school mailboxes or email must identify the name of the organization producing the materials.

5.0203 The Board shall provide the Association with bulletin board space in the employee workroom or lounge in each school building for the purpose of posting Association information to members or employees.

5.0204 No political announcements will be posted on bulletin boards or distributed to employees via the school mail. The word "political" as used in this Agreement refers to public section candidate or issue endorsements and anything critical of the Board or its employees or personnel, but does not include Association politics.

5.03 PAYROLL DUES DEDUCTIONS

5.0301 Association initiation fees, membership dues (United Teaching Profession dues) and assessments will be withheld by the Board from the paychecks of all Association members who have voluntarily given the Board a written, signed authorization to deduct Association initiation fees, periodic membership dues and assessments from their paychecks, and to remit such deductions to the Association. It shall be the sole responsibility of the Association and/or its members to provide the Board Treasurer with all written, signed employee authorizations. The deduction and remission of such sums to the Association shall be at no cost to the Association or Association members. It will be the responsibility of the Association to furnish the Board Treasurer, in writing, with the current amount of Association initiation fees, period membership dues and assessments to be withheld from the check of each employee. Association initiation fees, period membership dues and assessments will be deducted beginning with the first paycheck issued in October of each year and beginning with the first paycheck issued each month thereafter through June of the following year. Deduction authorization cards may be submitted to the Board Treasurer at any time during the year, and shall be effective with the first deduction following a two (2) week period for processing each authorization. An employee may revoke a written authorization for deduction of Association initiation fees, period membership dues and assessments at any time and for any reason by giving written revocation notice to the Association Treasurer. If an employee revokes a written authorization, the Association Treasurer shall provide the Board Treasurer with notice of revocation after receipt that dues deductions are to be discontinued. The Board Treasurer shall remit deductions to the Association within one (1) week of the actual deductions from the employee's paycheck. The Treasurer shall also submit a list of Association members for whom deductions were made and the amount deducted for each member. The Association shall be responsible for reimbursing any member any owed dues that are taken out after the notification to the Association if the Association fails to notify the Board Treasurer.

5.0302 The Association agrees to indemnify and hold the Board harmless against any and all claims or liabilities that may arise out of or are in any way related to the deduction of Association initiation fees, period membership dues or assessments.

5.04 BOARD MEETING INFORMATION

Without additional or specific request of the Association, the Board shall provide the local Association President and the Association Faculty Representative in each school building with a copy of the notice of all Board meetings at the same approximate time as the Board members receive such notice, a copy of the agenda of regular and special Board meetings, the Board minutes of previous regular and special Board meetings and such other documents distributed with the agenda and minutes, as determined by the Board, except those documents identified by the Board or the Superintendent or his/her designee as confidential documents, at the same approximate time said documents are provided to the Board members.

5.05 EMPLOYEE PARTICIPATION IN GRIEVANCE HEARINGS/CONFERENCES

5.0501 Whenever the Board or its designee(s) and the Association mutually schedule employees to participate in grievance hearings or other meetings or conferences during the workday, the scheduled employees shall suffer no loss in pay.

5.0502 If a member of the bargaining unit's attendance at a grievance hearing is necessary in order for the Association to present its case, the employee shall not suffer any loss of pay.

5.0503 If the hearing is a grievance hearing, the total number of members of the bargaining unit that shall be released shall not exceed three (3).

5.06 BARGAINING UNIT LISTS

The Board shall provide the Association with a list of all employee names and addresses between September 15 and October 1 of each school year. The Board shall provide the Association with a copy of a seniority list, showing name of employee and most recent date of hire, by area of certification, by April 15 of each school year. The Board shall provide the Association with the names and addresses of newly-hired employees within five (5) days after date of hire.

5.07 ASSOCIATION ACCESS

The Association's representatives, agents and/or officers shall have the right to confer with employees during the non-working time of those employees taking part in the conference, provided that officers, non-employee representatives and/or agents shall give notice of their presence in a school building to the building principal or designee prior to the conference. Non-working time includes employee lunch periods, but does not include employee preparation periods or time.

5.08 ASSOCIATION LEAVE

The Association shall be provided with a collective total of five (5) release days per school year to conduct Association business and/or for the purpose of attending Association conferences and conventions. Said days may be utilized by the representatives of the Association provided the Association pays to the Board the cost of the substitute teacher's salary for each day utilized.

ARTICLE VI - EMPLOYMENT PRACTICES

6.01 CONTRACTS

6.0101 Limited Contracts

A. Every individual employed by the Board shall be issued a contract. If the contract is a limited contract, it shall be either for one (1) or up to five (5) years in length.

B. All individual employee limited contracts shall be subject to all the terms and conditions of this Agreement.

C. All individual employee limited contracts shall be in writing and signed by the individual employee, the Board Treasurer and the Board President.

6.0102 Continuing Contracts

A. An individual employee's continuing contract is an agreement between an individual employee and the Board for employment on a continuous basis until the employee resigns, elects to retire, or until the continuing contract is terminated or suspended as provided for in this Agreement or as provided for by any applicable law.

B. Continuing contract eligibility shall be governed by Ohio Revised Code sections 3319.08 and 3319.111.

C. A school year for payment on the salary schedule and in contract status shall consist of a minimum of one hundred twenty (120) days at a minimum of three (3) hours and forty-five (45) minutes of teaching per day.

D. The Board will consider employees who are eligible for continuing contracts at the Board's May meeting upon recommendation of the Superintendent or designee. The responsibility for requesting the Superintendent or designee and the Board to consider an employee for a continuing contract shall be the sole responsibility of the requesting employee. Employees who desire to apply for a continuing contract must inform the Superintendent or designee in writing of their intent by October 1 of any year. The employee must furnish appropriate certification/licensure, and educational documentation by April 30 for the Board's May meeting. The employee will be formally evaluated by the administrator. The employee may, prior to the May board meeting, withdraw his/her request for continuing contract.

After having completed the evaluations of the teacher, if the Superintendent believes that the teacher is in need of further professional development based upon the teacher's performance evaluations or other documented performance issues, the Superintendent may recommend the issuance of a one year extended limited contract to the teacher. If the Superintendent intends to recommend an extended limited contract, the Superintendent must advise the teacher, in writing, of the reasons for the recommendation and shall meet with the teacher upon the teacher's request. Should the teacher be

employed under an extended limited contract pursuant to this Section, and the teacher is re-employed upon the conclusion of the extended limited contract, it must be under a continuing contract.

Eligibility for continuing contracts shall be governed by Ohio Revised Code section 3319.11 and 3319.08. The requirements of this section are intended to and shall supersede the conflicting continuing contract requirements of Ohio Revised Code section 3319.11.

E. All individual employee continuing contracts shall be subject to all terms and conditions of this Agreement.

F. All individual employee continuing contracts shall be in writing and signed by the individual employee, the Board Treasurer and the Board President.

6.0103 Supplemental Contracts

A. A supplemental limited individual employment contract is a form of limited contract between an employee and the Board whereby the employee agrees to perform a particular duty or duties, which are in addition to an employee's normal or regular duties, in exchange for a specified amount of compensation. Duties are to be completed outside of the regular workday. An individual employee supplemental limited contract may or may not supplement either an individual employee limited or an individual employee continuing contract. Supplemental contracts shall be awarded in accordance with Ohio Revised Code section 3313.53.

B. Individual employee supplemental limited contracts are for a specified length of time not to exceed two (2) school years.

C. All individual employee supplemental limited contracts shall be in writing and signed by the individual employee, the Board Treasurer and the Board President.

D. Individual supplemental limited contracts shall be subject to Sections 6.09 and 8.02 of this Agreement.

E. Nothing contained in this Agreement shall be construed to prohibit the Board from creating individual employee limited supplemental contract positions which did not exist in the past, provided that the salary or hourly rate for such positions shall first be subject to collective bargaining with the Association. If agreement on such salary or hourly rates is not reached, the affected employee may be employed under the individual employee limited supplemental contract at a salary or hourly rate established by the Board and such salary or hourly rate shall be open to further collective bargaining with the Association at the termination of this Agreement.

F. Supplemental salaries or hourly rates shall be paid to all employees employed under individual employee supplemental limited contracts, including those contracts covering curriculum development duties, textbook selection duties and extracurricular duties.

G. Employees who hold a supplemental contract shall be paid for such duty at the salary or hourly rate set forth on the supplemental salary schedule attached hereto as "Appendix "A". Supplemental contract compensation for all employees will be paid through a separate check to be direct deposited into a previously designated account. This compensation will be paid after completion of supplemental duties and only on the following dates: November 30th, March 31st, and June 30th. When one of the above dates falls on a Saturday or Sunday, payment will be made on the last working day for the Board Treasurer's office preceding that date. Full payment of salary is conditional upon full performance of services.

H. The Association agrees that the Board has the right to create new positions for supplemental duties which have not existed in the past.

I. A supplemental committee will be for the purpose of reviewing, modifying and/or adding supplemental positions between contract negotiations. The committee shall be comprised of eight (8) members, four (4) appointed by the Superintendent and four (4) appointed by the Association. The Superintendent, Treasurer and Association President shall be standing members of the Committee. In addition, the Committee shall be responsible for developing a process for the mid-term review, addition and/or modification of supplemental positions, including the creation of an application for new supplemental proposals. The Committee will submit its recommendations, if any, to the Board of Education for approval by May 31 of each year.

6.0104 The district will adhere to the State Teacher licensing system.

6.02 ASSIGNMENTS WITHIN BUILDINGS

6.0201 Prior to May 15 of each year, each building principal will meet with each affected employee who is then in his/her building to discuss any proposed changes in grade level and/or subject matter assignments within that building for the following year.

6.0202 The term "assignments" as used in this Section 6.02 does not include transfers to other school buildings or new job openings or job vacancies.

6.0203 A tentative written notice of change in grade level and/or subject matter assignment for the following school year will be given to each affected employee by the Superintendent or designee prior to the last day of the current school year or as soon thereafter as reasonably possible.

6.0204 Any changes in the tentative written notice of change in grade level and/or subject matter assignment which becomes necessary after the tentative written notice of change is given to the employee, shall be explained to and discussed with the employee as soon as reasonably possible prior to the change in such assignment.

6.0205 It is expressly understood that all decisions pertaining to grade level and/or subject matter assignment shall remain within the sole and exclusive final discretion of the Superintendent or designee and shall not be subject to the grievance procedure of this Agreement.

6.0206 If a change in grade level and/or subject matter assignment occurs during the school year or within one (1) day of the beginning of the school year, the employee being changed shall be granted one (1) day off with pay to adjust, plan and/or procure the necessary educational needs for performing the new assignment. One (1) additional day may be given at the Superintendent's discretion.

6.0207 Traveling teachers shall be given a minimum of twenty (20) minutes traveling time beginning when the previous class ends in one building up to when the next class begins in the other building. In the event an emergency arises which requires the traveling teacher to have additional time to get to the next duty station, the traveling teacher shall notify the appropriate building principal so that he/she can take steps to provide proper classroom coverage.

6.03 JOB VACANCIES AND NEW JOB OPENINGS

6.0301 The Superintendent shall prepare a list of all new job openings and/or job vacancies which the Board desires to fill on a permanent basis as soon as such openings and/or vacancies become officially known to the Superintendent. Vacancies occurring after the first day of school, if posted, will be filled for the following school year. The list shall include only those job openings and/or job vacancies which are within the collective bargaining unit as defined in Section 1.02 of this Agreement. A copy of this list shall be distributed to all employees at his/her district email address by the Superintendent or designee and the list shall include a description of the new or vacant positions available, the requirements for each position, the deadline for application to each position and the effective starting date of each position. It is specifically understood that the determination that a position is not to be filled after becoming vacant is not subject to the reduction in force provisions of this Agreement.

6.0302 Any qualified employee, properly certified, who wishes to be considered for any job opening or job vacancy must apply in writing at the Superintendent's office before the deadline for application expires. Current employees must submit an updated resume. The Superintendent shall issue a written confirmation to each employee who files a letter of interest acknowledging receipt of that letter. The district will interview any current employee who sends a letter of interest in a position that has been posted.

6.0303 Qualified persons not employed as employees under this Agreement, who are properly certified, may also apply and be considered for any job opening or vacancies under this Section 6.03 and all employee and non-employee applicants shall be given equal consideration by the Board or its designee.

6.0304 If none of the applicants for the new job opening or job vacancy are found to be sufficiently qualified by the Board or its designee, then the Board or its designee may continue to seek applicants in any manner it deems advisable. All new job openings and job vacancies shall be filled only on the basis of who is best qualified (including certification), within the reasonable opinion of the Board or its designee, to meet all of the requirements of the job opening or vacancy.

6.0305 By December 31, employees may submit a letter of interest and updated resume for a new or changed assignment for the following school year. The Board may interview these employees prior to a position being posted.

6.04 EMPLOYEE TRANSFERS

6.0401 A transfer is a change in an employee's building. All transfers, whether involuntary or voluntary, not involving the filling of permanent new job openings or permanent job vacancies as provided for in Section 6.03 above, shall be discussed no later than ten (10) calendar days prior to the effective change at a conference to be held between the employee, the building principal or his/her designee. The reason(s) for a transfer shall be discussed at the conference and given to the employee in writing upon request.

6.0402 The Board shall provide training, formal or informal mentoring and/or staff development for any teacher in a new assignment.

6.0403 The Association recognizes the Superintendent's authority to assign or transfer as provided in accordance with Ohio Revised Code section 3319.01.

6.05 EMPLOYEE EVALUATIONS

All bargaining unit members meeting the statutory definition of teacher or school counselor pursuant to the Ohio Revised Code shall be evaluated in accordance with the Board adopted evaluation policies for those positions and any memoranda of understanding entered into by the parties.

Bargaining unit members who do not meet the statutory definition of teacher shall be evaluated according to this Article and any memorandum supplementing this Article.

It is agreed that any complaints regarding violations of either this Article or the Board adopted evaluation policy shall be subject solely to the grievance procedure contained in this Agreement and shall supersede and replace conflicting provisions of any evaluation requirements of Ohio Revised Code section 3319.11 with which this provision is in conflict.

6.0501 A. The Deer Park Board agrees that one of the goals of evaluation is to assess areas of strengths and weaknesses of an employee's work performance and to make specific recommendations to assist the employee in correcting weaknesses. In addition, it is recognized that the employee has a responsibility to correct identified weaknesses.

B. "Days" for the purposes of this section shall be "calendar days."

6.0502 Observations of an employee shall be conducted by a certificated administrator.

6.0503 Job deficiencies observed outside of the regular evaluation process shall be brought to the employee's attention by the administrator when he/she considers it to be a problem.

6.0504 <u>Procedure for Usage of the Evaluation Instrument</u>

A. The evaluation instrument follows a checklist format. Supportive documentation is required of the evaluator in defense of a check in the needs improvement/ineffective category. This documentation will include diagnosis and a suggested prescription. Evaluators are encouraged to document specific strengths with supportive comments in the effective category.

B. The instrument will be reviewed in a conference with the teacher. The teacher and evaluator will both have the opportunity to sign the evaluation at this time. The signature of the teacher verifies only that he/she has received a copy of the evaluation instrument. This signature does not indicate agreement or disagreement on the part of the teacher.

C. An evaluation will consist of a minimum of two (2) classroom observations of at least thirty (30) minutes per observation. The first observation shall occur no later than December 15th, the second observation shall be completed no later than March 15th and the third observation, if necessary, no later than May 1st. A pre-observation conference shall be held at least one (1) work day before the first formal observation. A post observation conference will be held within five (5) work days after each formal observation unless mutually waived by the administrator and teacher. A copy of the post observation conference form shall be provided within seven (7) work days of the conference. The evaluation shall be shared with the teacher by May 10. The teacher has a right to request that an additional observation be made.

6.0505 Performance Evaluation Summary Forms

The evaluator must complete this form prior to the evaluation conference. These forms are designed to consider the teacher's effectiveness in all areas of their professional responsibilities. The evaluations should be documented by observation report forms and other appropriate data. (Appendix "B, B-1").

6.06 PERSONNEL FILES

6.0601 A personnel file for each employee will be maintained in the Board's District office.

6.0602 Personnel files will contain job applications and references, records, and information relative to compensation, certifications, license, evaluations, and such other information as may be considered pertinent by the Board, Superintendent or their designees.

6.0603 Access to personnel files will be in accordance with the Ohio Revised Code as related to access of public records. A bargaining unit member will be made aware of any individual requesting access to their personnel records. All information contained in personnel files may be used at any step of the grievance procedure of this Agreement or in any court or administrative proceeding to which the Board or its designees are parties.

6.0604 Each employee will have the right, upon reasonable advanced request to the Superintendent or designee, to review the contents of his/her own personnel file, in the presence of the Superintendent or designee. All employee requests to review personnel files, and the review of the files, shall be during the employee's non-working time.

6.0605 Any employee may make written objections to any information contained in his/her personnel file. Any written objection must be signed by the employee and will become part of said employee's personnel file. Information in the personnel file may be removed upon mutual agreement of the employee and the administrator making the entry or the Superintendent.

6.0606 Anonymous letters or materials shall not be placed in the employee's personnel file, nor shall they be made a matter of record or used as part of any evaluation unless disciplinary action is taken as a result of the allegations contained in the letter.

6.07 REDUCTION IN FORCE

6.0701 General Procedures

A. If it becomes necessary for the Board to reduce the number of employees due to declining enrollment, discontinuance or reduction of a program or teaching area, return to duty of employee(s) on leave, consolidation of the school district with one or more other districts, or financial reasons, the procedures set forth in this Section shall govern the reduction in force. The Board shall determine in which types of employee certification the reduction in force shall occur and the number of employees to be reduced in each type of certification.

B. When there is a reduction in force, every effort will be made to reduce the number of active working employees within the certification types to be reduced through attrition as the result of resignations and retirements. If further reductions in the number of active employees within certification types are required, the Board, on the Superintendent's recommendation, will suspend the limited contracts without pay of those limited contract employees then actively working within the certification types to be reduced.

C. In making any such reduction, the school board shall proceed to suspend contracts in accordance with the recommendation of the superintendent of schools who shall, within each teaching field affected, give preference to teachers on continuing contracts over teachers on limited contracts. The board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations. Employees on paid or unpaid leave of absence at the time of a reduction in force, who would have been suspended without pay had they been actively employed, shall be considered as suspended without pay and not on a paid or unpaid leave of absence.

6.0702 Seniority

A. Seniority is defined as the length of continuous full-time service of each employee from date of most recent hire by the Board while under certification within the District. All part-time employees under certification shall accrue pro-rated seniority on the basis of their part-time service within the District.

B. Persons who are certificated and who are employed by the Board outside the bargaining unit shall have seniority from their most recent date of hire by the Board for purposes of this Section 6.07, in the event they are transferred by the Board for purposes of this Section unit and shall be listed on the appropriate certification seniority lists for purposes of this Section 6.07 and shall have all rights provided to employees by this Section 6.07.

C. Employees who resign or otherwise terminate employment with the Board for reasons other than retirement and who are then reemployed by the Board shall begin accumulating seniority only from the time of their most recent date of hire.

D. In the case of identical seniority, the effective date of employment with the Board as indicated by the official Board hiring date will be used to resolve ties, except when documentation is available to indicate an employment commitment was made and a person was not recommended for hire at the next Board meeting due to scheduling or clerical problems. If official Board hiring dates are identical, the date of receipt of the formal job application from the employee will be used to determine seniority. If the formal job application date is more than three hundred sixty-five (365) days prior to the date the Board hired the employee, no more than three hundred sixty-five (365) days will be counted for purposes of calculating seniority based on the formal job application date. Should all of the foregoing dates be identical, the employee with the most total service in education in the District shall be the employee with the most seniority. For purposes of the preceding sentence only, substitute teaching will be considered as service in education in the District. Should seniority dates still be identical, total service in education inside and outside the District shall be used to determine seniority.

E. The Board shall compile and distribute a seniority list to all employees for each certification type by April 15 of each school year. The names of employees who are certificated for several certification types will appear on each such seniority list. Each list will show whether or not the employee is actively working in the certification type for that school year. It is each employee's individual responsibility to notify the Board, by October 15 of each school year, of the types of certifications held and any changes in certification which the employee wants reflected on the current year's seniority list.

6.0703 Notification of Suspension

Employees who are to be suspended without pay under this Article as well as the Association President will be notified of the suspensions by certified mail or hand delivery not later than forty-five (45) calendar days prior to the effective date of the suspension.

6.0704 Displacement Rights

An employee notified of the suspension of his/her contract without pay under this Section 6.07 while actively working within a particular certification type, may immediately displace another employee actively working in another certification type, provided the displacing employee is properly certified to replace this displaced employee. Seniority shall not be the basis of displacement except between teachers with comparable evaluations.

6.0705 Recall Rights

A. A recall list of suspended employees will be maintained according to certification types on file in the Board's office. When there is a job vacancy or new job opening to be filled, as determined by the Board within its sole and exclusive discretion, suspended employees who are certified to perform the work in that position will be recalled in reverse order of reduction. Seniority shall not be the basis of recall except between teachers with comparable evaluations. Job vacancies and new job openings shall not be filled under Section 6.03 (Job Vacancies and New Job Openings) of this Agreement until after the procedures

of this Section 6.0705(A) have first been exhausted. Recall rights will be only in those types of certifications for which the employee is duly certified as shown by the recall lists established under the procedures set forth in this Section 6.07. Notification of recall will be given by certified mail to the employee at the last address furnished to the Board or in person by hand delivery, except in those cases of emergency when a telephone call will be necessary, for example, in late August, after the opening of school, or in the event of an unexpected sudden vacancy.

B. An employee who fails to respond to a written recall notice within ten (10) calendar days after sending the notice of recall or within twenty-four (24) hours after sending a telephone notice of recall will be deemed to have refused the position offered in the recall notice.

C. An employee's name will remain on a recall list(s) for twenty-four (24) months after the effective date of a suspension unless the employee: (1) waives seniority recall rights in writing; (2) retires, resigns or otherwise terminates employment; (3) fails to accept recall to a position in the certification type for which the employee is certified; (4) after acceptance of recall, fails to report to work on the date specified in the recall notice, unless the employee is disabled and promptly notifies the Superintendent or designee of the disability. An employee who has secured employment elsewhere will be allowed a reasonable amount of time before being required to report to work provided the employee secures written agreement to that amount of time from the Superintendent or designee.

D. After an employee has been suspended for twenty-four (24) months, the employee's name will be removed from all recall lists and the employee shall not be eligible for recall lists and the employee shall not be eligible for recall and shall be terminated from employment and the employee's employment contracts shall be terminated and the employee shall have no rights under this Agreement.

E. Retirees will have no recall rights.

6.0706 An employee who is suspended will not be eligible for any paid or unpaid leaves of absence. The effective date of a suspension is the last day of work. A suspended employee may continue Board sponsored insurance benefits, excluding retirement benefits, through COBRA.

6.0707 After recall from suspension, an employee will receive only accumulated sick leave accrued up to the date of suspension. Upon recall from suspension, an employee will be placed on the salary schedule in accordance with experience and training, but a recalled employee will not receive salary increment credit for any time while on suspension. Suspension time will not count toward the requirements for continuing contract tenure or years of continuous service for any seniority or service purposes under this Agreement, but, suspension time will be considered a termination of employment except as otherwise provided herein.

6.08 RIGHT TO PRIVACY

The Board and its representatives will not intentionally divulge employees' home addresses and telephone numbers to persons other than employees and representatives of the Board.

6.09 DISCIPLINARY ACTION

All Board disciplinary action against employees shall be for just cause and the reasons set forth in Ohio Revised Code section 3319.16 except as otherwise provided for in this Agreement. Employees may also be subject to discipline for violation of the Educator Code of Conduct enacted by the Ohio Department of Education.

6.10 CONTRACT NONRENEWAL

An employee whose contract has been non-renewed may utilize the provisions of Ohio Revised Code section 3319.11 when appealing the non-renewal of his/her contracts and shall not be subject to the grievance procedure. It is understood that this provision does not apply to supplemental contracts.

6.11 TERMINATION

The contract of an employee shall be terminated in accordance with Ohio Revised Code sections 3319.16 and 3319.161 and shall not be subject to the grievance procedure.

6.12 COMPLAINT PROCEDURE

6.1201 The principal shall meet with an employee about any complaint the administrator intends to investigate and/or which could lead to some disciplinary action being taken. No complaint shall lead to disciplinary action until the teacher has had the opportunity to meet with the principal or Superintendent to present his/her response to the complaint.

6.1202 The administration shall not withhold the identity of any complainant in the event the employee requests the complainant's name.

6.1203 Any individual wishing to make a complaint will be advised to initiate the complaint with the appropriate building administrator. If either the teacher or complainant are not satisfied with the result, either may meet with the Superintendent to seek a resolution of the problem.

6.1204 Anonymous complaints shall not be placed in a personnel file or made a matter of record or used as part of any evaluation unless disciplinary action is taken as a result of the allegations contained in the letter.

6.1205 This provision shall not apply to allegations of suspected child abuse, child neglect or criminal activity which shall be reported as required by law.

ARTICLE VII - LEAVES

7.01 PAID PERSONAL BUSINESS LEAVE

7.0101 Each employee may receive up to three (3) paid personal business leave days during each school year. Paid personal business leave may be used only for the observance of religious holidays, which require total abstinence from work by the employee, or for personal business that cannot be conducted in a time other than on a workday and during work hours. Half days must be used when the necessary business does not

require a full day's absence. An application for paid personal business leave shall be made electronically, through the employee's building principal or designee, to the Superintendent or designee at least three (3) workdays in advance of the leave day(s) The requirement of advance application shall be waived by the Superintendent or designee because of emergency conditions which prevent the making of advance application. The granting of all paid personal business leave shall be after recommendation or non-recommendation of the employee's building principal or designee and final approval or disapproval shall be within the reasonable opinion of the Superintendent or designee. When seeking approval for a personal day before or after a holiday/break the employee may be asked to provide written explanation of the need for the personal day in conjunction with the application.

7.0102 An employee's use of paid personal business leave for reasons other than those specified in this Section 7.0101 shall constitute just cause for disciplinary action by the Board.

7.0103 If an employee uses paid personal business leave for a court appearance for which the employee receives fees from the court and/or travel expenses, the employee shall be entitled to retain the fees and/or travel expenses received from the court, in addition to pay from the Board for their personal business leave.

7.0104 Any personal leave days that are not used in a school year shall be converted to sick leave days or paid at a rate of one hundred fifty dollars ($150.00) per full day to be declared in writing by June 15 with payment to be made no later than August 15.

7.02 PAID SICK LEAVE

7.0201 Paid sick leave of one and one-fourth (1¼) days per full month of employment with the Board, effective on the last day of each month, shall accumulate, up to fifteen (15) days a year from September 1 through August 31, for all employees. A day of paid sick leave shall equal the number of hours worked per day at the time of accumulation. All unused days of accumulated paid sick leave shall be added monthly to an employee's sick leave reserve.

7.0202 Accumulated sick leave may be used for paid absence from work due to the employee's illness, injury, pregnancy, exposure to contagious disease which could be communicated to others, or for illness, injury or death of a near relative of the employee. Near relatives shall include only the employee's father, mother, brother, sister, daughter, son, step-children, grandparents, grandchildren, spouse, partner, father-in-law or mother-in-law or other relatives living in the household. A person who clearly stands in the same relationship with the employee as any of those persons specified, may be included at the discretion of the Superintendent or designee.

7.0203 In order to receive paid sick leave, an employee must submit an application for paid sick leave electronically. Fractional sick leave days must be used when the absence does not require a full day's absence. If an employee has missed more than five (5) consecutive days, or if there is a pattern of absences which would suggest that sick leave is being misused, the employee may be required to provide a medical certification from a licensed physician to use further sick leave.

7.0204 An employee's use of paid sick leave for reasons other than those specified in this Section 7.02 shall constitute just cause for disciplinary action by the Board.

7.0205 An employee who is hired by the Board and who has previously been employed by a public agency of the State of Ohio shall be credited with the unused balance of his/her accumulated paid sick leave not to exceed two hundred seventy (270) days upon receipt of proper verification of such unused balance by the Board.

7.0206 Each new employee who is hired by the Board and who does not qualify for any accumulated paid sick leave under Section 7.0205 of this Agreement, shall be advanced five (5) days of paid sick leave at date of hire, but each such employee shall not accumulate any additional paid sick leave during the first four (4) months of employment with the Board

7.0207

A. A "Sick Leave Bank" shall be established for use by bargaining unit members who wish to participate.

B. A new member of the bank cannot be assessed a second day within a twelve-month period.

C. Each participant shall contribute one (1) day each time the "Bank" reaches twenty-five percent (25%) of the number in membership. Said contribution shall be made on the first day of employment of the fiscal year following the depletion occurrence.

D. New employees may join during the first three months of their employment. Any employee who does not join during their first period of eligibility must wait until the Bank is required to assess additional days.

E. Sick days donated to the "Bank" will not be returned.

F. After an employee's accumulated sick leave has been exhausted, and any other special leave has also been exhausted, the employee shall be eligible to draw from the bank only for approved absences of ten (10) continuous days or more.

G. Any employee withdrawing sick leave days from the "Bank" shall not be required to replace those days except as a regular contributing member of the "Bank."

H. The Sick Leave Bank Committee shall consist of three (3) persons selected by the Association.

I. Guidelines are approved by the Board and Association and available upon request from the Association.

J. The Association shall provide a report to the Superintendent at the beginning of each year detailing enrollment in the SLB and a report at the end of the year detailing usage.

7.0208 Paid Adoption Leave – An employee would be eligible to use personal accumulated sick leave for up to six (6) consecutive weeks for the initial adoption of a child.

7.03 PAID JURY DUTY LEAVE

7.0301 When an employee is called for jury duty service, the employee shall give the Superintendent or designee as much advance written notice of the call to jury service as possible and the employee will be released from duty for each day of required jury duty service. An employee must return to work while on jury service if the employee is released from any day(s) of jury service by the court.

7.0302 The Board will pay an employee absent from work due to jury service the employee's normal pay for each day of required jury duty service and the employee may retain all jury duty fees paid by the court to the employee, including paid travel expenses, in addition to the pay received from the Board for jury duty service.

7.04 PAID ASSAULT LEAVE

7.0401 An employee who is physically disabled as a result of a physical assault on him/her while in the performance of his/her duties shall be entitled to assault leave.

7.0402 When such assault results in the absence from duty, such absence shall not result in a loss of pay and shall not be chargeable to sick leave, up to a maximum of fifteen (15) workdays per employee per year.

7.0403 Medical verification will be furnished if a doctor was consulted and/or the leave is for more than ten (10) days.

7.05 PAID PROFESSIONAL LEAVE

7.0501 Paid professional leave may be approved by the Superintendent or designee and the requesting employee's building principal, for purposes of attending professional meetings or workshops, visits to other schools, or other educational experiences approved by the Superintendent or designee. Employees desiring paid professional leave must submit a written request at least one (1) full week in advance of the leave, and all paid professional leave must be approved in advance by the Superintendent or designee.

7.0502 Paid professional leave will not exceed more than the number of days approved by the Superintendent or designee. Paid professional leave will not be approved for any time during the first three (3) weeks of any school year. The Superintendent or designee will attempt to equally distribute paid professional leave among all employees taking into consideration the need of the District's schools.

7.0503 The Board will pay each employee on paid professional leave for all reasonable expenses incurred during the leave. Every effort will be made by the employee to provide an estimate of the reasonable expenses to the Board prior to commencement of the leave.

7.06 CREDIT FOR TIME SPENT ON PAID LEAVE(S)

Employees will be credited with time spent on paid leave(s) of absence for purposes of salary step increases on the salary schedule and for seniority, paid personal business leave and paid sick leave accumulation and Board paid insurance premium cost purposes only.

7.07 UNPAID CHILD CARE LEAVE

7.0701 Unpaid child care leave is defined as a leave of absence from work commencing at a time immediately following childbirth, that the employee is physically able to work, but voluntarily wishes to attend to the rearing of his/her newborn child. Employees desiring unpaid child care leave must submit a request in writing within at least (30) calendar days prior to the effective date of the leave, and all unpaid child care leave must be approved in writing in advance by the Board after the recommendation of approval by the Superintendent or designee.

7.0702 Unpaid child care leave may be for the remainder of the semester or school year for which it is requested and the request shall specify which of these options the employee has selected.

7.0703 The leave will run concurrently with FMLA.

7.0704 The employee shall notify the Board no later than thirty (30) days prior to the expiration of the leave if the employee intends to return to work at the conclusion of the leave. Failure to do so shall be deemed an irrevocable resignation and the Board may accept that resignation.

7.08 UNPAID ADOPTION LEAVE

7.0801 Unpaid adoption leave is defined as a leave of absence from work commencing at a time immediately following the completion of the paid adoption leave in Section 7.0208, that the employee is physically able to work, but voluntarily wishes to attend to the rearing of his/her newly adopted child. Employees desiring adoption leave must submit a request in writing as soon as their date of custody has been determined and all unpaid adoption leave must be approved in writing in advance by the Board after the recommendation of approval by the Superintendent or designee.

7.0802 Unpaid adoption leave may be for the remainder of the semester or school year for which it is requested and the request shall specify which of these options the employee has selected. The employee shall notify the Board no later than thirty (30) days prior to the expiration of the leave if the employee intends to return to work at the conclusion of the leave. Failure to do so shall be deemed an irrevocable resignation and the Board may accept that resignation.

7.09 UNPAID MILITARY DUTY LEAVE

Military duty leave of absence shall be governed by applicable state and federal law. An employee desiring a leave of absence for unpaid military duty shall apply for a leave in writing as far in advance of the military duty as feasible.

7.10 UNPAID SABBATICAL LEAVE

Any employee who has completed at least five (5) full calendar years of service as an employee of the Board may be granted a one (1) school year unpaid sabbatical leave of absence for educational advancement (such as, exchange program, travel, study, employment outside education, American schools abroad or research). Employees desiring unpaid sabbatical leave must submit a written request within at least sixty (60) calendar days prior to the effective date of the leave, and all unpaid sabbatical leave must be approved in writing in advance by the Board after recommendation of approval by the Superintendent or designee.

7.11 UNPAID MEDICAL LEAVE

7.1101 Employees who have exhausted all accumulated paid sick leave as provided for in Section 7.0201 herein and who desire to be absent from work due to the employee's illness, injury, pregnancy or exposure to contagious disease, must submit a written request for unpaid medical leave as soon as possible, and all unpaid medical leave must be approved in writing by the Board after the recommendation of approval by the Superintendent or designee.

7.1102 Unpaid medical leave will not exceed more than one hundred eighty (180) calendar days at any one time.

7.1103 The leave will run concurrently with FMLA.

7.1104 The employee shall notify the Board no later than thirty (30) days prior to the expiration of the leave if the employee intends to return to work at the conclusion of the leave. Failure to do so shall be deemed an irrevocable resignation and the Board may accept that resignation.

7.12 CREDIT FOR TIME SPENT ON UNPAID LEAVE(S)

7.1201 With the exception of unpaid medical leave days, employees will be credited with time spent on unpaid leave(s) of absence for purposes of salary step increases on the salary schedule and for seniority.

7.1202 The Board shall not be obligated to pay any insurance premium costs on behalf of the employees on unpaid leave(s) except to the extent that the Family Medical Leave Act is applicable. An employee granted an unpaid leave may elect to continue Board sponsored insurance benefits during the leave by employee payment of the entire premium costs of such insurance for the period of the leave.

7.13 RIGHTS UPON RETURNING FROM LEAVE

Employees shall be entitled to reinstatement to active employment by the Board at the conclusion of any approved paid or unpaid leave of absence, specified in Article VII of this Agreement, except that employees may not be reinstated to any supplemental duty contract employment in effect at the time any unpaid leave was granted. Employee shall not be entitled to any specific position. Employee shall not be entitled to any specific position. Employees may be denied reinstatement to active employment by the Board in the event of a reduction in force, in accordance with this Agreement, during the period of any approved leave of absence. Reinstatement to active employment by the Board at the conclusion of any approved unpaid leave shall be to any available job position for which the employee is properly certified, and reinstatement to active

employment by the Board at the conclusion of any approved paid leave shall be to the same building and teaching job held immediately prior to the commencement of the leave.

ARTICLE VIII - COMPENSATION AND FRINGE BENEFITS

8.01 ANNUAL SALARY NOTICES

Notwithstanding any provision of the *Ohio Revised Code* to the contrary, it is agreed that the Board need not issue annual salary notices to any employees covered by this Agreement at any time.

8.02 REGULAR AND SUPPLEMENTAL LIMITED CONTRACT PAY

8.0201 Effective with each employee's first workday of the 2026-2027 school year, the Board shall implement the salary schedules attached hereto and designated Appendix "C1, C2 and C3, respectively". The salary schedules shall implement a 2.0% increase on the base salary for the 2026-2027 school year (Appendix C1), a 2.0% increase on the base for the 2027-2028 school year (Appendix C2) and a 2.0% increase on the base for the 2028-2029 school year (Appendix C3). Steps previously frozen shall not be recovered or awarded. Supplemental salary schedules shall be adjusted in A1, A2, and A3 to implement the increases identified for the respective school years.

8.03 PLACEMENT ON SALARY SCHEDULE

8.0301 Each newly-hired employee shall be given experience credit for purposes of placement on the base salary schedule for:

A. Up to ten (10) years teaching experience in public or chartered non-public elementary and secondary schools in Ohio or other states of the United States; or

B. Up to five (5) years active military service experience with the Armed Forces of the United States; or

C. A combination of both (A) and (B), but not to exceed ten (10) years of experience credit for placement on the salary schedule (Appendix "E").

D. In order for teaching experience to be approved for salary schedule purposes, the employee must give proof of having been under contract for a regular school year and of having taught for a minimum of one hundred twenty (120) days per year, at a minimum of three (3) hours and forty-five (45) minutes per day, while under contract. A year of military service experience is defined as twelve (12) months of such service or a major fraction thereof.

E. For hard to fill positions (defined as those positions for which the Board has received fewer than ten (10) qualified and properly licensed applicants) the Board may credit the successful candidate with up to ten (10) years of service credit, regardless of the candidate's actual service credit.

8.0302 For proper placement on the base salary schedule, any employee having been employed shall furnish an official transcript of credits, a valid teaching certificate, and

if teaching experience is to be granted, documents providing such experience, and if Armed Forces experience credit is to be granted, a copy of the proper discharge or separation documents, to the Board Treasurer no later than September 15 of any school year. Upon submission of such information to the Board Treasurer, the employee shall immediately be moved to the proper placement on the salary schedule, retroactive to the beginning of the current school year, provided the documentation meets with the approval of the Board Treasurer. Failure of an employee to provide proper certification in a timely manner will result in the withholding of pay and may result in immediate discharge of the employee which shall be a discharge for just cause, as provided for in this Agreement.

8.0303 Employees who claim educational credits toward lateral movement on their respective salary schedule must first have the educational credits approved in advance by the Superintendent or designee.

8.0304 No certificated/ licensed educator shall advance more than one (1) educational column on the salary schedule per contractual year, for purposes of compensation placement, regardless of the number of additional credits, coursework, or degrees earned within that year.

8.04 EXTENDED SERVICE PAY

8.0401 Employees selected by the Board for extended service work in excess of one hundred eighty-four (184) days during an individual employee's limited or continuous contract year, shall be paid as part of their individual limited or continuous contract, in the amount of two and one-half percent (2.5%) of the individual employee's base salary as set forth in this Agreement, for each full work week of employment as defined in this Agreement, in excess of said one hundred eighty-four (184) days. Work of less than a full work week shall be paid on a proportional basis.

8.0402 Extended service pay shall be based on the base salary schedule in effect when the work is performed.

8.05 INTERNAL SUBSTITUTION

8.0501 In the event substitutes are not available, employees may be assigned to serve as period substitutes during their scheduled preparation periods or during other times that the building principal or designee desires to make such a substitute assignment. Special education teachers may refuse to serve as a period substitute if serving as substitute will cause a compliance issue.

8.0502 If a teacher is required to give up a planning period as the result of such an assignment or is required to accept into his/her classroom students of an absent teacher in excess of five (5) students, then, in that event, the teacher so assigned shall be paid whereby 1-30 minutes equals one-half (½) of the hourly sub rate and 31-60 equals the full hourly rate of thirty dollars ($30.00) per hour.

If teachers in elementary schools are required to accept into their classroom, students of an absent teacher, then, in that event, teachers so assigned shall divide the current sub pay rate per day equally. Additionally, students shall be assigned to classes with teachers of the same grade level, unless this provision is not possible.

8.06 PAY PERIODS

Employees will be paid two (2) times a month, twenty-four (24) installments. The following conditions and restrictions will apply.

8.0601 Pay dates will be on the fifteenth (15th) and last day of the month, except:

8.0602 When one of these days falls on Saturday or Sunday, payment will be made on the preceding Friday.

8.0603 When one of these days falls on a holiday, payment will be made on the last preceding workday for the Treasurer's office.

8.0604 New District hires will have the option to receive a 25th pay in the last pay in August in lieu of 24 pays. The salary amount for the year will therefore be stretched over 25 pays in the first year starting with the last payroll date in August.

8.07 SEVERANCE PAY

8.0701 The Board will issue a severance payment for accrued unused sick leave to eligible employees upon their retirement in accordance with this Section 8.07. To be eligible for this severance payment, an employee must have five (5) or more years of active employment with the Board, must terminate his/her active employment with the Board and must qualify for retirement under the State Teachers Retirement System on the date of separation from employment.

8.0702 Severance pay will be paid at the daily rate of pay for one-fourth (1/4) of the employee's accrued unused sick leave days. For purposes of this severance pay, the daily rate of pay shall be the annual contract base salary amount of the employee's limited or continuous individual employee contract in effect on the last day of active employment prior to retirement divided by one hundred eighty-four (184) days. Payment will be made only once to any employee and shall eliminate all accrued unused sick leave, except for those employees who are eligible for and elect to participate in any Board approved retirement pay or policy. Payment of severance pay shall be made within thirty (30) calendar days after the last day of active employment.

8.08 BOARD PICK-UP OF EMPLOYEE CONTRIBUTIONS TO STRS

8.0801 For tax sheltering purposes only, the Board shall, effective with the signing of this Agreement by both parties, designate and consider (i.e. "pick-up"), each employee's mandatory contribution to the State Teachers Retirement System (STRS), as deferred salary paid by the Board. The amount of an employee's income reported by the Board as subject to Federal and Ohio income tax, shall be the employee's total gross income reduced by the amount of the employee's mandatory contribution to the STRS. No employee's total earnings paid by the Board shall be increased by application of this Section 8.08, nor shall the Board's contribution to the STRS or the Internal Revenue Service and Ohio taxing authorities.

8.0802 The Board shall have the right to immediately and unilaterally discontinue all of its obligations under this Section 8.10, if so ordered by the STRS and/or the Internal Revenue Service or Ohio taxing authorities, notwithstanding any provision contained

in this Agreement to the contrary. Rule 77-464 and 81-36 of the Internal Revenue Service and Opinion 82-097 of the Ohio Attorney General and rules of the STRS, and such rules as the aforementioned agencies, including Ohio taxing authorities, may subsequently issue are applicable to the Board notwithstanding any provisions set forth in this Section 8.10.

8.0803 The "pick-up" amount shall be included in the employee's annual base salary for the purposes of computing weekly rates of pay, daily rates of pay, hourly rates of pay and for determining pay or salary due to absence or for any other purpose under this Agreement.

8.09 TRAVEL EXPENSE REIMBURSEMENT

8.0901 In arranging schedules for employees who are assigned to more than one (1) school, an effort will be made to limit the amount of interschool travel. Such employees will be notified of any changes in their schedule as soon as practicable.

8.0902 Any employee who does travel and is assigned to two (2) or more buildings per day shall be reimbursed for travel expenses between those buildings at the current Internal Revenue Service mileage rate.

8.0903 Travel expenses shall be paid upon submission of mileage to the Board Treasurer. Requests must be submitted within thirty (30) calendar days of the date of the expense.

8.10 INTERNAL REVENUE SERVICE 125 PLAN

8.1001 Employees will be eligible to participate in the plan provided by the Board operating within the guidelines of the Internal Revenue Service 125 Plan. Tax-free reimbursement for qualified expenses related to employee premiums for medical and dental insurance shall be part of the Plan. Additionally, the plan shall include a Flexible Spending Account (FSA) that shall allow eligible employees to use pre-tax dollars to pay child and elder dependent care expenses and un-reimbursed medical, dental, and/or prescription drug bills. This Plan will be available to employees as long as it is made available by the IRS or until such time as it is negotiated to be removed from the Agreement.

8.1002 All employees shall be given the opportunity to participate in the Plan according to dates established in the plan documents.

8.1003 The Board will be responsible for the payment of any membership fee assessed for the administration of the plan, if one is assessed.

8.11 ELECTRONIC FUNDS TRANSFER

All employees' salaries shall be paid by electronic funds transfer (direct deposit) to a bank or savings and loan institution of the employee's choosing each pay date. If the pay date is not a regularly scheduled workday, direct deposit shall be made in accordance with Section 8.06.

8.12 PROFESSIONAL GROWTH FUND

8.1201 In order to qualify for this educational growth payment, an employee must teach in the Deer Park Community City Schools the year following the expenditure for professional growth. To clarify, if the employee makes expenditures during the previous school year, he/she will be paid the educational growth payment during the following school year, no later than October 1, if he/she is still teaching in the Deer Park Community City Schools.

8.1202 An employee may apply for reimbursement for approved courses for graduate college credit if they have an Individual Professional Development Plan that has been approved by the LPDB. Course of study selected is subject to prior approval of the Superintendent or designee. Prior to beginning coursework, the employee shall submit the form electronically and a copy of the registration form to the Superintendent or designee to obtain approval.

8.1203 The year for disbursement purposes is defined as July 1 through June 30. The classes for any coursework must have started on or before June 30 in order for the employee to receive reimbursement by October 1.

8.1204 The reimbursement will never exceed the actual cost of the course to the employee. The reimbursement rate will be one-hundred dollars [$100.00] per graduate semester hour, up to six graduate semester hours or equivalent quarter hours per fiscal year.

8.1205 A one-time payment of three hundred dollars ($300.00) will be granted to employees at the end of the school year in which they initially obtain or renew Master Teacher status. Within the year an employee is applying for Master Teacher, the employee may opt for one (1) professional day to finalize the Master Teacher status and two hundred dollars ($200.00) upon approval for the Master Teacher status in lieu of the three hundred dollars ($300.00). National Board Certified teachers will be granted a one-time payment of three hundred dollars ($300.00) at the end of the school year in which they initially obtain or renew their National Board Certified Teacher status.

ARTICLE IX - INSURANCES

9.01 HOSPITAL-SURGICAL-PRESCRIPTION INSURANCE

9.0101 For the life of this Agreement, the Board shall purchase hospital/surgical/major medical/prescription insurance from a carrier licensed by the State of Ohio for members of the bargaining unit. If the current provider, the Greater Cincinnati Insurance Consortium fails or becomes unable to provide coverage, then the parties will renegotiate health, hospitalization and major medical coverages within ten (10) calendar days of the request to do so.

9.0102 The Board shall contribute the following amounts to the single premium if a single plan is selected or to the family premium if a family plan is selected:

2026/2027	ninety percent (90%)
2027/2028	eighty-seven and a half percent (87.5%)
2028/2029	eighty-five percent (85%)

9.0103 The Board shall pay a proportional share of the premium cost set forth above for employees working more than thirty hours (30) but less than full-time through authorized payroll deductions. The proportional share shall be based on the fractional amount of the normal work week a part time employee works as defined in this Agreement.

9.02 DENTAL INSURANCE

9.0201 The Board shall implement a dental plan with the maximum benefit each calendar year for Class I, II and III services.

9.0202 The Board shall pay eighty-five percent (85%) of the premium costs under the dental insurance plan for each full time employee who desires that insurance and such full-time employees shall pay fifteen percent (15%) of such premium costs, through authorized payroll deductions.

9.0203 The Board shall pay a proportional share of such premium costs for part -time employees and part-time employees shall pay a proportional share of the premium costs through authorized payroll deductions. The proportional share shall be based on the fractional amount of the normal work week a part-time employee works as defined in this Agreement.

9.03 TERM LIFE INSURANCE

9.0301 The Board shall provide a group term life insurance policy covering each full-time employee covered by this Agreement in an amount equal to his/her annual base gross salary, excluding salaries paid under supplemental limited contracts and/or salaries paid for extended service. Part-time employees shall be provided with a group term life insurance policy providing a minimum benefit of fifteen thousand dollars ($15,000.00), but part-time employees whose gross salary, as defined herein, is less than fifteen thousand dollars ($15,000.00) shall pay a proportional share of the total premium costs for such insurance coverage, through authorized payroll deductions. The proportional share shall be based on the fractional amount of the normal work week a part-time employee works as defined in this Agreement.

9.0302 Members of the bargaining unit may purchase additional term life insurance coverage on themselves at the rate which it is offered by a vendor approved by the district for additional protection.

9.04 CONDITIONS OF INSURANCE PLAN COVERAGE

9.0401 The Board's obligation under this Article shall cease on the effective date an employee resigns or retires, or the effective date an employee's contract and employment are suspended or terminated, or the effective date an employee goes on a leave of absence without pay, except such employees may continue insurance plan coverage under those conditions set forth in Ohio Revised Code section 3319.202 by paying all premium costs to the Board for such plan coverage in a timely manner as determined by the Board Treasurer.

9.0402 An employee's eligibility and his/her dependent's eligibility for insurance coverage and benefits under this Article IX shall be governed by the terms, conditions, and exclusions contained in the respective insurance plan policies, and if benefits are

denied to any employee, his/her dependents, or their heirs, executors or assigns by any insurance carrier, the Board shall not be liable in any way.

ARTICLE X - WORKING CONDITIONS

10.01 WORKDAYS IN CONTRACT YEAR

10.0101 The number of workdays in an employee's individual contract year, for those employees scheduled to work on every workday, excluding extended service workdays, shall be one hundred eighty-four (184) workdays, of which at least one hundred and seventy-one (171) work days shall be pupil contact days. At the end of the first and third quarters, there shall be one-half (½) day for teachers to do records, without students. At the end of the second and fourth quarters, there shall be one (1) full day for teachers to do records, without students.

10.0102 All scheduled workdays shall be during the work week of Monday through Friday, exclusive of scheduled holidays, except that workdays may be scheduled by the Superintendent or designee, with Association agreement, on Saturday and non-Sunday holidays in the event of unanticipated extenuating circumstances.

10.0103 If school is closed, teachers will not be required to report and the school closing will not result in a loss of pay. Days in excess of the five (5) closure days will be made up according to the adopted school calendar. Teachers are not entitled to additional compensation for the make-up days if they were previously paid for the day and were not required to work.

10.0104 An employee who is on paid leave when schools are officially closed by the Superintendent or designee due to severe weather or other emergency conditions shall receive the same pay as the employee would have received if the schools had not been closed on such days and no deduction from days of accumulated sick leave or paid personal business leave days shall be made for such closed days.

10.0105 The Superintendent or designee shall furnish the Association with a proposed school calendar at least four (4) weeks in advance of adoption of the calendar by the Board. At least two (2) weeks in advance of adoption of the school calendar, representatives of the Association shall meet with the Superintendent or designee to discuss Association recommendations for the school calendar. Final decisions in regard to the school calendar shall be within the sole and exclusive discretion of the Board.

10.02 WORKDAY AND WORK WEEK

10.0201 The start of and end of the workday for employees may vary from building to building and within buildings. The length of each full-time employee's normal workday shall not exceed seven (7) hours and thirty-five (35) minutes, which shall include a one-half (1/2) hour uninterrupted lunch period. The length of each full-time employee's normal work week shall not exceed thirty-seven (37) hours and fifty-five (55) minutes, which shall include a daily one-half (1/2) hour uninterrupted lunch period.

10.0202 After an employee reports to work at the start of the workday, an employee shall not leave that employee's school building before the end of the workday without the specific authorization of the employee's building principal or designee, except employees may leave the school building during their lunch periods after giving notice of leaving to their building principal or designee.

10.0203 The starting and dismissal times for students and the normal length of the workday for employees may be changed by the Superintendent or designee in the event of unanticipated extenuating circumstances, such as natural disasters.

10.0204 A reasonable number of in-service and/or faculty meetings may be scheduled with the Superintendent, principal or designee before or after the normal workday, but such meetings shall not exceed sixteen (16) hours per school year. A reasonable number of conferences with parents of students and school open houses for parents sponsored by the Board or the PTA, of reasonable length, may be scheduled and employees may be compelled to attend such conferences and open houses before or after the normal workday.

10.0205 All full-time employees at the secondary level (grades 7-12) except guidance counselors and librarians shall be provided with at least one (1) preparation period per workday equal in length to one (1) regular class period as scheduled that day, except when unusual circumstances necessitate not scheduling a preparation period for a particular day. All employees must use the preparation period to prepare for their classroom teaching time, record-keeping time, or for telephone conferences or meetings with parents of students, grading students' performance, completing the employee's self-evaluation form, or other such school-related work as may be approved by the employee's principal or designee.

10.0206 All employees who work full-time at the elementary level (grades K-6), except guidance counselors and librarians, shall be provided with at least two hundred (200) minutes of preparation time each work week, which shall not include the minutes the employees must be in their respective school buildings before students are to start school and after students are dismissed for the day, except when unusual circumstances necessitate not scheduling that day's preparation time. All employees must use the preparation period to prepare for their classroom teaching time, record-keeping time, or for telephone conferences or meetings with parents of students, grading students' performance, completing the employee's self-evaluation form, or other such school-related work as agreed upon by the employee and his/her principal.

10.0207 Employee conferences with parents and students shall be scheduled at reasonable times and places.

10.0208 Students will be supervised at assemblies by those teachers who are scheduled to instruct or supervise the students during the time of the day in which the assembly takes place.

10.03 CONDITIONS OF WORK

10.0301 Employees will be provided access to their respective students' emergency medical forms on file in each building principal's office electronically.

10.0302 If possible, each employee shall be given advance notification of the use of the employee's school room or materials by any outside sources.

10.0303 Teachers will have access to an area to conduct confidential business.

10.0304 Whenever employees are used in monitoring situations, the building principal or designee will attempt to do so on a fair and equitable basis among those employees available for monitoring.

10.0305 Students shall be placed appropriately and in accordance with the IEP and Federal Law and guidelines. A regular academic classroom teacher who instructs the student may be required to be a part of the IEP meeting.

10.0306 The Board shall provide employees with a safe and healthy place to work in accordance with applicable laws.

10.0307 Prior to the inclusion of a special needs student into any classroom of teacher, the teacher shall be provided the necessary resources as determined by the student's IEP.

10.0308 Employees of the bargaining unit shall not be required to perform invasive medical procedures.

10.03010 Employees may within the scope of their employment, use and apply reasonable force and restraint to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon or within the control of the student, in self-defense, or for the protection of persons or property.

10.0310 All buildings, facilities and vehicles of the Board shall be smoke-free.

10.04 JOB DESCRIPTIONS

Job descriptions shall be developed for each position held by an employee in the bargaining unit as soon as reasonably possible. The Superintendent and designee shall have the sole and exclusive discretion to determine the contents of each job description, but only after consultation with representatives of the Association. Employees shall be given copies of job descriptions which apply to their job performance.

10.05 STUDENT TEACHERS

No employee shall be assigned a student teacher without his/her prior consent. No employee shall receive a negative job performance evaluation because of his/her refusal to accept a student teacher.

10.06 CURRICULUM DEVELOPMENT AND TEXTBOOK SELECTION

10.0601 Except for curriculum leaders who are required to attend District Curriculum Committee meetings, no employees shall be required to serve on any curriculum development or textbook selection committees.

10.0602 New textbooks and/or curriculum shall become effective only after employees who will be working with the new textbooks and/or curriculum have received in-service training in the use of the new textbooks and/or curriculum.

10.07 LOCAL PROFESSIONAL DEVELOPMENT BOARD

The guidelines of the Local Professional Development and Master Teacher Board shall be followed in accordance with the State guidelines including the State's Teacher licensing system.

10.08 IN-SERVICE

The District commits to carefully selecting relevant in-service programs to make best use of District resources and best meet the individual needs of staff, further their professional growth, and accomplish District goals. The Association encourages employees to participate in an appropriate and professional manner. The effectiveness of in-service programming will be measured by the participants' written, relevant feedback after each in-service with secondary feedback two months later to gauge whether the learning has been implemented. At the conclusion of each academic year, employees will submit in writing their suggestions for desirable in-service programs for the following year.

10.09 EMPLOYMENT OF RETIRED TEACHERS

A. The Board is authorized to fill any bargaining unit vacancy with a retired teacher subject to the provisions of Section 6.03 and this section.

B. Notwithstanding any other provision of this Agreement, a certificated/licensed educator who retires and is subsequently rehired by the District shall be placed at Step 0 of the negotiated salary schedule within the educator's earned educational column (e.g., B.A., BA+15, MA, MA+15, MA+30, MA+45) upon reemployment.

   Educational column placement shall be based solely on credentials verified at the time of reemployment.

   Retire/rehired educators shall not be eligible for step advancement or movement across educational columns for the duration of their reemployment.

   In lieu of step advancement, retire/rehired educators shall receive an annual cost-of-living adjustment of two and seven tenths percent (2.7%) for a maximum of five (5) years or until final separation from employment, whichever occurs first.

C. A rehired retired teacher will be awarded a one-year limited teaching contract which shall automatically expire at the end of its term, and will not become eligible for a continuing contract during his/her period of reemployment.

D. A rehired retired teacher will not retain or accumulate seniority during his/her period of reemployment nor will he/she be eligible for severance pay upon cessation of employment.

E. These provisions will apply to all rehired retired teachers and expressly supersede all relevant provisions of Sections 3317.13, 3319.08, 3319.11 and 3319.111 of the Ohio Revised Code.

ARTICLE XI - CONCLUSION

11.01 DURATION

This Agreement shall be in effect from July 1, 2026 through June 30, 2029.

11.02 COMPLETE AGREEMENT

11.0201 The Board and the Association agree that this instrument represents the entire complete Agreement between the parties and supersedes any and all prior oral or written agreements or understandings between the Board and the Association.

11.0202 All Board resolutions, policies, practices, procedures, rules or regulations and employee wages, benefits or terms and conditions of employment which are contrary to or inconsistent with the terms of this Agreement are superseded by this Agreement. All Board resolutions, policies, practices, procedures, rules or regulations and employee wages, benefits or terms and conditions of employment, which are not contrary to or inconsistent with the terms of this Agreement, but which are not expressly incorporated into this Agreement, shall continue in effect until changed or discontinued by the Board within its sole and exclusive discretion.

11.0203 The Board will not, during the term of this Agreement, adopt or implement any wage, salary or compensation related to benefits that is not contained within this Agreement without first engaging in collective bargaining with the Association.

11.03 SEVERABILITY

If, during the life of this Agreement, there exists an applicable law or any applicable rule, regulation or order issued by any governmental authority other than the Board, which shall render invalid or restrain compliance with or enforcement of any provision of this Agreement, such provision shall be immediately suspended, and be of no effect thereafter, so long as such law, rule, regulation, or order shall remain in effect, and the parties shall meet within ten (10) calendar days to discuss and re-negotiate only that provision rendered invalid or which cannot be complied with or enforced. Such invalidation of a part or portion of this Agreement shall not invalidate any other remaining portions of this Agreement, which shall continue in full force and effect.

IN WITNESS WHEREOF, the parties hereto by their duly authorized representatives, after adoption and approval of this entire Agreement by the Board by resolution, pursuant to Ohio Revised Code section 4117.10(B), have set their hands and seals this 27 day of May, 2026.

BOARD OF EDUCATION OF THE
DEER PARK COMMUNITY CITY
SCHOOL DISTRICT

By Peggy Bosse
Peggy Bosse, Board President

DEER PARK EDUCATION ASSOCIATION
AFFILIATED WITH THE OHIO
EDUCATION ASSOCIATION AND THE
NATIONAL EDUCATION ASSOCIATION

By Allyson Stiller
Allyson Stiller, President

By _____
Jim Stoll, Superintendent

By _____
Jeff Lewis, Board Treasurer

By _____
Jennifer Hopper, Vice President

By _____
Donna Beiting, Member

By _____
Mark Devine, Member

APPENDIX "A1" 2026-2027 SUPPLEMENTAL CONTRACTS SALARY SCHEDULE
DEER PARK COMMUNITY CITY SCHOOLS

The parties agree there will be a 2% increase across all supplementals each year of the three-year contract

Base: $50,481.20

Position	No. of Positions	2026-27 % of Base	2026-27 Rate	Total Cost
Part I				
Football Varsity Coach	1	19.70%	$9,945	$9,945
Instrumental Music Director- H.S.	1	19.20%	$9,692	$9,692
Basketball Boys Varsity Coach	1	15.86%	$8,006	$8,006
Basketball Girls Varsity Coach	1	15.86%	$8,006	$8,006
Vocal Music Director-H.S.	1	14.86%	$7,502	$7,502
Parkers Head Director	1	9.41%	$4,750	$4,750
Drama Director	1	5.50%	$2,776	$2,776
Baseball Varsity Coach	1	12.37%	$6,245	$6,245
Football Varsity Asst. Coach	4	12.37%	$6,245	$24,980
Softball Varsity Coach	1	12.37%	$6,245	$6,245
Soccer Boys Varsity Coach	1	12.37%	$6,245	$6,245
Soccer Girls Varsity Coach	1	12.37%	$6,245	$6,245
Volleyball Varsity Coach	1	12.37%	$6,245	$6,245
Wrestling Varsity Coach	1	12.37%	$6,245	$6,245
Basketball Boys Reserve Coach	1	11.41%	$5,760	$5,760
Basketball Girls Reserve Coach	1	11.41%	$5,760	$5,760
Track Boys Varsity Coach	1	10.91%	$5,507	$5,507
Track Girls Varsity Coach	1	10.91%	$5,507	$5,507
Yearbook Advisor-H.S.	1	9.41%	$4,750	$4,750
Basketball Boys Varsity Asst. Coach	1	8.79%	$4,437	$4,437
Basketball Girls Varsity Asst. Coach	1	8.79%	$4,437	$4,437
Tennis Girls Coach	1	8.29%	$4,185	$4,185
Cheerleader Varsity Coach/ Basketball	1	7.29%	$3,680	$3,680
Cheerleader Varsity Coach/ Football	1	7.29%	$3,680	$3,680
Color Guard Coach	1	7.79%	$3,932	$3,932
Cross Country Coach	1	7.79%	$3,932	$3,932
Tennis Boys Coach	1	7.29%	$3,680	$3,680
Instrumental Music Asst. Director-H.S.	1	6.79%	$3,428	$3,428
Communiserve Advisor H.S.	1	6.79%	$3,428	$3,428
Football Asst. Coach (JV Freshman)	3	8.79%	$4,437	$13,311
Soccer Girls Asst. Coach	1	8.79%	$4,437	$4,437

Baseball Reserve Coach	1	7.79%	$3,932	$3,932
Softball Reserve Coach	1	7.79%	$3,932	$3,932
Soccer Boys Asst. Coach	1	8.79%	$4,437	$4,437
Bowling Head Coach	1	6.79%	$3,428	$3,428
Fine Arts Tech Director	1	6.79%	$3,428	$3,428
Instrumental Music Extracurricular/Elem/JH	1	6.79%	$3,428	$3,428
Newspaper Advisor-H.S.	1	6.79%	$3,428	$3,428
Varsity Volleyball Asst Coach	1	6.79%	$3,428	$3,428
Wrestling Reserve Coach	1	6.79%	$3,428	$3,428
Baseball Varsity Asst. Coach	1	8.14%	$4,109	$4,109
Basketball Boys 7th Grade Coach	1	8.14%	$4,109	$4,109
Basketball Boys 8th Grade Coach	1	8.14%	$4,109	$4,109
Basketball Boys Freshman Coach	1	8.14%	$4,109	$4,109
Basketball Girls 7th Grade Coach	1	8.14%	$4,109	$4,109
Basketball Girls 8th Grade Coach	1	8.14%	$4,109	$4,109
Basketball Girls Freshman Coach	1	8.14%	$4,109	$4,109
Football Boys Asst. Coach (JH)	3	8.14%	$4,109	$12,327
Soccer Boys Reserve Coach	1	8.14%	$4,109	$4,109
Soccer Girls Reserve Coach	1	8.14%	$4,109	$4,109
Softball Varsity Asst. Coach	1	8.14%	$4,109	$4,109
Volleyball Reserve Coach	1	8.14%	$4,109	$4,109
Track Boys Junior High Coach	1	7.64%	$3,857	$3,857
Track Girls Junior High Coach	1	7.64%	$3,857	$3,857
Track Boys Asst. Coach	1	7.14%	$3,604	$3,604
Track Girls Asst. Coach	1	7.14%	$3,604	$3,604
Volleyball Junior High Coach	2	7.14%	$3,604	$7,208
Class Advisor/Juniors (including prom)	1	6.14%	$3,100	$3,100
Class Advisor/Seniors	1	6.14%	$3,100	$3,100
Cross Country Coach - JH Boys	1	6.14%	$3,100	$3,100
Cross Country Coach - JH Girls	1	6.14%	$3,100	$3,100
Bowling Assistant Coach	1	6.14%	$3,100	$3,100
Wrestling Junior High Coach	1	6.14%	$3,100	$3,100
Wrestling Varsity Asst. Coach	1	6.14%	$3,100	$3,100
Cheerleader Reserve Coach/Basketball	1	5.50%	$2,776	$2,776
Cheerleader Reserve Coach/Football	1	5.50%	$2,776	$2,776
Athletic Field Coordinator - Soccer & Football	1	4.00%	$2,019	$2,019
Band Percussion Instructor (Drum guard)	1	4.00%	$2,019	$2,019
Basketball Site Manager-Boys/Girls	2	4.00%	$2,019	$4,038
Cheerleader Freshman Coach/Football	1	4.00%	$2,019	$2,019
Cheerleader Freshmen Coach/Basketball	1	4.00%	$2,019	$2,019
Cheerleader Jr. H.S. Coach/Basketball	1	4.00%	$2,019	$2,019
Cheerleader Jr. H.S. Coach/Football	1	4.00%	$2,019	$2,019
Chess Club - Jr./Sr. H.S.	1	4.00%	$2,019	$2,019

Color Guard H.S. Asst. Coach	1	4.00%	$2,019	$2,019
Dance Team Head Coach	1	4.00%	$2,019	$2,019
Local Prof. Development Board (LPDB)	5	4.00%	$2,019	$10,095
Soccer Site Manager-Boys	1	4.00%	$2,019	$2,019
Soccer Site Manager-Girls	1	4.00%	$2,019	$2,019
Volleyball Site Manager	1	4.00%	$2,019	$2,019
After School Enrichment Coordinator - Amity	1	2.80%	$1,413	$1,413
Band Winter Percussion Guard	2	2.80%	$1413	$2,826
Builders Club/Junior High Key Club	1	2.80%	$1,413	$1,413
Class Advisor/Freshman	1	2.80%	$1,413	$1,413
Class Advisor/Sophomore	1	2.80%	$1,413	$1,413
Dance Team Asst. Coach	1	2.80%	$1,413	$1,413
Football Site Manager-Grades 10-12	1	2.80%	$1,413	$1,413
Football Site Manager-Grades 7-9	1	2.80%	$1,413	$1,413
National Honor Society	1	2.80%	$1,413	$1,413
Student Council H.S.	1	2.80%	$1,413	$1,413
Vocal Music Elementary	1	2.80%	$1,413	$1,413
Yearbook Advisor - Amity	1	2.80%	$1,413	$1,413
Yearbook Advisor - Jr. H.S.	1	2.80%	$1,413	$1,413
3D Printers Club - Amity	1	2.60%	$1,313	$1,313
3D Printers Club - Jr/Sr HS	1	2.60%	$1,313	$1,313
Art Club - Jr. High	1	2.60%	$1,313	$1,313
Art Club - High School	1	2.60%	$1,313	$1,313
Art Club- Amity	1	2.60%	$1,313	$1,313
Camp Kern Coordinator	1	2.60%	$1,313	$1,313
Chick-Fil-A Leadership Academy Facilitator	1	2.60%	$1,313	$1,313
Games Club - Amity	2	2.60%	$1,313	$2,626
Green Team	1	2.60%	$1,313	$1,313
Hope Squad – Jr. High	1	2.60%	$1,313	$1,313
Hope Squad	2	2.60%	$1,313	$2,626
Interalliance Club Advisor	1	2.60%	$1,313	$1,313
International Club - Amity	1	2.60%	$1,313	$1,313
International Club - H.S.	1	2.60%	$1,313	$1,313
Mentor Specialist	1	2.60%	$1,313	$1,313
Mentor Teacher (Entry Year)	10	2.60%	$1,313	$13,130
Mock Trial	1	2.60%	$1,313	$1,313
Photography Club	1	2.60%	$1,313	$1,313
Step-up	1	2.60%	$1,313	$1,313
Student Council Jr. H.S.	1	2.60%	$1,313	$1,313
Washington DC Coordinator	1	2.60%	$1,313	$1,313
Youth Coalition (C.A.T.S.)	1	2.60%	$1,313	$1,313
Youth Service Club Amity	2	2.60%	$1,313	$2,626
Amity Cats News	1	2.60%	$1,313	$1,313

Basketball Boys Summer Director			1	1.40%	$707	$707
Basketball Girls Summer Director			1	1.40%	$707	$707
Conditioning Coach - Boys Fall			1	1.40%	$707	$707
Conditioning Coach - Boys Spring			1	1.40%	$707	$707
Conditioning Coach - Boys Summer			1	1.40%	$707	$707
Conditioning Coach - Boys Winter			1	1.40%	$707	$707
Conditioning Coach - Girls Fall			1	1.40%	$707	$707
Conditioning Coach - Girls Spring			1	1.40%	$707	$707
Conditioning Coach - Girls Summer			1	1.40%	$707	$707
Conditioning Coach - Girls Winter			1	1.40%	$707	$707
Band Auxiliary Units Instructor			7	1.00%	$505	$3,535
Parkers Asst. Technical Director			1	1.00%	$505	$505
Parkers Choreographer			5	1.00%	$505	$2,525
Amity Afterschool Enrichment Facilitators (per session, Fall, Winter, Spring)			6	0.87%	$431	$2,583
Part II - Academic Supplemental Contracts-Curriculum Leaders*						
Academic Coaches (2 Per Semester)			4	4.62%	$2,332	$9,328
AdvancED Coordinator			1	4.62%	$2,332	$2,332
School Improvement Coordinator			1	4.62%	$2,332	$2,332
Building Leadership Team						
Kindergarten			1	4.62%	$2,332	$2,332
Grade 1			1	4.62%	$2,332	$2,332
Grade 2			1	4.62%	$2,332	$2,332
Grade 3			1	4.62%	$2,332	$2,332
Grade 4			1	4.62%	$2,332	$2,332
Grade 5			1	4.62%	$2,332	$2,332
Grade 6			1	4.62%	$2,332	$2,332
Special Education K-6			1	4.62%	$2,332	$2,332
Counselor K-6			1	4.62%	$2,332	$2,332
Specials K-6			1	4.62%	$2,332	$2,332
Math 7-12			1	4.62%	$2,332	$2,332
ELA 7-12			1	4.62%	$2,332	$2,332
Science 7-12			1	4.62%	$2,332	$2,332
Social Studies 7-12			1	4.62%	$2,332	$2,332
Elective 7-12			2	4.62%	$2,332	$4,664
Special Education 7-12			1	4.62%	$2,332	$2,332
Counselor 7-12			1	4.62%	$2,332	$2,332
Technology Leadership Team			6	2.60%	$1,313	$7,878
Part III - Hourly Supplementals						
After-school Detention - Amity				0.06%	$30.00	$29.69
After-school Detention - Jr.-Sr. High				0.06%	$30.00	$29.69
After-school Tutors				0.06%	$30.00	$29.69
Home Instruction				0.06%	$30.00	$29.69
Homework Club	0.06%	$29.69	$29.69			
Summer ACT Prep Facilitator	0.06%	$29.69	$29.69			
Summer School	0.06%	$29.69	$29.69			

*The District should be mindful of diversity in subject areas in Grades 2-6.

APPENDIX "A2" 2027-2028 SUPPLEMENTAL CONTRACTS SALARY SCHEDULE

Base: $51,490.82

Position	No. of Positions	2027-28 % of Base	2027-28 Rate	Total Cost
Part I				
Football Varsity Coach	1	19.70%	$10,144	$10,144
Instrumental Music Director- H.S.	1	19.20%	$9,886	$9,886
Basketball Boys Varsity Coach	1	15.86%	$8,166	$8,166
Basketball Girls Varsity Coach	1	15.86%	$8,166	$8,166
Vocal Music Director-H.S.	1	14.86%	$7,652	$7,652
Parkers Head Director	1	9.41%	$4,845	$4,845
Drama Director	1	5.50%	$2,832	$2,832
Baseball Varsity Coach	1	12.37%	$6,369	$6,369
Football Varsity Asst. Coach	4	12.37%	$6,369	$25,476
Softball Varsity Coach	1	12.37%	$6,369	$6,369
Soccer Boys Varsity Coach	1	12.37%	$6,369	$6,369
Soccer Girls Varsity Coach	1	12.37%	$6,369	$6,369
Volleyball Varsity Coach	1	12.37%	$6,369	$6,369
Wrestling Varsity Coach	1	12.37%	$6,369	$6,369
Basketball Boys Reserve Coach	1	11.41%	$5,875	$5,875
Basketball Girls Reserve Coach	1	11.41%	$5,875	$5,875
Track Boys Varsity Coach	1	10.91%	$5,618	$5,618
Track Girls Varsity Coach	1	10.91%	$5,618	$5,618
Yearbook Advisor-H.S.	1	9.41%	$4,845	$4,845
Basketball Boys Varsity Asst. Coach	1	8.79%	$4,526	$4,526
Basketball Girls Varsity Asst. Coach	1	8.79%	$4,526	$4,526
Tennis Girls Coach	1	8.29%	$4,269	$4,269
Cheerleader Varsity Coach/ Basketball	1	7.29%	$3,754	$3,754
Cheerleader Varsity Coach/ Football	1	7.29%	$3,754	$3,754
Color Guard Coach	1	7.79%	$4,011	$4,011
Cross Country Coach	1	7.79%	$4,011	$4,011
Tennis Boys Coach	1	7.29%	$3,754	$3,754
Instrumental Music Asst. Director-H.S.	1	6.79%	$3,496	$3,496
Communiserve Advisor H.S.	1	6.79%	$3,496	$3,496
Football Asst. Coach (JV Freshman)	3	8.79%	$4,526	$13,578
Soccer Girls Asst. Coach	1	8.79%	$4,526	$4,526

Color Guard H.S. Asst. Coach	1	4.00%	$2,060	$2,060
Dance Team Head Coach	1	4.00%	$2,060	$2,060
Local Prof. Development Board (LPDB)	5	4.00%	$2,060	$10,300
Soccer Site Manager-Boys	1	4.00%	$2,060	$2,060
Soccer Site Manager-Girls	1	4.00%	$2,060	$2,060
Volleyball Site Manager	1	4.00%	$2,060	$2,060
After School Enrichment Coordinator - Amity	1	2.80%	$1,442	$1,442
Band Winter Percussion Guard	2	2.80%	$1442	$2,884
Builders Club/Junior High Key Club	1	2.80%	$1,442	$1,442
Class Advisor/Freshman	1	2.80%	$1,442	$1,442
Class Advisor/Sophomore	1	2.80%	$1,442	$1,442
Dance Team Asst. Coach	1	2.80%	$1,442	$1,442
Football Site Manager-Grades 10-12	1	2.80%	$1,442	$1,442
Football Site Manager-Grades 7-9	1	2.80%	$1,442	$1,442
National Honor Society	1	2.80%	$1,442	$1,442
Student Council H.S.	1	2.80%	$1,442	$1,442
Vocal Music Elementary	1	2.80%	$1,442	$1,442
Yearbook Advisor - Amity	1	2.80%	$1,442	$1,442
Yearbook Advisor - Jr. H.S.	1	2.80%	$1,442	$1,442
3D Printers Club - Amity	1	2.60%	$1,339	$1,339
3D Printers Club - Jr/Sr HS	1	2.60%	$1,339	$1,339
Art Club - Jr. High	1	2.60%	$1,339	$1,339
Art Club - High School	1	2.60%	$1,339	$1,339
Art Club- Amity	1	2.60%	$1,339	$1,339
Camp Kern Coordinator	1	2.60%	$1,339	$1,339
Chick-Fil-A Leadership Academy Facilitator	1	2.60%	$1,339	$1,339
Games Club - Amity	2	2.60%	$1,339	$2,678
Green Team	1	2.60%	$1,339	$1,339
Hope Squad – Jr. High	1	2.60%	$1,339	$1,339
Hope Squad	2	2.60%	$1,339	$2,678
Interalliance Club Advisor	1	2.60%	$1,339	$1,339
International Club - Amity	1	2.60%	$1,339	$1,339
International Club - H.S.	1	2.60%	$1,339	$1,339
Mentor Specialist	1	2.60%	$1,339	$1,339
Mentor Teacher (Entry Year)	10	2.60%	$1,339	$13,390
Mock Trial	1	2.60%	$1,339	$1,339
Photography Club	1	2.60%	$1,339	$1,339
Step-up	1	2.60%	$1,339	$1,339
Student Council Jr. H.S.	1	2.60%	$1,339	$1,339
Washington DC Coordinator	1	2.60%	$1,339	$1,339
Youth Coalition (C.A.T.S.)	1	2.60%	$1,339	$1,339
Youth Service Club Amity	2	2.60%	$1,339	$2,678
Amity Cats News	1	2.60%	$1,339	$1,339

Basketball Boys Summer Director	1	1.40%	$721	$721
Basketball Girls Summer Director	1	1.40%	$721	$721
Conditioning Coach - Boys Fall	1	1.40%	$721	$721
Conditioning Coach - Boys Spring	1	1.40%	$721	$721
Conditioning Coach - Boys Summer	1	1.40%	$721	$721
Conditioning Coach - Boys Winter	1	1.40%	$721	$721
Conditioning Coach - Girls Fall	1	1.40%	$721	$721
Conditioning Coach - Girls Spring	1	1.40%	$721	$721
Conditioning Coach - Girls Summer	1	1.40%	$721	$721
Conditioning Coach - Girls Winter	1	1.40%	$721	$721
Band Auxiliary Units Instructor	7	1.00%	$515	$3,605
Parkers Asst. Technical Director	1	1.00%	$515	$515
Parkers Choreographer	5	1.00%	$515	$2,575
Amity Afterschool Enrichment Facilitators (persession, Fall, Winter, Spring)	6	0.87%	$431	$2,583
Part II - Academic Supplemental Contracts-Curriculum Leaders*				
Academic Coaches (2 Per Semester)	4	4.62%	$2,379	$9,516
AdvancED Coordinator	1	4.62%	$2,379	$2,379
School Improvement Coordinator	1	4.62%	$2,379	$2,379
Building Leadership Team				
Kindergarten	1	4.62%	$2,379	$2,379
Grade 1	1	4.62%	$2,379	$2,379
Grade 2	1	4.62%	$2,379	$2,379
Grade 3	1	4.62%	$2,379	$2,379
Grade 4	1	4.62%	$2,379	$2,379
Grade 5	1	4.62%	$2,379	$2,379
Grade 6	1	4.62%	$2,379	$2,379
Special Education K-6	1	4.62%	$2,379	$2,379
Counselor K-6	1	4.62%	$2,379	$2,379
Specials K-6	1	4.62%	$2,379	$2,379
Math 7-12	1	4.62%	$2,379	$2,379
ELA 7-12	1	4.62%	$2,379	$2,379
Science 7-12	1	4.62%	$2,379	$2,379
Social Studies 7-12	1	4.62%	$2,379	$2,379
Elective 7-12	2	4.62%	$2,379	$4,758
Special Education 7-12	1	4.62%	$2,379	$2,379
Counselor 7-12	1	4.62%	$2,379	$2,379
Technology Leadership Team	6	2.60%	$1,339	$8,034
Part III - Hourly Supplementals				
After-school Detention - Amity		0.06%	$31.00	$29.69
After-school Detention - Jr.-Sr. High		0.06%	$31.00	$29.69
After-school Tutors		0.06%	$31.00	$29.69
Home Instruction		0.06%	$31.00	$29.69
Homework Club		0.06%	$29.69	$29.69
Summer ACT Prep Facilitator		0.06%	$29.69	$29.69
Summer School		0.06%	$29.69	$29.69

*The District should be mindful of diversity in subject areas in Grades 2-6.

APPENDIX "A3" 2028-2029 SUPPLEMENTAL CONTRACTS SALARY SCHEDULE

Base: $52,520.64

Position	No. of Positions	2028-29 % of Base	2028-29 Rate	Total Cost
Part I				
Football Varsity Coach	1	19.70%	$10,347	$10,347
Instrumental Music Director- H.S.	1	19.20%	$10,084	$10,084
Basketball Boys Varsity Coach	1	15.86%	$8,330	$8,330
Basketball Girls Varsity Coach	1	15.86%	$8,330	$8,330
Vocal Music Director-H.S.	1	14.86%	$7,805	$7,805
Parkers Head Director	1	9.41%	$4,942	$4,942
Drama Director	1	5.50%	$2,889	$2,889
Baseball Varsity Coach	1	12.37%	$6,497	$6,497
Football Varsity Asst. Coach	4	12.37%	$6,497	$25,988
Softball Varsity Coach	1	12.37%	$6,497	$6,497
Soccer Boys Varsity Coach	1	12.37%	$6,497	$6,497
Soccer Girls Varsity Coach	1	12.37%	$6,497	$6,497
Volleyball Varsity Coach	1	12.37%	$6,497	$6,497
Wrestling Varsity Coach	1	12.37%	$6,497	$6,497
Basketball Boys Reserve Coach	1	11.41%	$5,993	$5,993
Basketball Girls Reserve Coach	1	11.41%	$5,993	$5,993
Track Boys Varsity Coach	1	10.91%	$5,730	$5,730
Track Girls Varsity Coach	1	10.91%	$5,730	$5,730
Yearbook Advisor-H.S.	1	9.41%	$4,942	$4,942
Basketball Boys Varsity Asst. Coach	1	8.79%	$4,617	$4,617
Basketball Girls Varsity Asst. Coach	1	8.79%	$4,617	$4,617
Tennis Girls Coach	1	8.29%	$4,354	$4,354
Cheerleader Varsity Coach/ Basketball	1	7.29%	$3,829	$3,829
Cheerleader Varsity Coach/ Football	1	7.29%	$3,829	$3,829
Color Guard Coach	1	7.79%	$4,091	$4,091
Cross Country Coach	1	7.79%	$4,091	$4,091
Tennis Boys Coach	1	7.29%	$3,829	$3,829
Instrumental Music Asst. Director-H.S.	1	6.79%	$3,566	$3,566
Communiserve Advisor H.S.	1	6.79%	$3,566	$3,566
Football Asst. Coach (JV Freshman)	3	8.79%	$4,617	$13,851
Soccer Girls Asst. Coach	1	8.79%	$4,617	$4,617
Baseball Reserve Coach	1	7.79%	$4,091	$4,091
Softball Reserve Coach	1	7.79%	$4,091	$4,091
Soccer Boys Asst. Coach	1	8.79%	$4,617	$4,617
Bowling Head Coach	1	6.79%	$3,566	$3,566
Fine Arts Tech Director	1	6.79%	$3,566	$3,566
Instrumental Music Extracurricular/Elem/JH	1	6.79%	$3,566	$3,566
Newspaper Advisor-H.S.	1	6.79%	$3,566	$3,566
Varsity Volleyball Asst Coach	1	6.79%	$3,566	$3,566
Wrestling Reserve Coach	1	6.79%	$3,566	$3,566

Baseball Varsity Asst. Coach	1	8.14%	$4,275	$4,275
Basketball Boys 7th Grade Coach	1	8.14%	$4,275	$4,275
Basketball Boys 8th Grade Coach	1	8.14%	$4,275	$4,275
Basketball Boys Freshman Coach	1	8.14%	$4,275	$4,275
Basketball Girls 7th Grade Coach	1	8.14%	$4,275	$4,275
Basketball Girls 8th Grade Coach	1	8.14%	$4,275	$4,275
Basketball Girls Freshman Coach	1	8.14%	$4,275	$4,275
Football Boys Asst. Coach (JH)	3	8.14%	$4,275	$12,825
Soccer Boys Reserve Coach	1	8.14%	$4,275	$4,275
Soccer Girls Reserve Coach	1	8.14%	$4,275	$4,275
Softball Varsity Asst. Coach	1	8.14%	$4,275	$4,275
Volleyball Reserve Coach	1	8.14%	$4,275	$4,275
Track Boys Junior High Coach	1	7.64%	$4,013	$4,013
Track Girls Junior High Coach	1	7.64%	$4,013	$4,013
Track Boys Asst. Coach	1	7.14%	$3,750	$3,750
Track Girls Asst. Coach	1	7.14%	$3,750	$3,750
Volleyball Junior High Coach	2	7.14%	$3,750	$7,500
Class Advisor/Juniors (including prom)	1	6.14%	$3,225	$3,225
Class Advisor/Seniors	1	6.14%	$3,225	$3,225
Cross Country Coach - JH Boys	1	6.14%	$3,225	$3,225
Cross Country Coach - JH Girls	1	6.14%	$3,225	$3,225
Bowling Assistant Coach	1	6.14%	$3,225	$3,225
Wrestling Junior High Coach	1	6.14%	$3,225	$3,225
Wrestling Varsity Asst. Coach	1	6.14%	$3,225	$3,225
Cheerleader Reserve Coach/Basketball	1	5.50%	$2,889	$2,889
Cheerleader Reserve Coach/Football	1	5.50%	$2,889	$2,889
Athletic Field Coordinator - Soccer & Football	1	4.00%	$2,101	$2,101
Band Percussion Instructor (Drum guard)	1	4.00%	$2,101	$2,101
Basketball Site Manager-Boys/Girls	2	4.00%	$2,101	$4,202
Cheerleader Freshman Coach/Football	1	4.00%	$2,101	$2,101
Cheerleader Freshmen Coach/Basketball	1	4.00%	$2,101	$2,101
Cheerleader Jr. H.S. Coach/Basketball	1	4.00%	$2,101	$2,101
Cheerleader Jr. H.S. Coach/Football	1	4.00%	$2,101	$2,101
Chess Club - Jr./Sr. H.S.	1	4.00%	$2,101	$2,101
Color Guard H.S. Asst. Coach	1	4.00%	$2,101	$2,101
Dance Team Head Coach	1	4.00%	$2,101	$2,101
Local Prof. Development Board (LPDB)	5	4.00%	$2,101	$10,505
Soccer Site Manager-Boys	1	4.00%	$2,101	$2,101
Soccer Site Manager-Girls	1	4.00%	$2,101	$2,101
Volleyball Site Manager	1	4.00%	$2,101	$2,101
After School Enrichment Coordinator - Amity	1	2.80%	$1,471	$1,471
Band Winter Percussion Guard	2	2.80%	$1471	$2,942
Builders Club/Junior High Key Club	1	2.80%	$1,471	$1,471
Class Advisor/Freshman	1	2.80%	$1,471	$1,471
Class Advisor/Sophomore	1	2.80%	$1,471	$1,471
Dance Team Asst. Coach	1	2.80%	$1,471	$1,471
Football Site Manager-Grades 10-12	1	2.80%	$1,471	$1,471
Football Site Manager-Grades 7-9	1	2.80%	$1,471	$1,471
National Honor Society	1	2.80%	$1,471	$1,471
Student Council H.S.	1	2.80%	$1,471	$1,471
Vocal Music Elementary	1	2.80%	$1,471	$1,471
Yearbook Advisor - Amity	1	2.80%	$1,471	$1,471

Yearbook Advisor - Jr. H.S.	1	2.80%	$1,471	$1,471
3D Printers Club - Amity	1	2.60%	$1,366	$1,366
3D Printers Club - Jr/Sr High	1	2.60%	$1,366	$1,366
Art Club - Jr. High	1	2.60%	$1,366	$1,366
Art Club - High School	1	2.60%	$1,366	$1,366
Art Club- Amity	1	2.60%	$1,366	$1,366
Camp Kern Coordinator	1	2.60%	$1,366	$1,366
Chick-Fil-A Leadership Academy Facilitator	1	2.60%	$1,366	$1,366
Games Club - Amity	2	2.60%	$1,366	$2,732
Green Team	1	2.60%	$1,366	$1,366
Hope Squad – Jr. High	1	2.60%	$1,366	$1,366
Hope Squad	2	2.60%	$1,366	$2,732
Interalliance Club Advisor	1	2.60%	$1,366	$1,366
International Club - Amity	1	2.60%	$1,366	$1,366
International Club - H.S.	1	2.60%	$1,366	$1,366
Mentor Specialist	1	2.60%	$1,366	$1,366
Mentor Teacher (Entry Year)	10	2.60%	$1,366	$13,660
Mock Trial	1	2.60%	$1,366	$1,366
Photography Club	1	2.60%	$1,366	$1,366
Step-up	1	2.60%	$1,366	$1,366
Student Council Jr. H.S.	1	2.60%	$1,366	$1,366
Washington DC Coordinator	1	2.60%	$1,366	$1,366
Youth Coalition (C.A.T.S.)	1	2.60%	$1,366	$1,366
Youth Service Club Amity	2	2.60%	$1,366	$2,732
Amity Cats News	1	2.60%	$1,366	$1,366
Basketball Boys Summer Director	1	1.40%	$735	$735
Basketball Girls Summer Director	1	1.40%	$735	$735
Conditioning Coach - Boys Fall	1	1.40%	$735	$735
Conditioning Coach - Boys Spring	1	1.40%	$735	$735
Conditioning Coach - Boys Summer	1	1.40%	$735	$735
Conditioning Coach - Boys Winter	1	1.40%	$735	$735
Conditioning Coach - Girls Fall	1	1.40%	$735	$735
Conditioning Coach - Girls Spring	1	1.40%	$735	$735
Conditioning Coach - Girls Summer	1	1.40%	$735	$735
Conditioning Coach - Girls Winter	1	1.40%	$735	$735
Band Auxiliary Units Instructor	7	1.00%	$525	$3,675
Parkers Asst. Technical Director	1	1.00%	$525	$525
Parkers Choreographer	5	1.00%	$525	$2,625
Amity Afterschool Enrichment Facilitators (per session, Fall, Winter, Spring)	6	0.87%	$431	$2,583
Part II - Academic Supplemental Contracts-Curriculum Leaders*				
Academic Coaches (2 Per Semester)	4	4.62%	$2,426	$9,704
AdvancED Coordinator	1	4.62%	$2,426	$2,426
School Improvement Coordinator	1	4.62%	$2,426	$2,426
Building Leadership Team				
Kindergarten	1	4.62%	$2,426	$2,426
Grade 1	1	4.62%	$2,426	$2,426
Grade 2	1	4.62%	$2,426	$2,426
Grade 3	1	4.62%	$2,426	$2,426

Grade 4	1	4.62%	$2,426	$2,426
Grade 5	1	4.62%	$2,426	$2,426
Grade 6	1	4.62%	$2,426	$2,426
Special Education K-6	1	4.62%	$2,426	$2,426
Counselor K-6	1	4.62%	$2,426	$2,426
Specials K-6	1	4.62%	$2,426	$2,426
Math 7-12	1	4.62%	$2,426	$2,426
ELA 7-12	1	4.62%	$2,426	$2,426
Science 7-12	1	4.62%	$2,426	$2,426
Social Studies 7-12	1	4.62%	$2,426	$2,426
Elective 7-12	2	4.62%	$2,426	$4,852
Special Education 7-12	1	4.62%	$2,426	$2,426
Counselor 7-12	1	4.62%	$2,426	$2,426
Technology Leadership Team	6	2.60%	$1,366	$8,196
Part III - Hourly Supplementals				
After-school Detention - Amity		0.06%	$32.00	$29.69
After-school Detention - Jr.-Sr. High		0.06%	$32.00	$29.69
After-school Tutors		0.06%	$32.00	$29.69
Home Instruction		0.06%	$32.00	$29.69
Homework Club		0.06%	$29.69	$29.69
Summer ACT Prep Facilitator		0.06%	$29.69	$29.69
Summer School		0.06%	$29.69	$29.69

*The District should be mindful of diversity in subject areas in Grades 2-6.

APPENDIX "B" - OBSERVATION COMMUNIQUE
DEER PARK CITY SCHOOLS

I. ACTIVITY:

II. STRENGTHS NOTED:

III. SUGGESTIONS/RECOMMENDATIONS/CONCERNS:

Subject Observed _____

Date Observed_____

Time Observed _____

Signature Teacher _____

Date _____

APPENDIX "B-1" CERTIFICATED PERSONNEL/EVALUATION
DEER PARK CITY SCHOOLS

Appraisee: _____

Appraiser: _____

School Year: _____

Teaching Assignment: _____

Dates Observations Occurred:

_____

	Ineffective/Unsatisfactory	Basic	Proficient	Distinguished	Not Observed	Not Applicable
I. PLANNING AND PREPARATION						
A. Demonstrating Knowledge of Content and Pedagogy						
• Knowledge of Content • Knowledge of Pre-requisite Relationships • Knowledge of Content-Related Pedagogy						
B. Demonstrating Knowledge of Students						
• Knowledge of Characteristics of Age Group • Knowledge of Students' Varied Approaches to Learning • Knowledge of Students' Skills and Knowledge • Knowledge of Students' Interests and Cultural Heritage						
C. Selecting Instructional Goals						
• Value • Clarity • Suitability for Diverse Students • Balance						
D. Designing Coherent Instruction						
• Learning Activities • Instructional Materials and Resources • Instructional Groups • Lesson and Unit Structure						
E. Assessing Student Learning						
• Congruence with Instructional Goals • Criteria and Standards • Use for Planning						

COMMENTS: _____

_____

_____

Appraisee: _____

Appraiser: _____

School Year: _____

Teaching Assignment: _____

	Ineffective/Unsatisfactory	Basic	Proficient	Distinguished	Not Observed	Not Applicable
II. CLASSROOM ENVIRONMENT						
A. Creating an Environment of Respect and Rapport						
• Teacher Interaction with Students						
• Student Interaction						
B. Establishing a Culture for Learning						
• Importance of the Content						
• Student Pride in Work						
• Expectations for Learning and Achievement						
C. Managing Classroom Procedures						
• Management of Instructional Groups						
• Management of Transitions						
• Management of Materials and Supplies						
• Performance of Non-Instructional Duties						
D. Managing Student Behavior						
• Expectations						
• Monitoring of Student Behavior						
• Response to Student Misbehavior						
E. Organizing Physical Space						
• Safety and Arrangement of Furniture						
• Accessibility to Learning and Use of Physical Resources						

COMMENTS: _____

_____

_____

Appraisee: _____ Appraiser: _____ School Year: _____ Teaching Assignment: _____	Ineffective/Unsatisfactory	Basic	Proficient	Distinguished	Not Observed	Not Applicable
III. INSTRUCTION						
A. Communicating Clearly and Accurately						
• Directions and Procedures • Oral and Written Language						
B. Using Questioning and Discussion Techniques						
• Quality of Questions • Discussion Techniques • Student Participation						
C. Engaging Students in Learning						
• Representation of Content • Activities and Assignments • Grouping of Students • Instructional Materials and Resources • Structure and Pacing						
D. Providing Feedback to Students						
• Quality: Accurate, Substantive, Constructive, and Specific • Timeliness						
E. Demonstrating Flexibility and Responsiveness						
• Lesson Adjustment • Response to Students • Persistence						
COMMENTS: _____						

Appraisee: _____ Appraiser: _____ School Year: _____ Teaching Assignment: _____	Ineffective/Unsatisfactory	Basic	Proficient	Distinguished	Not Observed	Not Applicable
IV. PROFESSIONAL RESPONSIBILITIES						
A. Reflecting on Teaching						
• Accuracy • Use in Future Teaching						
B. Maintaining accurate records						
• Student Completion of Assignments • Student Progress in Learning • Non-Instructional Records						
C. Communicating with Families						
• Information About the Instructional Program • Information About Individual Students • Engagement of Families in the Instructional Program						
D. Contributing to the School and District						
• Relationships with Colleagues • Service to the School • Participation in School and District Projects						
E. Growing and Developing Professionally						
• Enhancement of Content Knowledge and Pedagogical Skill • Service to the Profession						
F. Showing Professionalism						
• Service to Students • Advocacy • Decision Making						
COMMENTS: _____						

APPRAISER'S STATEMENT OF APPRAISEE'S OVERALL PERFORMANCE AND SPECIFIC RECOMMENDATIONS FOR IMPROVEMENT

APPRAISEE'S STATEMENT OF OVERALL PERFORMANCE AND RESPONSE TO RECOMMENDATIONS FOR IMPROVEMENT

TARGETS:

ACTION PLAN:

Signature: _____ Date: _____
(Appraisee)

Signature: _____ Date: _____
(Appraiser)

The signature of the teacher verifies only that he/she has received a copy of this evaluation instrument. This signature does not indicate agreement or disagreement on the part of the teacher.

APPENDIX "C1" – TEACHERS' SALARY SCHEDULE 2026-2027 (2.0% INCREASE)

2026/2027 Salary Schedule — 2% Base Increase

Year	BA	BA +15	MA	MA +15	MA +30	MA +45
0	$50,481.20	$51,995.63	$56,538.94	$57,548.56	$58,558.19	$59,567.82
1	$52,500.44	$54,014.89	$59,063.00	$60,072.62	$61,082.25	$62,091.88
2	$54,519.69	$56,034.13	$61,587.06	$62,596.69	$63,606.31	$64,615.93
3	$57,043.76	$58,558.19	$64,111.12	$65,120.75	$66,130.36	$67,139.99
4	$59,567.82	$61,082.25	$66,635.18	$67,644.81	$68,654.43	$69,664.05
5	$62,091.88	$63,606.31	$69,664.05	$70,673.68	$71,683.31	$72,692.92
6	$64,615.93	$66,130.36	$72,692.92	$73,702.55	$74,712.17	$75,721.80
7	$67,139.99	$68,654.43	$75,721.80	$76,731.42	$77,741.04	$78,750.67
8	$70,168.86	$71,683.31	$78,750.67	$79,760.29	$80,769.91	$81,779.54
9	$73,197.74	$74,712.17	$82,284.35	$83,293.98	$84,303.60	$85,313.23
10	$76,226.61	$77,741.04	$85,818.04	$86,827.66	$87,837.28	$88,846.91
11	$79,255.48	$80,769.91	$89,351.71	$90,361.34	$91,370.97	$92,380.59
12	$82,789.17	$84,303.60	$93,390.21	$94,399.84	$95,409.46	$96,419.09
13	$82,789.17	$84,303.60	$93,390.21	$94,399.84	$95,409.46	$96,419.09
14	$82,789.17	$84,303.60	$93,390.21	$94,399.84	$95,409.46	$96,419.09
15	$84,808.41	$86,322.84	$95,914.27	$96,923.90	$97,933.53	$98,943.15
16	$84,808.41	$86,322.84	$95,914.27	$96,923.90	$97,933.53	$98,943.15
17	$84,808.41	$86,322.84	$95,914.27	$96,923.90	$97,933.53	$98,943.15
18	$84,808.41	$86,322.84	$95,914.27	$96,923.90	$97,933.53	$98,943.15
19	$84,808.41	$86,322.84	$95,914.27	$96,923.90	$97,933.53	$98,943.15
20	$86,322.84	$87,837.28	$97,933.53	$98,943.15	$99,952.77	$100,962.39
21	$86,322.84	$87,837.28	$97,933.53	$98,943.15	$99,952.77	$100,962.39
22	$86,322.84	$87,837.28	$97,933.53	$98,943.15	$99,952.77	$100,962.39
23	$87,332.47	$88,846.91	$98,943.15	$100,457.59	$101,467.20	$102,476.83
24	$87,332.47	$88,846.91	$98,943.15	$100,457.59	$101,467.20	$102,476.83
25	$88,342.10	$89,856.53	$99,952.77	$101,972.02	$103,486.46	$104,496.08
26	$88,342.10	$89,856.53	$99,952.77	$101,972.02	$103,486.46	$104,496.08
27	$89,351.71	$90,866.16	$101,972.02	$103,991.26	$106,010.52	$107,020.13

APPENDIX "C2" - TEACHERS SALARY SCHEDULE 2027-2028 (2.0%INCREASE)

2027/2028 Salary Schedule — 2% Base Increase

Year	BA	BA +15	MA	MA +15	MA +30	MA +45
0	$51,490.82	$53,035.54	$57,669.72	$58,699.53	$59,729.35	$60,759.18
1	$53,550.45	$55,095.19	$60,244.26	$61,274.07	$62,303.90	$63,333.72
2	$55,610.08	$57,154.81	$62,818.80	$63,848.62	$64,878.44	$65,908.25
3	$58,184.64	$59,729.35	$65,393.34	$66,423.17	$67,452.97	$68,482.79
4	$60,759.18	$62,303.90	$67,967.88	$68,997.71	$70,027.52	$71,057.33
5	$63,333.72	$64,878.44	$71,057.33	$72,087.15	$73,116.98	$74,146.78
6	$65,908.25	$67,452.97	$74,146.78	$75,176.60	$76,206.41	$77,236.24
7	$68,482.79	$70,027.52	$77,236.24	$78,266.05	$79,295.86	$80,325.68
8	$71,572.24	$73,116.98	$80,325.68	$81,355.50	$82,385.31	$83,415.13
9	$74,661.69	$76,206.41	$83,930.04	$84,959.86	$85,989.67	$87,019.49
10	$77,751.14	$79,295.86	$87,534.40	$88,564.21	$89,594.03	$90,623.85
11	$80,840.59	$82,385.31	$91,138.74	$92,168.57	$93,198.39	$94,228.20
12	$84,444.95	$85,989.67	$95,258.01	$96,287.84	$97,317.65	$98,347.47
13	$84,444.95	$85,989.67	$95,258.01	$96,287.84	$97,317.65	$98,347.47
14	$84,444.95	$85,989.67	$95,258.01	$96,287.84	$97,317.65	$98,347.47
15	$86,504.58	$88,049.30	$97,832.56	$98,862.38	$99,892.20	$100,922.01
16	$86,504.58	$88,049.30	$97,832.56	$98,862.38	$99,892.20	$100,922.01
17	$86,504.58	$88,049.30	$97,832.56	$98,862.38	$99,892.20	$100,922.01
18	$86,504.58	$88,049.30	$97,832.56	$98,862.38	$99,892.20	$100,922.01
19	$86,504.58	$88,049.30	$97,832.56	$98,862.38	$99,892.20	$100,922.01
20	$88,049.30	$89,594.03	$99,892.20	$100,922.01	$101,951.83	$102,981.64
21	$88,049.30	$89,594.03	$99,892.20	$100,922.01	$101,951.83	$102,981.64
22	$88,049.30	$89,594.03	$99,892.20	$100,922.01	$101,951.83	$102,981.64
23	$89,079.12	$90,623.85	$100,922.01	$102,466.74	$103,496.54	$104,526.37
24	$89,079.12	$90,623.85	$100,922.01	$102,466.74	$103,496.54	$104,526.37
25	$90,108.94	$91,653.66	$101,951.83	$104,011.46	$105,556.19	$106,586.00
26	$90,108.94	$91,653.66	$101,951.83	$104,011.46	$105,556.19	$106,586.00
27	$91,138.74	$92,683.48	$104,011.46	$106,071.09	$108,130.73	$109,160.53

APPENDIX "C3" – TEACHERS' SALARY SCHEDULE 2028-2029 (2.0% INCREASE)

2028/2029 Salary Schedule — 2% Base Increase

Year	BA	BA +15	MA	MA +15	MA +30	MA +45
0	$52,520.64	$54,096.25	$58,823.11	$59,873.52	$60,923.94	$61,974.36
1	$54,621.46	$56,197.09	$61,449.15	$62,499.55	$63,549.98	$64,600.39
2	$56,722.28	$58,297.91	$64,075.18	$65,125.59	$66,176.01	$67,226.42
3	$59,348.33	$60,923.94	$66,701.21	$67,751.63	$68,802.03	$69,852.45
4	$61,974.36	$63,549.98	$69,327.24	$70,377.66	$71,428.07	$72,478.48
5	$64,600.39	$66,176.01	$72,478.48	$73,528.89	$74,579.32	$75,629.72
6	$67,226.42	$68,802.03	$75,629.72	$76,680.13	$77,730.54	$78,780.96
7	$69,852.45	$71,428.07	$78,780.96	$79,831.37	$80,881.78	$81,932.19
8	$73,003.68	$74,579.32	$81,932.19	$82,982.61	$84,033.02	$85,083.43
9	$76,154.92	$77,730.54	$85,608.64	$86,659.06	$87,709.46	$88,759.88
10	$79,306.16	$80,881.78	$89,285.09	$90,335.49	$91,385.91	$92,436.33
11	$82,457.40	$84,033.02	$92,961.51	$94,011.94	$95,062.36	$96,112.76
12	$86,133.85	$87,709.46	$97,163.17	$98,213.60	$99,264.00	$100,314.42
13	$86,133.85	$87,709.46	$97,163.17	$98,213.60	$99,264.00	$100,314.42
14	$86,133.85	$87,709.46	$97,163.17	$98,213.60	$99,264.00	$100,314.42
15	$88,234.67	$89,810.29	$99,789.21	$100,839.63	$101,890.04	$102,940.45
16	$88,234.67	$89,810.29	$99,789.21	$100,839.63	$101,890.04	$102,940.45
17	$88,234.67	$89,810.29	$99,789.21	$100,839.63	$101,890.04	$102,940.45
18	$88,234.67	$89,810.29	$99,789.21	$100,839.63	$101,890.04	$102,940.45
19	$88,234.67	$89,810.29	$99,789.21	$100,839.63	$101,890.04	$102,940.45
20	$89,810.29	$91,385.91	$101,890.04	$102,940.45	$103,990.87	$105,041.27
21	$89,810.29	$91,385.91	$101,890.04	$102,940.45	$103,990.87	$105,041.27
22	$89,810.29	$91,385.91	$101,890.04	$102,940.45	$103,990.87	$105,041.27
23	$90,860.70	$92,436.33	$102,940.45	$104,516.07	$105,566.47	$106,616.90
24	$90,860.70	$92,436.33	$102,940.45	$104,516.07	$105,566.47	$106,616.90
25	$91,911.12	$93,486.73	$103,990.87	$106,091.69	$107,667.31	$108,717.72
26	$91,911.12	$93,486.73	$103,990.87	$106,091.69	$107,667.31	$108,717.72
27	$92,961.51	$94,537.15	$106,091.69	$108,192.51	$110,293.34	$111,343.74

YEARS	INDEX	INDEX	INDEX	INDEX	INDEX	INDEX
0	1.00	1.03	1.12	1.14	1.16	1.18
1	1.04	1.07	1.17	1.19	1.21	1.23
2	1.08	1.11	1.22	1.24	1.26	1.28
3	1.13	1.16	1.27	1.29	1.31	1.33
4	1.18	1.21	1.32	1.34	1.36	1.38
5	1.23	1.26	1.38	1.40	1.42	1.44
6	1.28	1.31	1.44	1.46	1.48	1.50
7	1.33	1.36	1.50	1.52	1.54	1.56
8	1.39	1.42	1.56	1.58	1.6	1.62
9	1.45	1.48	1.63	1.65	1.67	1.69
10	1.51	1.54	1.70	1.72	1.74	1.76
11	1.57	1.60	1.77	1.79	1.81	1.83
12	1.64	1.67	1.85	1.87	1.89	1.91
15	1.68	1.71	1.90	1.92	1.94	1.96
20	1.71	1.74	1.94	1.96	1.98	2.00
23	1.73	1.76	1.96	1.99	2.01	2.03
25	1.75	1.78	1.98	2.02	2.05	2.07
27	1.77	1.8	2.02	2.06	2.1	2.12

*Hours here refer to semester hours and/or professional credit for work subsequent to the date of the Bachelor degree.

APPENDIX "D" - GRIEVANCE FORM
DEER PARK EDUCATION ASSOCIATION

Name of Grievant(s): _____

Date: _____

Job Classification(s): _____

Job Location: _____

Name of Administrator/Supervisor: _____

Date Event Occurred Giving Rise to Grievance: _____

Statement of Cause of Grievance (including date, time, place and all specific factual circumstances):

_____

_____

_____

_____

_____

_____

_____

Provisions of Agreement Subject to Interpretation, Application or Alleged Violation: _____

_____

_____

_____

_____

Remedy Requested: _____

_____

_____

_____

_____

_____

_____

_____ _____

Date Received and Signature of Person Receiving Grievance Form

Signature of Grievant(s)

APPENDIX "E" - PROFESSIONAL GROWTH FUND APPLICATION FOR COLLEGE CREDIT
DEER PARK COMMUNITY CITY SCHOOLS

Name_____ Date _____

Building_____

As provided in the teacher salary schedule, the Superintendent must approve all training taken beyond the bachelor degree.

Please fill in form below and forward it to the Superintendent's Office before the course is started.

I am applying for:

A. _____ Tuition reimbursement for approved college credit.

Title of course(s):

_____ Course No. _____

_____ Course No. _____

University _____

Date of first class _____ Number of credits _____

Semester or quarter _____ Cost per credit _____

Total _____

Prior to beginning coursework/workshop the employee shall submit this application and a copy of the registration form to the Superintendent for approval. Signature acknowledges approval of coursework, not amount to be reimbursed. Amount of reimbursement will be determined after the deadline (June 30th) and the eligible amount will be reimbursed to you by October 1st. This form must be submitted prior to the class but no later than June 30th. Any class starting after June 30th will be reimbursed after June 30th of the following year.

_____ _____

Teacher's Signature Date Superintendent's Signature Date

MEMORANDUM OF UNDERSTANDING
BETWEEN THE DEER PARK COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION AND THE DEER PARK COMMUNITY EDUCATION ASSOCIATION

This Memorandum of Understanding is entered into by and between the Deer Park Education Association (hereafter referred to as "Association") and the Deer Park Community School District Board of Education (hereafter referred to as "Board of Education") and shall become effective upon execution by all parties.

WHEREAS, the Board of Education and Association are parties to a collective bargaining agreement the effective dates of which are July 1, 2026 through June 30, 2029; and

WHEREAS, the Agreement contains provisions regarding the evaluation of teachers, evaluations of school counselors and the reduction in force of teachers;

WHEREAS, the parties wish to supplement the Agreement.

NOW, THEREFORE, the parties agree to the following provisions:

1. For purposes of a reduction in force, comparability shall be determined based upon the teacher or counselor performance rating only and shall be based on a three (3) year average of the evaluation ratings, if available. The numerical values for the evaluation ratings shall be as follows:

    a. Accomplished – 4
    b. Skilled – 3
    c. Developing – 2
    d. Ineffective – 1

    CCL- Accomplished and Skilled comparable, Developing next, Ineffective last (or in other words first)

2. The District shall notify each teacher/counselor of their evaluator no later than September 30th. If an administrator retires from the district or is unable to perform the evaluations due to being on a leave of absence or other approved leave, a new evaluator will be assigned to the affected employees and a meeting will be held to discuss the evaluation process. Newly employed teachers/counselor will be given an overview of the OTES evaluation procedure no later than September 30th.

3. The timelines and frequency for observations and evaluations for OTES evaluated teachers, OSCES evaluated counselors and non-OTES teachers shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112, and this section. The first observation shall occur no later than December 15th, the second observation shall be completed no later than April 1st and the third observation, if necessary, no later than May 1st. A pre-observation conference shall be held at least one (1) workday before the first formal observation. A post observation conference will be held within five (5) workdays after each formal observation unless mutually waived by the administrator and teacher/counselor. A copy of the post observation conference form shall be provided within seven (7) workdays of the conference.

4. Teachers rated accomplished shall be evaluated once every three (3) years and teachers rated skilled shall be evaluated once every two (2) years, so long as the teacher is making progress on their Professional Growth Plan. In any year that a teacher is not formally

evaluated as a result of receiving a rating of "skilled" or "accomplished" on the teacher's most recent evaluation, a credentialed evaluator shall conduct at least one informal observation of the teacher and hold at least one conference with the teacher.

5. Evaluations shall be performed by a credentialed, licensed administrators employed by the Board of Education on an individual employment contract.

6. Walk throughs will be utilized for OTES teachers. The walk throughs shall be documented through the district approved walk through tool. The administrator will provide the member with the walkthrough form no later than three (3) workdays after the walk through. The walkthrough shall be entered into ETPES within thirty (30) days of the walkthrough. Within three (3) workdays of the sending of the feedback, the teacher may request a meeting with the administrator to discuss the walk though. Nothing herein should be construed to prohibit administration from informally observing teachers.

7. A teacher may attach a rebuttal to his/her evaluation.

8. This Memorandum shall become effective upon signatures by the Union President and the Board Representatives.

Deer Park Education Association

By: Allyson Stutes
President

Date: 6/9/2026

Deer Park Community School District
Board of Education

By: Peggy Bosse
Board President

Date: 6/15/2026

By:
Board Treasurer

Date: 6/15/2026