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MASTER AGREEMENT

THE RIVER VALLEY LOCAL BOARD OF EDUCATION

AND

THE RIVER VALLEY TEACHERS' ASSOCIATION

July 1, 2026

to

June 30, 2028

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AGREEMENT BETWEEN THE PARTIES

The attached document represents the product of negotiations between the parties. This agreement represents a contract between the River Valley Board of Education and the River Valley Teachers' Association. The effective date of this agreement shall be July 1, 2026 or as specified herein, when the parties execute by vote of their respective memberships. This agreement shall be in full force and effect until June 30, 2028.

ARTICLE 1

PREAMBLE

The River Valley Local Board of Education and the River Valley Teachers' Association are dedicated to the task of providing the best education possible for the children of River Valley Local School District. In developing high standards of performance necessary to quality education, the morale and wellbeing of the staff are factors of importance.

Mutually agreeable personnel policies not only promote wholesome attitudes and feelings about the performance of professional services, but also increase the efficiency of the professional staff in their relationship to the pupils and the community.

It is recognized that the best interests of public education will be served by establishing procedures to provide an orderly method for the River Valley Local Board of Education, the administrative staff, and representatives of the certificated professional staff to negotiate. These procedures will in no way infringe upon the following rights and responsibilities:

1. The Board of Education, under law, has the final responsibility of establishing policies for the school district.

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

3. The professional teaching staff has the responsibility of providing the best possible education in the classroom.

4. The River Valley Teachers' Association is declared the majority group for the purpose of professional negotiations.

ARTICLE 2

RECOGNITION

A. Recognition of Association

The River Valley Local Board of Education, hereinafter referred to as the Board, recognizes the River Valley Teachers' Association, hereinafter referred to as the Association, affiliated with the Ohio Education Association, and the National Education Association, as the sole and exclusive negotiations representative of all bargaining unit members.

B. Recognition of Board

The Association recognizes the Board as the locally elected body charged with the establishment of policies for public education in the River Valley Local School District and as the employer of all certificated personnel of the school system.

The Board hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio, and the United States.

The exercise of the foregoing power, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Master Contract and Ohio Statutes; to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Ohio, State Board of Education, and the Constitution and laws of the United States.

C. Recognition of Superintendent

The Association and the Board recognize the Superintendent as the chief executive officer and as professional advisor of the Board. As such, the Superintendent may actively be involved in the negotiation process.

D. Membership in Professional Organizations

Both parties recognize that certificated personnel have the right to join or not to join any organization for their professional and/or economic improvement, and that membership in any organization shall not be required as a condition of employment. Such organization may set criteria for membership but may not exclude teachers as members on the basis of sex, marital status, religion, race, creed or national origin.

E. Negotiable Items

Negotiable items will be all matters pertaining to wages, hours and terms and conditions of employment; and the continuation, modification, or deletion of terms in this collective bargaining agreement.

ARTICLE 3

ORGANIZATIONAL RIGHTS AND PRIVILEGES

A. No Reprisal for Association Membership

There will be no reprisals of any kind taken against any teacher by reason of membership in the Association or participation in any of its activities.

B. Contrary to Law

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect for the duration of this agreement.

C. Work Stoppage

The Association agrees that there shall be no strike action or work stoppage for the duration of this agreement except as otherwise provided in this agreement.

D. Released Time for Negotiations

If negotiation meetings between the Board and the Association are mutually agreed to be scheduled during a school day, the members of the Association's Negotiating Team will be relieved of all regular duties without loss of pay as necessary in order to permit their participation in such meetings.

E. Access to School Building

In order for the Association to administer this Agreement properly for the benefit of the teachers and the welfare of the school system and to otherwise properly represent the members of the negotiating unit, the representatives of the Association will have access to all school buildings and to all teachers, provided that the exercise of this right does not interfere with the educational program.

F. Availability of Budgetary and Statistical Information

The Board will, upon request, provide the Association with any documents and/or data which will assist it in developing intelligent, accurate, informed and constructive programs on behalf of teachers and their students, together with any other available information which may be necessary for the Association to formulate programs or process grievances under this Agreement.

G. Copies of Official Board Minutes

A copy of the official agenda of the meeting, and any such related attachments, will be given to the Association at least two days prior to said meeting. Minutes of Board meetings are available on the District website.

H. Access to School Facilities and Equipment

1. The Association will have the right to use school buildings without cost at reasonable times for meetings. The date, time and section of the building to be used will be approved following the regular procedure of that building.

2. The Association will have the right to use school facilities and equipment, including public address equipment, audio-visual equipment at reasonable times assuming it does not interfere with the educational program. Cost of copying, paper for Association purposes will be borne by the Association for anything run in volumes of twenty (20) copies or more.

3. The Association will have the right to purchase expendable office supplies and other materials from the Board's suppliers at the price paid by the Board. There will be one (1) bulletin board of appropriate size available for the Association in the teacher study area of each school building for the purpose of displaying notices, circulars, and other such material. Copies of all such material will be provided to the building principal prior to posting, but his/her approval will not be required.

4. The Association members will receive additional identification, which they may affix to their mailboxes. The Association has the right to place organizational notices, circulars, and other such material in all teachers' mailboxes. Copies of all such material will be provided to the Superintendent and to the building principal prior to distribution, but his/her approval will not be required.

5. The Association will have the right to have placed in the Superintendent's packet to all new teachers a letter prepared by the Association informing said teachers that the Association is recognized as the exclusive negotiating representative for all teachers in the River Valley School System.

I. Payroll Deduction of Association Dues

1. The Board agrees to deduct from the salaries of the teachers' dues and assessments for the Association and/or any one or combination of such organizations as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to such organization or organizations.

The River Valley Teachers' Association grants indemnity to the River Valley Board of Education, meaning that the consequences of all litigation would be borne by the affiliate provided:

a. The employer is required to give the affiliate ten (10) days written notice of any claim made or action filed against the employer by a non-member for which indemnification may be claimed.

b. The Association reserves the right to designate counsel to represent and defend the Employer. However, this provision shall not prevent the Employer from employing its own counsel, at its own expense, to assist in such representation. Furthermore, the Association agrees that counsel it designates to represent the Employer will in no event create or foster a conflict of interests.

c. The employer agrees to:

(1) give full and complete cooperation and assistance to the affiliate and its counsel at all levels of the proceeding;

(2) permit the affiliate or its affiliated organization to intervene as a party if it is so desired; and/or

(3) to not oppose the affiliate or its affiliated organization's application to file briefs amicus curiae in the action.

2. Each of the Teacher organizations named in Paragraph 1 above will certify to the Board in writing the current amount of its membership dues. Any organization which changes the amount of its membership dues will give the Board thirty (30) days written notice prior to the effective date of such change.

3. Deductions referred to in Paragraph 1 above will be made in equal installments on the first pay day of each month during the school year.

4. The Board will not be required to honor for any month's deduction any authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which the deductions are to be made. In September of each year the Board will provide the Association with a list of those teachers who have voluntarily authorized the Board to deduct dues for any of the organizations named in Paragraph 1 above. The Association will provide the amount of dues to be deducted for each employee beginning in October and ending on July 1 of the following year. The Board will notify the Association monthly of any changes in said list. Any teacher desiring to have the Board discontinue deductions he/she has previously authorized must so notify the Board and the Association in writing by September 30 of the school year during which such discontinuance is to be effective.

J. Payroll Deduction of Insurance

The Board agrees to deduct from teacher's salaries money for insurance not sponsored by the Board as long as at least five (5) teachers individually and voluntarily authorizes the

Board to deduct and to transmit the monies promptly to such insurance company. All action must be taken during said company's enrollment period.

K. Payroll Deduction of Annuities

The Board agrees to deduct from Teacher's salaries money for annuities and said teacher individually and voluntarily authorizes the Board to deduct and to transmit the monies promptly to the proper organizations. All action must be taken during said company's enrollment period.

L. Payroll Deduction for Credit Union

The Board agrees to deduct from teacher's salaries, money for credit union that said teacher individually and voluntarily authorizes the Board to deduct during the enrollment period and to transmit the monies promptly to credit union when the computer becomes operational.

M. Exclusive Rights of Association

The rights and/or privileges granted to the Association by Sections B, C, D, E, F, G, H, I, J, K and L of this Article will not be granted to any other teachers' group or organization which purports to represent any teacher or group of teachers covered by this Agreement.

ARTICLE 4

NEGOTIATION PROCEDURES

A. Directing Requests

Requests in writing for negotiation meetings from the Association will be made to the Board through the Superintendent. Requests from the Board or their representatives will be made in writing to the President of the Association. Requests for negotiations shall be filed no sooner than ninety (90) days prior to the expiration of this agreement.

B. Negotiation Meetings

An agreement will be reached within seven calendar days after the request as to the time and the place of the meeting which shall be held within fifteen (15) calendar days after the request has been submitted, unless both parties agree to an extension of time. Further meetings shall be held at the request of either party and the date and place shall be established at the preceding meetings upon agreement of both parties.

Negotiating meetings shall be scheduled with the least interruption of school schedules; however, if absolutely necessary and upon mutual agreement, the negotiating committee will be released from school duties without loss of pay to attend these meetings. Meetings shall be closed session unless otherwise mutually agreed to by both parties.

C. Representation

Members of the Board or their designated representative, who are not teachers as defined in this agreement, shall meet with designated representatives of the Association to negotiate in "good faith." (Good faith requires that the Association and the Board be willing to react to each other's proposals. If a proposal is unacceptable to one of the parties, that party will give amended proposals.)

Representation shall be limited to not less than three or more than five representatives for the Board, and not less than three or more than five representatives for the Association. Up to two (2) observers per side for the Board and Association may be allowed based on mutual agreement. These observers are not permitted to speak during negotiations. The names of the members of both teams shall be exchanged prior to the negotiations meeting. Neither party shall have any authority in determining the representatives for the other party. While no final agreement shall be executed without first ratification by the Association membership, and the Board, the parties mutually pledge that their representative will be clothed with all necessary power and authority to make proposals, consider proposals and to make concessions in the course of negotiations.

D. Assistance

Either party may call upon professional and lay assistance to consider a matter under discussion and to make suggestions. Such consultants may be used in the negotiation meetings. Necessary clerical assistance shall be provided by each team.

E. Study Committee

The negotiating committees may appoint joint ad hoc study committees to research, study, and develop projects, reports and programs, and to make recommendations on matters under consideration. The committees shall report in writing all findings to both parties.

F. Information

The Board and the Superintendent agree to furnish the Association's negotiation committee upon request and within seven calendar days of its request both prior to and during negotiations, all available current information concerning financial resources of the district and such other information as will assist the Association in developing intelligent, accurate, and constructive programs on behalf of the teachers, the students and the educational program.

The Association agrees to furnish all available information on its proposals to the Board's negotiating committee within seven (7) calendar days of its request both prior to and during negotiations, to support the development of sound programs for the school district.

G. While Negotiations are in Progress

1. Caucuses

The chairman of either committee may caucus his/her group for independent discussion at any time. Caucuses will be no longer than thirty minutes except by mutual agreement.

2. Recesses

The chairman of either committee may call a recess when it appears no more meaningful discussion can be accomplished. Such recesses should be of reasonable length but should not exceed forty-eight (48) hours unless extended by mutual agreement.

3. Protocol

No action to coerce or censor or penalize any negotiating participants shall be made or implied as a result of participation in any part of the negotiation process.

4. Item Agreement

As negotiation items receive tentative agreement, they shall be reduced to writing and initialed by each party. Such initialing shall be construed as final agreement of both negotiations committees. Articles not offered for amendment or deletion shall be reduced to writing and included in the successor agreement prior to final ratification.

5. Schedule of Meetings

Until all negotiation meetings are completed, each meeting shall include a decision on an agreed time and place for the next subsequent meeting and the minimum items to be negotiated at said meeting.

6. Progress Reports

Periodic progress reports may be given anytime to bodies being represented by both negotiations committees assuming that it does not interfere with the educational program.

7. News Releases

Any news releases given to the media during the negotiations process must be approved by both parties prior to release.

H. Agreement

When an agreement is reached through negotiating, the outcome shall be reduced to writing and submitted to the Association and the Board for ratification. The agreement shall then

be signed by the parties and implemented. These items shall be reduced to writing and distributed to the teachers. When necessary, the provisions shall be reflected in individual teacher's contracts.

The cost of printing and distributing the collective bargaining agreement will be shared equally by the parties.

I. Disagreement

1. Responsibilities

Both parties pledge themselves to negotiate in good faith and to utilize in good faith the facilities provided by this document to reach an agreement.

2. If an impasse is declared by either party during negotiations, a written declaration of impasse will be submitted to the other committee chairperson effective five (5) calendar days from date of letter.

3. A joint request will be made for the services of the Federal Mediation and Conciliation Services or another mutually agreeable mediation service provider. Mediation will continue with daily sessions for a maximum of fifteen (15) days unless the progress is mutually extended for the purpose of resolution.

4. Costs

The expenses of the mediation shall be borne equally by the parties. Each party shall pay the cost of any consultants or persons appearing at their request.

J. Rights of Individuals

Nothing in this Document shall prohibit any certificated employee from representing views, proposals, or grievances to the Administrative Staff or to the Board in accordance with established procedure. Negotiations, however, shall be conducted according to this Procedure in Article 4.

K. Provisions Contrary to Law

If any provisions of this Document or any application of the Document to any certificated person or persons shall be found contrary to law, then this provision or application shall be deemed invalid except to the extent permitted by law, but all other provisions hereto shall continue in full force and effect. Any such provisions found to be contrary to law shall be re-negotiated according to the Provisions of Article 4 of this Document.

L. Definitions

1. Professional Negotiations means conferring, discussion, and negotiating in good faith by a Board of Education or its designated full-time administrative

representatives, and a recognized teacher organization through its designated representatives in an effort to reach agreement on matters of concern.

2. Good faith requires that the Association and the Board be willing to react to each other's proposals. If a proposal is unacceptable to one of the parties, that party will give amended proposals.

3. Negotiations Committees are the designated representatives of the Board and of the Association.

4. Ratification shall be accomplished by formal approval of two-thirds (2/3) of the membership of the River Valley Teachers' Association. The tentative agreement will be presented to the Board for ratification at the next regular Board meeting following ratification by the Association, but in no event later than twenty-eight days following ratification by the Association.

5. Teachers are any certificated/licensed employees of the River Valley Local School District holding educational certifications/licensures and who serve the district in a regular contractual, non-administrative capacity defined by Ohio Revised Code 3319.09(A) and 3319.02 as a "teaching position" excluding tutors.

6. River Valley Teachers' Association is the official organization of the River Valley Teachers.

7. Impasse is the point at which agreement has not been reached and is a stalemate in interaction of the two committees in that all proposals or counter-proposals are unsatisfactory.

8. Accurate Minutes - The secretary shall record as directed by either committee important points under discussion, the reasons for and against the conclusions derived.

9. Professional Conditions shall be defined as: conditions involving sick, professional, and sabbatical leave; teacher welfare provisions; schedules; school calendar; payroll deductions; professional requirements; provisions for teacher participation in educational study and innovations; and any changes in procedures.

M. Preliminary Sessions

The Board and the Association may, upon mutual agreement, hold study sessions prior to formal negotiations.

N. Amending Procedure

This document shall be subject to amendment according to procedure set forth in Article 4 of this document.

ARTICLE 5

GRIEVANCE PROCEDURE

A. Definitions

1. "Grievance" shall mean a claim by a member of the bargaining unit, or union that there has been a violation, misinterpretation or misapplication of the language in this contract.

2. "Class Action Grievance" shall be a grievance arising from the same set of circumstances which affects more than one member of the bargaining unit.

3. A class action grievance shall be filed in the building where the majority of the bargaining unit members affected reside.

4. All class action grievances shall list the names of the affected bargaining unit members, or if the grievance affects the entire bargaining unit the form shall so state.

5. When an individual bargaining unit member chooses not to be included in a class action grievance, that right shall be extended to said bargaining unit member.

6. "Grievant" shall mean the union or member of the bargaining unit initiating a grievance.

7. "Immediate Supervisor," for purposes of the grievance procedure, shall mean the lowest level administrator having the authority to resolve the grievance. Should a grievance be filed at an inappropriate level, the administrator receiving said grievance may forward the Grievant to a lower level administrator.

8. "Days" shall mean days in which the office of the Superintendent is open as posted on the school district's website.

B. Purpose

The purpose of this procedure is to resolve the grievance at the lowest level. Both parties agree that grievances will be processed as expeditiously as possible.

C. Rights of the Grievant and the Union

1. The Grievant has the right to union representation at all meetings and hearings involving the grievance. At the informal level, the representative should be a local Association Representative.

2. The union has the right to be present for the adjustment of any grievance.

3. Grievance forms shall be exhibited in the appendix of this contract.

4. The union and the aggrieved bargaining unit member must mutually agree to proceed to arbitration step of this procedure.

5. The union shall receive copies of all communications in the processing of grievances.

D. Timelines

1. The number of days indicated at each step of the procedure shall be maximum and may be extended only by written mutual agreement of the parties.

2. A grievance shall be filed within fifteen (15) days of the act or the time the Grievant should have been aware of the act upon which the grievance is based.

3. Failure of the Grievant to comply with the timelines of this procedure shall cause the grievance to be dismissed.

4. Failure of the Board to comply with the timelines in this procedure shall result in the elevation of the grievance to the next step in the procedure.

E. Informal Procedure

When a member of the bargaining unit becomes aware of an act on which a grievance may be based, the bargaining unit member shall first discuss it with their immediate supervisor. There shall be an attempt to resolve the problem informally prior to the filing of the grievance. The union shall be so notified of any adjustments that may occur during the informal procedure.

F. Grievance Procedure

If the problem is not resolved through the informal procedure, the Grievant may file, within the timelines of D. 2., above, a written grievance with their immediate supervisor.

1. Step 1

a. The immediate supervisor shall arrange and hold a hearing within five (5) days of receipt of the grievance. The union, Grievant and Board may present evidence to sustain their position.

b. Within five (5) days of the conclusion of the hearing, the union and the Grievant shall receive a written response from the immediate supervisor.

c. If the Grievant is not satisfied with the response of the immediate supervisor, he/she may file, within five (5) days, a written form to proceed to Step 2.

2. Step 2

a. Within five (5) days of the filing of the form, the Superintendent or Superintendent/Designee shall arrange and conduct a hearing in the same manner and for the same purpose as set forth in Step 1.

b. Within five (5) days after the hearing the Superintendent or Superintendent/Designee shall provide a written response to the union and the Grievant.

3. Step 3

a. Within five (5) days of receipt of the Step 2 response, or if the Step 2 supervisor fails to file a timely response, the Grievant and the union shall notify the Board of their intent to proceed to arbitration.

b. Selection of the Arbitrator. The arbitrator shall be selected from a list supplied by the American Arbitration Association. All procedures relative to the arbitration shall be according to the voluntary rules and regulations of the American Arbitration Association.

c. Authority of the Arbitrator. The arbitrator shall have no authority to add to, subtract from, modify, change, or alter any of the provisions of this contract or add to, subtract from, modify, change, or alter the language herein in arriving at a determination of any issue presented. The arbitrator shall be expressly confined to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue(s) not so submitted and further, shall have no authority to submit observations or declarations of opinions which are not directly essential in reaching the determination. The decision of the arbitrator shall be final and binding on the Board, the Grievant and the union.

d. Cost of Arbitration. The cost for the service of the arbitrator, including per diem expenses, if any, and his/her travel and subsistence and the cost of any hearing room will be borne by the unsuccessful party. Any other costs will be borne by the party incurring them.

G. Miscellaneous

1. All communications, regarding grievances, shall be reduced to writing and hand delivered or mailed by certified mail, return receipt requested. The Board shall provide the union with a copy of all communications.

2. Constructive receipt by the Board shall be construed to be the delivery date to the office of the immediate supervisor.

3. Constructive receipt by the Grievant shall be construed to be the delivery date to the Grievant or the Union President.

4. Meetings and hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.

5. All parties at interest shall be permitted to attend a grievance meeting or arbitration hearing with no loss of pay or benefits. The parties to this agreement will attempt at all times to schedule hearings at times other than during the work day.

6. No reprisal or recriminations shall be taken against any member of the bargaining unit who files or takes part in a grievance.

7. A grievance may be withdrawn by the union or the Grievant at any time without prejudice.

ARTICLE 6

TEACHING HOURS AND LOAD

A. Teacher Workday

Teachers' workday will begin fifteen (15) minutes before the scheduled student arrival time and will end fifteen (15) minutes after the scheduled student dismissal time in each building.

B. Teacher Work Year

The work year of teachers employed on a nine (9) month basis will be determined by the school calendar which will not exceed 184 days. The work year of teachers employed on a ten (10) month basis will not exceed 20 additional work days. The work year of teachers employed on an eleven (11) month basis will not exceed 40 additional work days. The work year of teachers employed on a twelve (12) month basis will not exceed 60 additional work days. The "work year" will include days when pupils are in attendance, conference days, and required teacher meetings and also extend to make up days mandated due to closing for lack of funds, weather, and acts of God.

Paid calamity days will be limited to 5 days. Calamity days 6, 7 and 8 will be covered by blizzard bags or remote learning (if this option is available). Any blizzard bag day or remote learning day will be treated as a regular work day. Teachers will be afforded one work day at the beginning of each school year to set up their classroom, with up to 2 hours of that day allocated for staff meetings by the administration.

Any teacher who accepts a contract to work beyond the regular work year set forth in Paragraph 1 above will be compensated.

A draft of the calendar for each of the school years covered by this Agreement will be presented to the Association President, who will provide for input of the teachers before a final decision is made.

C. Faculty Meetings

Teachers shall attend without additional compensation faculty or other professional meetings as necessary to fulfill the objectives of this Agreement.

Attendance at other functions outside the regular workday will be at the option of the individual teacher. Required activities will be building meetings and in-service(s). Building meetings will be held regularly or as needed. Teachers will be provided advance notice of building meetings, copies of the agenda, and the opportunity to add items to the agenda. Every effort will be made to have additional agenda items submitted a day in advance.

D. Lunch Period

Teachers will have a daily duty-free lunch period of at least thirty (30) minutes.

E. Preparation Time

Classroom teachers will, in addition to their lunch period, have preparation time during which they will not be assigned to any other duties as follows:

1. Elementary School - 240 minutes per week with no less than 35 minutes per day within the student day.

2. Middle School - One single class period, not to exceed 45 minutes per day.

3. Senior High School - One single class period, not to exceed 45 minutes per day.

4. Exceptions to the provisions of Sections A, B, C, D and E above may be made only in cases of extreme emergency, including but not limited to homeroom, two (2) hour delay, assembly, etc. The Association will be notified in each instance, in advance if possible. A disagreement over whether an exception is justified will be subject to the grievance procedure set forth herein and will be initiated at Level Three thereof.

F. Extracurricular Activities

Teacher participation in extracurricular activities will be strictly voluntary, except that all music teachers will be required to participate in two evening concerts per year (winter and spring) at the Board's discretion. Additional concerts may be scheduled in buildings as agreed between the teachers and the principals. Teachers with supplemental contracts will be compensated for all such participation in accordance with the provisions of Appendix D of this Agreement.

ARTICLE 7

CLASS SIZE

A. Maximum Class Size

In Elementary classrooms with class size in excess of twenty-eight (28) students, or in excess of thirty-five (35) students for special or elective classes, a paid aide will be provided within seven (7) days after a request has been made by the teacher.

B. Further Limitations

The Board and the Association agree that further reductions in the class size limitations set forth above are desirable, and to the extent possible such reductions will be made.

C. Capacities

Notwithstanding the foregoing limits, pupils will not be placed in any classroom in larger numbers than the capacity of the teaching facilities and the stations available in that classroom; nor shall they be placed in a classroom unless (a) there is adequate equipment; (b) it can be safely supervised; and (c) its arrangements are appropriate to the course content. When developing class assignments, building principals will make every attempt to equally distribute special students who may be mainstreamed.

D. Inclusion Committee

Any classroom teacher who has a special needs child placed in his/her classroom will be part of the child's Individual Education Plan (IEP) team.

ARTICLE 8

TEACHER FACILITIES

A. Facilities

There will be a continuing effort between staff and administration to work on the following goals regarding teacher facilities.

1. A serviceable desk and chair and a filing cabinet of adequate size for teacher use in each classroom.

2. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.

3. A communication system so that teachers can communicate with the main building office from their classrooms.

4. Adequate space in each classroom in which teachers may safely store instructional materials and supplies.

5. In addition to the aforementioned teacher work area, an appropriately furnished room, as a faculty lounge. Although teachers will be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge, it will be maintained and cleaned regularly by the custodial staff.

6. Well-lighted and clean staff rest rooms separate from student rest rooms and a separate, private dining area for the exclusive use of staff will be provided.

B. Availability of Key

In order to permit freedom of access both during and after regular school hours all teachers will be given keys to the faculty lounge, work area and interior hallway gates of their base school. Subject to reasonable regulation, all teachers will be provided, upon request, with a key or other means of access through an outside door to their area of the building during non-school hours.

C. Availability of Parking

An adequate part of the parking lot at each school will be reserved for teacher parking.

ARTICLE 9

TEACHER SUBSTITUTION

A. Substitute teachers will be provided for all teachers who are absent, including special areas. Teachers are required to have lesson plans and class lists available for substitutes. Teachers may fulfill this requirement by making available a substitute folder in an easily accessible location which contains contingency lesson plans for at least one (1) day.

B. The Administration may ask bargaining unit members to instruct students assigned to other classes during their scheduled planning period when no substitute teacher is available. Bargaining unit members who perform instructional duties in grades K-12 in lieu of their scheduled planning period shall be paid twenty dollars ($20.00) per planning period. Bargaining unit members who perform additional instructional duties when a substitute teacher is not available in grades K-5 shall be paid thirty-five dollars ($35.00) per day. A bargaining unit member shall have the option to refuse relinquishing his/her planning period other than one (1) grade level/subject specific level meeting per week.

ARTICLE 10

SICK LEAVE

A. Days per Year and Accumulation

Teachers shall be credited with sick leave at a rate of one and one-fourth (1-1/4) days per month for a total of fifteen (15) days per year, up to a total of two hundred and twenty-five (225) days.

B. New Teachers

Teachers new to the district shall be credited with fifteen (15) days of sick leave on the first day of the school year and shall accrue sick leave commencing with the second year the same as teachers in (A) above.

Teachers new to the district after the beginning of the year shall have five (5) days of sick leave immediately upon employment and shall accrue sick leave as teachers in (A) above; however, such five (5) days of advanced leave shall be deducted from the sick leave accrued during the remainder of the year.

C. Arranging Substitutes

No teacher using sick leave will be required to arrange for their own substitute.

D. Sick Leave Form

Teachers using sick leave for an extended period are required to complete the Extended Use of Sick Leave form.

E. Sick Leave for Family Members

Sick leave may be used for illness of all members of the immediate household and/or spouse, children, father, mother, brother, sister, grandparents, father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, guardians, and anyone of whom said teacher is a guardian.

F. Sick Leave Bank

In the event a member of the bargaining unit exhausts his/her sick leave accumulation due to a severe long-term illness or disability, the member of the bargaining unit may request sick leave days that have been voluntarily donated by unit members from their individually accumulated sick leave to the district sick leave bank.

The District Treasurer and a designated Association Representative shall jointly develop a program which will ensure equitable treatment of all bargaining unit members.

The sick leave bank may be used after the delivery of a baby for post-partum recovery only in accordance with the timelines set forth in Article 12, Section (B)(1)(b), relating to the use of sick leave after delivery.

In no case shall this plan prevent or prolong a unit member's applying for and going on disability retirement. In no instance shall a member be allocated more than thirty (30) days from the bank per request, and a maximum of sixty (60) days per school year, unless otherwise approved by the Superintendent and the Association.

A request for donations shall be made only when use is anticipated. Employees must exhaust their own sick leave before Sick Leave Bank donated days are added to the employee's leave balance.

G. Sick Leave Increments

Sick leave can be taken in one (1) day or half (1/2) day increments.

Classroom coverage will be at no cost to the Board when mutually arranged by bargaining unit members. Verbal approval for such an arrangement must be provided by the appropriate administrator. A leave request must be turned in by a teacher leaving the classroom for more than two (2) standard periods for grades 6-12 or 90 minutes for grades PK-5.

ARTICLE 11

TEMPORARY LEAVES OF ABSENCE

A. Paid Leave

Teachers will be entitled to the following temporary leaves of absence without loss of pay each school year:

1. Personal Leave

Three (3) days leave of absence if employed on a nine (9) month basis for personal, legal, business, household or family matters which require absence during school hours. Notice to the teacher's principal or other immediate superior that personal leave is to be taken will be given at least one (1) day before taking such leave (except in the case of emergencies). The applicant for such leave will not be required to state the reason for taking such leave other than that he/she is taking it under this Section of the Agreement. No personal leave days will be granted on the day before or after a scheduled vacation, legal holiday, scheduled non-school day, and the first or last day of the school year.

Personal leave requests of two or more consecutive days must be accompanied by stated reasons for personal leave and must be approved or disapproved by the Superintendent at least five days prior to the day of the leave (except in cases of documented emergencies.) Only one (1) personal leave day is available after April 15 each year. Any teacher who does not use any of the three (3) personal days and

any dock days will be reimbursed by the Board in the amount of $100.00 per unused day, to be paid by July 10, or personal leave can be converted into sick leave time by June 30th at the member's request. One (1) unused personal day may be rolled over to the following school year to a maximum accumulation of four (4) days.

2. Professional Leave

Such time as is necessary for representatives of the Association to attend conferences and conventions of state and national organizations according to the following procedure:

Professional Conference

A professional employee who wishes to attend a professional conference must submit the request at least two weeks in advance of the conference for approval by the Principal and the Superintendent.

It is felt that information derived from professional conferences should be shared with other staff members, therefore, an employee who attends a conference is obligated to share information and materials in the following manner:

a. Distribute copies of a synopsis of the important points brought out in the conference to all elementary buildings.

b. Give a brief account at the next regular building staff meeting.

i. Coaches' Clinics - The head coach plus one coaching staff member may be authorized to attend the coaches' clinic.

ii. Association Business - Teachers will be permitted to attend conventions for Association purposes provided that the Association assumes the cost of the substitute.

3. Jury Duty

Such time as is necessary for appearance in any legal proceeding connected with the teacher's employment or with the school system or in any other legal proceeding if the teacher is required by law to attend, including jury duty. Compensation for jury duty paid by the court to the bargaining unit member shall be submitted by the bargaining unit member to the Board Treasurer within five (5) months of the time of jury duty and the bargaining unit member will maintain per diem salary.

Employees shall return to work when released from jury duty within a thirty (30) mile geographical area if one-half or more of the employee's day remains at the time of his/her release from jury duty.

4. Temporary Military Leave

The Board will grant military leave, paid or unpaid as required by state and federal law.

5. Assault Leave

Any certificated employee who is absent due to physical or mental disability resulting directly from a physical assault by a student, parent, citizen or staff member, which occurs in the course of Board employment, will be maintained on full pay status during the period of absence not to exceed thirty (30) days, non-accumulative, per assault. In all cases, a certificate of disability from a licensed physician stating the nature of the disability and its expected duration will be required.

Said certificated teacher shall sign a statement stating that such leave was due to physical or mental disability resulting from an assault which occurred during the course of employment with the Board of Education.

Assault leave granted under the above agreement shall not be charged against sick leave earned or earnable under Section 3319.141 of the Ohio Revised Code.

6. Other Leaves

Short-term leaves of absence with pay which may be granted by the Board for good and sufficient reason.

B. Addition to Sick Leave

Leaves taken pursuant to Section A(6) above will be in addition to any sick leave to which the teacher is entitled. No teacher will be required to arrange for his/her own substitute. However, teachers are required to have class lists and lesson plans or a substitute contingency lesson plans folder available for the substitute except in cases where the leave is granted based on an emergency.

ARTICLE 12

EXTENDED LEAVES OF ABSENCE

Upon return from a leave granted pursuant to Section A or E of this Article, a member of the bargaining unit will be considered as if such member were actively employed by the Board during the leave and will be placed at the proper step of the salary schedule. Except as otherwise provided in Section C of this Article, a member of the bargaining unit will not receive increment credit for time spent on a leave granted pursuant to Section C, D, E, F, G, H or I of this Article, nor will such time count toward the fulfillment of the time requirements for acquiring tenure.

A member of the bargaining unit on a leave of absence for a full school year shall notify the Superintendent in writing prior to March 1 of the desire of the member of the bargaining unit to return to duty on the first day of school.

All benefits to which a member of the bargaining unit was entitled at the time of such member's leave of absence commenced, including unused accumulated sick leave, will be restored to the member of the bargaining unit upon such member's return, and the bargaining unit member will be assigned to the same position which the member held at the time said leave commenced, if in existence or, if not, to a substantially equivalent position.

While on unpaid leave, a member of the bargaining unit will have the option to remain an active participant in the State Teachers Retirement System and/or other fringe benefit programs by contributing thereto the amount such member would have been required to contribute if actively employed plus the amount that the Board would have been required to contribute if the member of the bargaining unit were actively employed. While on unpaid leave, the employee shall not be gainfully employed elsewhere.

All requests for extensions or renewals of leaves will be applied for and acted upon in writing.

A member of the bargaining unit on a leave of absence will be subject to the provisions relative to reductions in staff.

A. Peace Corps, Vista, National, Teacher Corps Leaves

A leave of absence without pay for up to two (2) years may be granted to any member of the bargaining unit who joins the Peace Corps, VISTA, National Teacher Corps, or who serves as an exchange teacher or an overseas teacher, and who is a full-time participant in any of such programs, or who accepts a Fullbright Scholarship.

B. Parental Leave

1. A parental leave of absence without pay will be granted to a member of the bargaining unit for the purpose of child bearing and/or child rearing as follows:

a. A member of the bargaining unit who is pregnant will be granted a leave to begin at any time after commencement of her pregnancy and up to one (1) year after the child is born to her. Said member of the bargaining unit must, however, provide a request for such leave forty-five (45) calendar days before the desired date of the start of the leave unless otherwise requested on the extended leave of absence form except in case of emergency. A member of the bargaining unit who is pregnant may continue in active employment as late into her pregnancy as she desires, provided she is able to properly perform her required functions. Any pregnant employee who by reason of such pregnancy is unable to perform her duties shall be granted sick leave for a period beginning two (2) weeks prior to the date of delivery.

b. A member of the bargaining unit may, in consultation with her attending physician, use up to forty (40) sick leave days for the period of post-partum recovery, which occurs within fifty-six (56) calendar days after delivery.

A male teacher will be entitled, upon request, to a leave to begin at any time between the birth of his child and one (1) year thereafter. Said member of the bargaining unit will, however, have to provide 45 days' notice as to the desired commencement of the leave. While on unpaid leave, the employee shall not be gainfully employed elsewhere.

A member of the bargaining unit adopting an infant child (i.e., one (1) year of age or less) will be entitled upon request to a leave to commence at any time during the first year after receiving de facto custody of said infant child, or prior to receiving such custody if necessary in order to fulfill the requirements for adoption. Such leave will commence after a written request has been filed 45 days in advance of the desired date of commencement unless circumstances make such impossible.

2. A member of the bargaining unit who is granted a parental leave of absence pursuant to Section B. 1, above, will:

a. Immediately be assigned to the same position which he/she held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position. Upon his/her return, said member of the bargaining unit will be treated in accordance with the provisions of this Agreement regarding the return to active employment of a teacher who has been on sick leave.

b. Notify the Superintendent in writing at least forty-five (45) calendar days prior to the commencement date of the requested leave and said leave shall be granted for the balance of the school year in which the birth or adoption of a child is expected unless such leave is earlier terminated as herein provided.

c. The leave may be extended, as long as the extension is taken contiguously, for one (1) additional school year upon request of the member of the bargaining unit to the Board made not later than March 1 preceding the year for which such extension is requested.

d. Where the group insurance policy permits, a member of the bargaining unit on child care leave may continue to participate in those benefits which are provided to other members of the bargaining unit by payment of the group rate for such benefits.

e. When both spouses are employed by the Board, only one (1) spouse at a time is eligible for a child care leave of absence.

C. Leave for Care of Sick Family Member

A leave of absence without pay for up to one (1) year may be granted to a member of the bargaining unit for the purpose of caring for a sick member of the immediate family of the member of the bargaining unit as defined in Article 10, E of this Agreement. Additional leave may be granted at the discretion of the Board.

D. Leave for Personal Illness

After five (5) years of continuous employment in the River Valley School System, a teacher will be granted a leave of absence, without pay, for up to one (1) year for health reasons. Requests for such leave will be supported by appropriate medical evidence.

E. Extension Leave for Personal Illness

Members of the bargaining unit whose personal illness extends beyond the period covered by their accumulated sick leave and any additional sick leave granted to them by the Board may be granted further leave for such time as is necessary for complete recovery from such illness. Requests for such leave will be supported by appropriate medical evidence.

F. Professional Study or Travel

1. Leaves of absence for professional study or travel may be granted to teachers on the basis of either one (1) or two (2) full semesters as long as a suitable substitute can be found. Application for such leave is to be made no less than sixty (60) days in advance of the beginning of the grading period, during which the member of the bargaining unit would be absent. An applicant for leave for professional study shall outline, in writing, the program of study to be pursued. Such a program shall, in general, include a full college load, twelve (12) quarter hours, or its equivalent, and the Superintendent of Schools shall recommend the approval of such leave only if it appears that the program of study is of such a nature as to contribute directly to improved educational conditions in the River Valley Local Schools.

2. Leaves of absence for travel will be requested in writing, in which the scope or nature of the travel shall be outlined in detail. Such applications must show clearly how the travel will contribute directly to improved classroom instruction and the reasons why such travel cannot be accomplished when schools are not in session.

3. In no case shall leave of absence for professional study or for travel be granted for periods of less than one (1) semester and only when it can be shown that the program of the River Valley Local Schools will not suffer as a result of the granting of such leave. Absence for either of the above reasons, without leave having been granted, shall be considered as termination of contract by the teacher.

4. Termination of the above two (2) kinds of leave shall be only on written request of the member of the bargaining unit on leave, said request being filed with the Superintendent of Schools not less than 120 days for a member of the bargaining unit on a two (2) semester leave or sixty (60) days for a member of the bargaining

unit on a one (1) semester leave prior to the return to duty of the member. Failure to comply with this regulation shall be deemed an automatic resignation.

5. Any member of the bargaining unit who, while on leave for professional study or for travel, shall engage in full-time employment comparable to such employment with the River Valley Local Schools shall be considered to have terminated his/her contract.

6. Reinstatement to the staff following either of the above types of leaves shall be made only if the Superintendent shall find that there has been substantial compliance with the originally approved program of study or travel. No compensation shall be paid to any teacher while absent on either of the above leaves.

G. Sabbatical Leave

1. Upon written application made not later than March 1 of any school year, and with the approval of the Superintendent of Schools and the Board of Education, not more than three (3) teachers shall be granted sabbatical leaves for the following school year.

2. All applications for sabbatical leaves will be reviewed for recommendation to the Superintendent and Board by a committee consisting of two (2) appointed administrators and (2) representatives appointed by the Association. The committee shall consider, among other qualifications, the following:

   a. The proposed program of the applicant as related to professional graduate study, travel, writing or research.

   b. The value of the proposed program to the River Valley Local Schools, its pupils, and the individual applicant.

   c. The applicant's total length of service with the River Valley Local Schools.

   d. The member of the bargaining unit must have successful teaching experience in the River Valley Local School District.

3. Applicants approved by the Board for a sabbatical leave will be notified of their approval by April 30 or as soon thereafter as possible. Members of the bargaining unit on a sabbatical leave shall be entitled to a salary equal to one-half ($^1/_2$) the difference between the bargaining unit member's regular contract salary in effect at the time the sabbatical leave is approved and that of the substitute. Payment will be made in a lump sum upon return to service.

4. A member of the bargaining unit on sabbatical leave will be given an employment contract for the year of leave.

5. In order to be eligible for a sabbatical leave, a member of the bargaining unit must have been employed in the River Valley Local Schools for at least five (5) years.

6. Members of the bargaining unit requesting such leaves must accompany their application with a detailed plan for the use of their sabbatical leaves. Within sixty (60) days after the expiration of such member's leave, a member of the bargaining unit will make a written report to the Superintendent of Schools detailing the use which was made of such member's leave. If the leave was granted for graduate study, the teacher will present to the Superintendent a transcript from the university or college attended.

7. As a condition of being granted a sabbatical leave, a member of the bargaining unit must agree to teach in the River Valley Local Schools for a period of two (2) school years upon returning from leave. Failure to do so will require the teacher to refund to the Board the lump sum payment received from the Board.

8. Members of the bargaining unit on sabbatical leave shall be given full credit on the salary schedule for the period of leave.

ARTICLE 13

TEACHER EVALUATION

All evaluations of a member as prescribed in such plan shall be conducted openly with the member's full knowledge and awareness. However, teacher evaluation is an ongoing process and is not limited to scheduled classroom observations.

Any other matters coming to the attention of the administration in the ordinary course of conducting the business of the school district may be included in the evaluation only after the member has been notified, in writing, and/or in a conference, of such matters. Anonymous information and materials may not be included in the evaluation.

Any significant differences on the evaluation should be thoroughly analyzed and resolved, if possible. In the event the member does not agree with the principal's evaluation, such disagreement shall be filed, in writing, within ten (10) days of the principal/member conference.

Additional evaluations may be made by the Superintendent at his/her discretion or at the request of either the principal or member.

Violations of and compliance with evaluation procedures are subject to the grievance procedure.

The substance of an evaluation that directly results from an evaluator's following the OTES model may not be grieved.

Evaluation for supplemental and regular bargaining unit member contracts shall be kept in separate envelopes in the personnel file.

A. Purpose

The purposes of teacher evaluation are:

1. To serve as a tool to advance the professional development of teachers.

2. To assist teachers and administrators in identifying and developing best educational practices in order to provide the greatest opportunity for student learning and achievement.

3. Evaluation provides the teacher and evaluator with a definite appraisal instrument. It should provide systemic feedback, given the opportunity to assess the changes made over a period of time and indicate professional growth.

B. Process

1. The OTES model shall be the instrument approved and provided by the State Board of Education. The Board of Education shall utilize OhioES for all evaluations for teachers engaged in instruction for at least fifty percent (50%) of the time providing student instruction.

2. School counselors will be evaluated using the instrument approved and provided by the State Board of Education.

3. The timelines and procedures for evaluations for OTES evaluated teachers shall be as set forth in Ohio Revised Code sections 3319.111 and 3319.112. The timelines and procedures for evaluations of school counselors shall be as set forth in Ohio Revised Code 3319.113.

4. All evaluators of OTES teachers shall be licensed administrators employed by the Board of Education, on a district administrator contract, who have been credentialed through the State Board of Education. If a teacher believes he/she has received unsatisfactory results by evidence placed in the OTES rubric at the end of each observation cycle and is being evaluated by district administration other than their principal or assistant principal, the teacher may request a meeting with the building principal within five (5) days of the post observation conference to request that an evaluator in their building be assigned to complete any remaining observation cycles for the current school year.

5. Walk-throughs shall be utilized for OTES teachers. The walk-throughs shall be documented through the ODE walk-through tool. Walk-throughs may also be used for non-OTES evaluated members.

6. The number of observations for each evaluation for OTES teachers shall be as set forth in the Ohio Revised Code sections 3319.111 and 3319.112, except, where a third observation can be approved by the superintendent/designee as needed. A pre-observation conference may be held before each formal observation by request of either the evaluator or the teacher. The first observation shall occur by the end

of the first semester. If the observation occurs ten (10) days, or more, before the end of the first semester, the Post-Observation Conference will occur before the end of the semester. If the observation occurs within ten (10) days of the end of the semester, the Post-Observation Conference will occur by January 18. All other observations will occur by May 1 and the Post-Observation Conferences will occur by May 10.

7. The Evaluator, designated by the Board, may evaluate each teacher who received a rating of Accomplished on the teacher's most recent evaluation once every three (3) school years, so long as the teacher submits a self-directed professional growth plan to his/her evaluator that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan.

8. The Evaluator may evaluate each teacher who received a rating of Skilled on the teacher's most recent evaluation once every two (2) years, so long as the teacher and evaluator jointly develop a professional growth plan for the teacher that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan.

9. Notwithstanding paragraphs 7 and 8, every teacher will be evaluated in any year that his/her contract is being considered for renewal.

10. The Evaluator may elect not to conduct an evaluation of a teacher who was on leave from the District for fifty percent (50%) or more of the school year, as calculated by the Board.

11. The Board may elect not to conduct an evaluation of a teacher who has submitted notice of retirement and that notice has been accepted by the Board not later than the first day of December of the school year in which the evaluation is otherwise scheduled to be conducted.

12. Each evaluation shall contain at least two (2) measures of High-Quality Student Data (HQSD). High-Quality Student Data measures shall be determined in consultation with the District Evaluation Team and comply with criteria established by the State Board of Education. The team will be comprised of representatives of District administration and members of the bargaining unit.

    High-Quality Student Data measures will be mutually agreed upon by the Teacher and the Evaluator. The Teacher will work with grade level or department teams to develop high-quality assessments to present to the Evaluator.

ARTICLE 14

NOTIFICATION OF PERFORMANCE STATUS

A. Observation

All formal observation of the teacher's professional performance will be conducted openly with the teacher's full knowledge and awareness. However, the administrator may informally observe classroom instruction, in-person, at any time.

B. Personnel

Items to be placed in any district personnel file on a teacher will be discussed by the teacher and administrator. The teacher may rebut any such items within ten working days. The teacher and administrator should sign every district personnel file item. These signatures will merely indicate that both parties have read and are aware of the information filed. All such items in the district personnel file will be open to the teacher with copies provided to the teacher upon request.

C. Status of Performance

Following each observation, the principal will discuss areas of needed improvement with the teacher. Specific areas of concern will be identified and suggestions that may help will be made.

D. Final Evaluation

The final evaluation shall take into account the total performance of the teacher and shall be based on all actions and observations within the student day. Following the final evaluation and subsequent recommendation, a teacher may request a conference with the Superintendent. Such conference shall be held prior to any action upon the recommendation made by the principal if such recommendation is either non-renewal or termination.

E. Required Superintendent Conference

If the Superintendent follows the recommendation of the principal, and upon the request of the member of the bargaining unit (as referenced in (D)), a conference shall be held between the Superintendent, the teacher, and if desired by either party, the principal and a representative of the bargaining unit. Reasons for the recommendation of non-renewal or termination will be discussed at the conference with a bargaining unit member if he/she has been issued two (2) or more contracts.

F. ORC in Termination Recommendation

In the event of a recommendation to terminate, such recommendation shall follow the guidelines mandated by the Ohio Revised Code.

G. Continuing Contracts

1. Bargaining unit members who were initially licensed prior to January 1, 2011, may be eligible for a continuing contract based upon the following conditions:

   a. Certification/License

      The member must possess a professional educator license, senior professional educator license or lead professional license.

   b. Coursework

      (1) If the member held a Master's Degree at the time of initially receiving a teacher's certificate under former law or an educator's license, the member must have completed six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.

      (2) If the member did not hold a Master's Degree at the time of initially receiving a teacher's certificate under former law or an educator's license, the member must have completed thirty (30) semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.

2. Bargaining unit members who were initially licensed after January 1, 2011, may be eligible for a continuing contract based on the following conditions:

   a. Certification/License

      (1) The member must possess a professional educator license, senior professional educator license, and

      (2) Hold an educator license for at least seven (7) years.

   b. Coursework

      (1) If the member held a Master's Degree at the time of initially receiving an educator's license, the member must have completed six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license, as specified by law.

      (2) If the member did not hold a Master's Degree at the time of initially receiving an educator's license, the member must have completed thirty (30) semester hours of graduate coursework in the area of

licensure or in an area related to the teaching field since the initial issuance of such license, as specified by law.

3. Service Requirement

Regardless of the year initially licensed, all bargaining unit members who wish to be eligible for continuing contract must have the requisite service:

a. Members must have taught within the District for at least three (3) of the last five (5) years in the District.

b. If the member held a continuing contract in another district, he/she must have taught at least two (2) years in the District.

In order for any bargaining unit member to be eligible to receive a continuing contract, a unit member must request to be placed on supervisory evaluation prior to October 15th of the school year prior to the continuing contract taking effect and the professional certificate/license and any necessary transcripts must be filed in the Office of the Superintendent on or prior to March 1st of the school year prior to the continuing contract taking effect. This request must be in writing and filed with the Superintendent.

ARTICLE 15

TUITION

College Credit Plus (CCP) & Career Technical Education (CTE) credentialing reimbursement:

Teachers can submit an application (provided by the District) to the Superintendent for approval of the reimbursement of coursework leading to CCP or CTE credentialing, including tuition, fees, books, and associated materials. The Superintendent has full discretion to decide who qualifies and what specific courses will be reimbursed. Approval must be granted by the Superintendent before courses are taken for reimbursement. This will be based on several criteria, including, but not limited to: need for credentialed staff, availability of funds, and ability to be credentialed by a college/university to teach CCP coursework.

1. If the Teacher leaves District employment, the Teacher agrees to repay the cost of the coursework (including tuition, fees, books, materials, and other payment made by the District on the Teacher's behalf with regard to the coursework covered by this Agreement) to the District according to the following:

a. During (or in the summer immediately following) the school year in which CCP credentialing qualification status was achieved, will repay 100% of the costs to the district.

b. During (or in the summer immediately following) the second school year in which CCP credentialing qualification status was achieved, will repay 50% of the costs to the district.

c. During (or in the summer immediately following) the third school year in which CCP credentialing qualification status was achieved, will repay 25% of the costs to the district.

2. Any outstanding expenses not covered through withholding must be paid within 30 days of separation of employment.

3. It is understood that teachers receiving reimbursement through Teacher Credentialing Grant for College Credit Plus (CCP) Coursework or Career Technical Education (CTE) are not eligible to receive tuition reimbursement under Article 15 of the Negotiated Agreement.

4. No repayment requirements will be enforced if the employee, during their repayment period, is subject to a Reduction in Force, non-renewal, or if the employee dies.

5. If grant funds are available for either CCP or CTE credentialing reimbursement, grant funds will be used first and the grant language would supersede the negotiated agreement.

Teachers shall be reimbursed for tuition fees paid to any accredited institution of higher learning upon receipt of notice that courses have been completed and passed. A tuition fund of $20,000 will be made available by the Board each year. Payment will be made on the basis of two hundred fifty-dollars ($250.00) per semester hour or one hundred fifty dollars ($150.00) per quarter hour maximum. All courses taken and completed between September 1 and August 31 of each year will be considered eligible for payment by the following December 1.

If the number of requests for tuition reimbursement exceeds the allocation in the tuition fund, the amount per semester hour or quarter hour will be pro-rated for payment.

Transcripts and/or final grades must be submitted to the Treasurer of the Association by November 1, to be eligible for reimbursement. Tabulated credit hours will be submitted to the Treasurer of the Board for confirmation by November 10 and payment by December 1. When final grades are submitted in lieu of an official transcript, reimbursement will not be made until the official transcript is submitted to the district treasurer.

Reimbursement will be made under the following conditions:

1. Courses taken are in the area of the teacher's certification.

2. Courses taken outside the area of the teacher's certification must receive prior written approval by the Superintendent.

3. A maximum of twelve (12) semester hours and eighteen (18) quarter hours will be reimbursed per year. A combination of quarter and semester hours may be used NOT to exceed a dollar amount of $1,000.

4. Reimbursement will be made only if the teacher was a member of the bargaining unit at the time the course work was taken and is still a member of the bargaining unit.

ARTICLE 16

TRANSFERS AND REASSIGNMENTS

Not later than April 30 of each school year, the Superintendent shall notify electronically or post in all school buildings a list of the known vacancies (approved resignations or non-renewals) which will occur during the following school year. As new vacancies become known, the Superintendent will post in each building a list of the new vacancies. If school is no longer in session, the notification will be sent to those teachers that indicated a desire for a transfer.

A. Voluntary

1. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent not later than March 30. Such statement will include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he/she desires to be transferred, in order of preference.

2. As soon as practicable, and not later than July 17, the Superintendent will post in each school and deliver to the Association a system-wide schedule showing the names of all teachers and the nature of such reassignment or transfer. This date can be extended by mutual consent of the Board and the Association.

3. In acting on requests for voluntary reassignment and/or transfer, the following criteria will be considered:

   a. Individual qualifications.

   b. Instructional requirements.

   c. Staff availability and experience mix.

   d. Where the foregoing factors are substantially equal, the number of years of service in the River Valley System may be considered.

   e. The best interests of the students enrolled in the District.

   f. Final decision on reassignment and/or transfer will be at the discretion of the Superintendent.

4. Not later than September 1, the Superintendent shall cause to be prepared a schedule or other appropriate presentation of system-wide data including all new positions for the coming year, the names of persons reassigned, transferred and newly appointed and the positions they have been given. Such schedule or presentation shall be made available to the Association, and to any teacher who may request it.

5. If a teacher's request for voluntary transfer has been denied, he/she will, upon request, receive an explanation of the reasons therefore from the Superintendent or his designee.

B. Involuntary

1. Notice of an involuntary transfer or reassignment will be given to teachers as soon as practicable, and, except in cases of emergency or due to extenuating circumstances, no later than May 1st. This date can be extended by mutual consent of the Board and the Association.

2. When an involuntary transfer or reassignment is necessary, a teacher's areas of competence, major or minor field of study, length of service in the River Valley School System, length of service in the building, grade or subject from which transfer or reassignment is contemplated and other relevant factors, including legal requirements, will be considered in determining which teacher is to be transferred or reassigned. All involuntary transfers or reassignments will be based on the best interests of the students enrolled in the District. The final determination will be made by the Superintendent.

3. An involuntary transfer or reassignment will be made only after a meeting between the teacher involved and the Superintendent, at which time the teacher will be notified of the reason therefore. The teacher may, at his/her option, have a representative of the Association present at such meeting. No teacher will be transferred or reassigned arbitrarily, capriciously, or without rational basis in fact.

4. A list of open positions in the school system will be made available to all teachers. Teachers who have been involved in an involuntary transfer will, when a desirable position for which they have appropriate qualifications becomes available, have the right to apply for said position.

5. A teacher being involuntarily transferred or reassigned will be placed only in an equivalent position, i.e., one which, among other things, involves no reduction in total compensation and no impairment of tenure.

ARTICLE 17

NON-TEACHING DUTIES

A. Equality of Duty Schedule

All available teaching personnel will share duty schedule as equally as possible.

B. Student Transportation

Teachers will not be required to drive pupils to activities which take place away from the school building. Teachers may do so voluntarily only with the advance approval of their principal or immediate supervisor. In such event, the teacher will be personally liable for any accident which may occur in connection with said trip and will be compensated at the state mileage reimbursement rate for all driving done in their own automobile.

C. Administering of Medication

If a member is required or volunteers to administer any medicines/medications or perform and/or assist in any medical procedures/treatments, he/she shall be properly trained on a yearly basis by a medical professional. Under direction of the Superintendent, access to consultant health services will be available on an ongoing basis, upon request by the member or administration. If a member is uncomfortable with administering medication or performing/assisting in medical procedures, the member may request that the building administration solicit other volunteers. Volunteers shall be sought before members are required to administer medications or procedures under this Section. Teaching staff are allowed to volunteer to administer medication and/or perform medical procedures/treatments.

D. Responsibilities Regarding Duty Schedule

Bargaining unit members will not be assigned or be expected to develop duty schedules or duty rosters as part of their teaching responsibilities.

ARTICLE 18

MASTER TEACHER COMMITTEE

The River Valley School District will follow guidelines, processes, procedures and criteria set forth by the Ohio School Board and the Education Standards board to define and select a master teacher.

Definition: A Master Teacher is defined as a teacher who demonstrates excellence inside and outside the classroom through consistent leadership and focused collaboration to maximize student learning. A Master Teacher strives to

distinguished teaching and continued professional growth as specified by the *Ohio Standards for the Teaching Profession*.

A. Master Teacher Committee

A committee shall be established for the purpose of designating teachers in the building/district as a master teacher. The majority of the committee shall be practicing classroom teachers. Teacher members of the committee must have taught successfully in the River Valley Local School district for a minimum of five (5) years.

The committee shall be comprised of five (5) members as follows:

Three (3) teachers selected by the Association.

Two (2) administrators.

B. Committee Operational Procedures

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

The Master Teacher committee members shall jointly establish its plan of operation for the appropriate designation of Master Teacher.

ARTICLE 19

REDUCTIONS IN STAFF

A. Conditions for Reduction

Teachers may be laid off, laid off defined as suspension of contracts, only when their positions are eliminated as a result of the following:

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

2. A substantial reduction in pupil enrollment;

3. The discontinuance of a particular type of teaching service, provided that such discontinuance is not for arbitrary or discriminatory reasons; or

4. A bona fide consolidation of the school district with one or more other school districts; or substantial reduction in pupil enrollment;

5. Any reason permitted by R.C. 3319.17.

B. Notification of Reduction

If the Board is contemplating the layoff of any teachers, it will so notify the Association in writing thirty (30) calendar days prior to any Board action to implement a reduction. At this time, the Administration and the Association will meet and the Association may provide input into the specific positions to be affected and the proposed time schedule. Within five (5) calendar days after receiving the aforesaid notice, the Board will, if requested to do so, make available to the Association, at Board expense, all relevant data. Any teacher who is to be laid off will be so notified in writing at least thirty (30) calendar days before the effective date of the layoff, except in cases of emergency. Such notices will include the proposed time schedule and the reasons for the proposed action.

1. All retired-rehired teacher(s) shall be reduced prior to bargaining unit members being notified of the Board's intent to include their positions in a reduction.

2. The Superintendent's recommendation for contracts to be suspended will be made in accordance with the following procedures:

    a. Members of the bargaining unit serving under continuing contracts will be given preference.

    b. Members of the bargaining unit serving under limited contracts will be placed under continuing contract members of the bargaining unit, also in descending order of seniority and certification.

    c. The order of reduction in each certification/licensure area shall be as follows:

        i. First: members holding limited contracts who have not been evaluated in the District.

        ii. Second: members holding limited contracts based on:

            (a) Licensure/Certification;

            (b) Competency as determined by formal evaluation;

            (c) When evaluations are comparable, by lowest seniority in the District.

        iii. Third: members holding continuing contracts based on:

            (a) Licensure/Certification;

            (b) Competency as determined by formal evaluation;

            (c) When evaluations are comparable, by lowest seniority in the District.

3. "Competency as determined by formal evaluation" and "comparable evaluation" will be based on the final holistic summative evaluation rating. The ratings within each individual category will be grouped with Accomplished and Skilled into one grouping and Ineffective and Developing into a second grouping.

C. Right of Teachers Subject to Reduction

A teacher who is notified that he/she is to be laid off will have the right to displace the least senior teacher, with a comparable or lower evaluation rating, whose work he/she is certificated to perform. Written notice of intent to exercise this right must be given to the Superintendent, with a copy to the Association within five (5) calendar days after a teacher is notified that he/she is to be laid off. Within five (5) calendar days after he/she receives such notification, the Superintendent will notify the least senior teacher, with a comparable or lower evaluation rating, that he/she is to be displaced.

D. Seniority

For purposes of this Article, seniority will be computed from a teacher's most recent date of hire and will begin to accrue as of his/her first day of actual service in a bargaining unit position. Seniority will continue to accrue during all paid leaves of absence. Seniority will not be broken by Board approved unpaid leaves of absence or employment by the Board in a position outside the bargaining unit, but such time will not be counted in computing seniority. When seniority is equal, ability to perform the work in question will be determined by the Superintendent.

E. List of Seniority

The Superintendent will at all times have available in his office a current seniority list which will be available for inspection during regular working hours by any teacher and/or the Association.

F. Recall

1. If there is a vacancy in a bargaining unit position, laid-off teachers who are certificated to perform the work in question will be recalled in reverse order of layoff.

2. If a laid-off teacher has displaced another teacher or has been recalled to a position other than that which he/she held immediately prior to his/her layoff, he/she will be eligible for recall in accordance with the provisions of Subsection 1 above.

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

4. A teacher who is laid off will remain on the recall list for twenty-four (24) months from their last day of work, unless he/she:

a. waives his/her recall rights in writing;

b. resigns;

c. fails to accept recall to the position that he/she held immediately prior to his/her layoff or to a substantially equivalent position; or

d. fails to report to work in a position that he/she has accepted within ten (10) days after receipt of the notice of recall unless such employee is sick or injured. If a teacher has secured temporary employment elsewhere, he/she will be allowed a reasonable amount of additional time before being required to report for work.

G. Eligibility to Participate in Fringe Benefits

All benefits to which a teacher was entitled at the time of his/her layoff, including unused accumulated sick leave will be restored to him/her upon his/her return to active employment, and he/she will be placed on the proper step of the salary schedule for his/her current position according to his/her experience and education. A teacher will not receive increment credit for time spent on layoff nor will such time count toward the fulfillment of time requirements for acquiring a continuing contract.

H. Filling Vacancies

Notwithstanding any other provision in this Agreement, no vacancy in a bargaining unit position will be filled by the Board until the procedures set forth in this Article have been complied with.

ARTICLE 20

SEVERANCE PAY

A River Valley Local School District teacher who elects to retire from active service will be paid for one-quarter (1/4) of the value of his/her accrued but unused days of sick leave. The maximum accrued but unused sick leave to be used for this one-time payment will be two hundred (200) days. The maximum payment will be fifty (50) days. The teacher must have five (5) or more years of service with the River Valley Board of Education to be eligible for this benefit. Payment shall be based upon the teacher's regular daily rate of pay (regular rate per diem) at the time of retirement. Payment for sick leave on this basis shall be paid only once to an employee and it shall be considered to eliminate all sick leave credit accumulated by the employee at that time.

The employee will have two (2) options to receive severance pay:

First Option: Employee elects not to annuitize any portion of severance pay.

The Board shall pay to each teacher retiring with active service in the River Valley Local School District one-quarter (1/4) of the value of his/her accrued but unused days of sick leave. The

maximum accrued but unused sick leave to be used for this one-time payment will be two hundred (200) days. The maximum payment will be for fifty (50) days. The teacher must have five (5) or more years of service with the River Valley Board of Education to be eligible for this benefit. Payment shall be based upon the teacher's regular daily rate of pay (regular rate per diem) at the time of retirement. Payment for sick leave on this basis shall be paid only once to an employee and it shall be considered to eliminate all sick leave credit accumulated by the employee at that time. Such teacher will be eligible for payment upon the date of approval by the State Teachers Retirement System for retirement and the receipt of his/her first check from the retirement system. Payment of severance must be made to the employee within the same calendar year as date of approved retirement.

Second Option: Employee elects to annuitize a portion of their severance pay.

The Board shall pay to each teacher retiring with active service in the River Valley Local School District one-quarter (1/4) of the value of his/her accrued but unused days of sick leave. The maximum accrued but unused sick leave to be used for this one-time payment will be two hundred (200) days. The maximum payment will be for fifty (50) days. The teacher must have five (5) or more years of service with the River Valley Board of Education to be eligible for this benefit. Payment shall be based upon the teacher's regular daily rate of pay (regular rate per diem) at the time of retirement. Payment for sick leave on this basis shall be paid only once to an employee and it shall be considered to eliminate all sick leave credit accumulated by the employee at that time. Such teacher must produce to the Treasurer's office an irrevocable election form sixty (60) days prior to your last day of responsibility.

The maximum amount the employee can annuitize will be distributed to the annuity company on the last payday of their employment. The employee will have sixty (60) days from the date of retirement to produce proof of retirement from the retirement system. If proof of retirement is not produced in the sixty (60) day period, proceedings will be initiated to collect the amount issued to the annuity company. The balance of the severance payment (if applicable) will be paid upon the date of approval by the State Teacher's Retirement System for retirement and the receipt of his/her first check from the retirement system. Payment of severance must be made to the employee within the same calendar year as date of approved retirement.

ARTICLE 21

INSURANCE

In order to be eligible for insurance, an employee must be employed for at least thirty (30) hours per week.

Employees shall not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet for COG adopted coverage information.

Medical

A. The Board will pay 90% of the premium, and the employee will pay 10% for full-time employees.

B. Stark County Schools Council of Governments

The River Valley Local School District Board may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council of Governments (COG). The Board shall provide health, dental, vision and life insurance through the COG by January 1, 2027. The coverage shall be the standardized COG specifications.

C. Preferred Provider – Doctors/Hospitals

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program.

2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be mutually determined by the representative of the COG and the Stark County/Canton OEA office representative.

D. Preferred Provider - Prescription Drugs

The Board shall provide, through the Stark County Council of Governments, a preferred provider drug program that, if the employee chooses to utilize, will include the following:

1. The program will be available to employees and their dependents who have "primary" coverage under the District's insurance.

2. The employee will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee's 20% co-payment.

3. The deductible will be waived.

4. The list of covered expenses shall be agreed upon by the COG and the Stark County/Canton OEA office representative.

5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.

6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

Life Insurance

The Board shall provide term life and accidental death and dismemberment coverage in the amount of fifty thousand dollars ($50,000) for each full-time certified teacher and for each part-time teacher (fifty percent or less) in the amount of twenty thousand dollars ($20,000).

Bargaining unit members may purchase additional term life insurance at the group rate, in $5,000 increments, up to a maximum of $60,000 coverage in addition to Board paid coverage. Modifications to this provision may be necessary to comply with requirements of the insurance carrier. The value of the life insurance reduces by 50% at age 65. The specific terms of the policy are contained in the life insurance contract.

Dental Insurance

Effective through December 31, 2026: The Board shall pay 50% of the premium per month per employee for family coverage or a maximum of six dollars ($6.00) per employee for single coverage. The Employee shall pay the remaining 50% of the premium per month for family coverage or the difference between $6.00 and the total monthly premium for single coverage.

Effective on January 1, 2027: Dental coverage shall be provided through the Stark County COG. The Board shall pay 50% of the premium and the Employee shall pay 50% of the premium.

Vision Insurance

The Board shall provide Vision Insurance.

Effective through December 31, 2026: The Board shall pay a maximum of one dollar and fifty cents ($1.50) per month toward the monthly premium per employee for single coverage and three dollars ($3.00) per month toward the monthly premium per employee for family coverage.

Effective on January 1, 2027: Vision coverage shall be provided through the Stark County COG. The Board shall pay 50% of the premium and the Employee shall pay 50% of the premium.

Section 125 - Tax Shelter

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided under Internal Revenue Code (IRC) Section 125.

All COG employers must offer the IRC Section 125 Tax Shelter provided through the COG. The IRC Section 125 Tax Shelter allows for health insurance premiums to be deducted on a pre-tax basis. IRC Section 125 also governs Flexible Spending Accounts (FSAs). All COG employers must offer a Health Care FSA and a Dependent Care FSA which will allow pre-tax payroll deductions for certain medical and dependent care expenses. There is no separate administrative fee for these services.

Premium Holidays

If the employer receives a premium holiday(s), the employees shall not be required to pay their portion of the premium(s) for the holiday month(s).

Spousal Coverage

Any new Participants to the COG, after June 30, 2015, with working spouses who have the ability to be covered under an insurance plan through his/her place of employment, will be required to take his/her plan as their primary plan. This provision does not apply to a participant who was employed with one COG employer prior to June 30, 2015, and moved thereafter to another COG employer. If the spouse is required to pay forty (40%) percent or more of the premium with his/her employer, the requirements of this section shall not apply.

ARTICLE 22

SALARY AND SALARY INDEX

A. Salary Index

The salary schedule will be based on the following index:

Salary Index					
Step	BA	BA+150	MA	MA+15	MA+30
0	1.0000	1.0400	1.0950	1.1450	1.1975
1	1.0450	1.0897	1.1497	1.2006	1.2556
2	1.0844	1.1338	1.1987	1.2506	1.3081
3	1.1238	1.1779	1.2479	1.3006	1.3606
4	1.1632	1.2220	1.2970	1.3506	1.4131
5	1.2026	1.2661	1.3461	1.4006	1.4656
6	1.2420	1.3102	1.3952	1.4506	1.5181
7	1.2814	1.3543	1.4443	1.5006	1.5706
8	1.3208	1.3984	1.4934	1.5506	1.6231
9	1.3602	1.4425	1.5425	1.6006	1.6756
10	1.3996	1.4866	1.5916	1.6516	1.7281
11	1.4390	1.5307	1.6407	1.7006	1.7806
12	1.4784	1.5748	1.6898	1.7506	1.8331
13	1.5178	1.6189	1.7389	1.8006	1.8856
14	1.5572	1.6630	1.7880	1.8506	1.9381
15	1.5968	1.7071	1.8371	1.9006	1.9908
16	1.6380	1.7512	1.8862	1.9506	2.0431
17	1.6754	1.7953	1.9353	2.0060	2.0956
20	1.7148	1.8394	1.9844	2.0560	2.1481

Hours for the purpose of determining educational advancement on the salary schedule are considered semester hours.

B. Base Salary

The base salary for the 2026-2027 school year shall be a 2.5% increase from the 2025-2026 school year and shall be reflected in Appendix C.

The base salary for the 2027-2028 school year shall be a 2.25% increase from the 2026-2027 school year and shall be reflected in Appendix C.

C. Compensation for Extracurricular Activities

Teachers' participation in extracurricular activities will be compensated on the basis of the schedule found in Appendix D.

D. Payment of Salary

Wages will be paid on the basis of twenty-four (24) equal installments paid on the 10th and the 25th of each month. This will be effective for school year 2015-2016 and thereafter.

If a payday falls on a day schools are scheduled to be closed (i.e., holiday or weekend) checks will be electronically deposited the prior business day.

Hourly earnings submitted to the Treasurer's office during the current pay period will be included in the following pay period.

Mandatory direct deposit of employee paychecks to the financial institution of the employee's choice shall be administered. In the event that the pay date falls on a holiday, the electronic transfer shall take place the workday prior to the holiday.

E. Undergraduate Hours

Undergraduate hours taken with Superintendent approval count toward 30 hours. Graduate hours earned after conference of the Master's degree count toward the MA+30.

F. Longevity

Teaching staff members who have completed twenty (20) years' service in the River Valley Local School District (or its component districts) will receive one thousand dollars ($1,000) per year to be added to their base salary and distributed over twenty-four (24) equal payments.

Teaching staff members who have completed twenty-five (25) years of services in the River Valley Local School District (or its component districts) will receive two thousand dollars ($2,000) per year added to their base salary and distributed over twenty-four (24) equal payments.

G. Request to Change Salary Column

An official transcript of credits and proper certificate, where applicable, must be submitted with a Request to change Salary Column Form to the Office of the Superintendent for a member of the bargaining unit to be compensated at the higher rate.

H. Tutors

All bargaining unit members working as a tutor, regardless of their employment status or seniority level with the school board, or education level, shall be paid at an hourly rate equal to .076% of the BA base, to be increased at the discretion of the Superintendent.

I. Placement on the Salary Schedule for Career Technical Education teachers: Five (5) years of work experience, apprenticeship, or equivalent training directly related to the career technical area to be taught, and approved by the State Board of Education, shall qualify the successful applicant to be placed on the salary schedule at the BA (Bachelor's) column level at a step determined by the Superintendent.

1. Work experience credit directly related to the career technical field to be taught, as determined by the Superintendent, beyond that necessary for initial certification, may be equated at the ratio of one for one, not to exceed seventeen (17) years.

2. No work experience of any kind shall be accepted in lieu of teaching experience unless such work experience shall have been in, or directly related to, the specific career technical field in which the applicant is to teach.

3. If the total of work experience years involves a fraction of eight (8) calendar months or more, such fraction shall be credited as a full year of work experience.

4. Bargaining unit members shall not receive a decrease in regular contract compensation through movement on the placement chart.

ARTICLE 23

RELEASE OF TIME FOR RECORD KEEPING

There will be an early release the day before winter break and the last day or school, unless a calamity day has occurred during the week before winter break or the week of the last day of school, in order to allow bargaining unit members to engage in record keeping activities. Members who do not have record-keeping responsibilities to perform will perform other professional activities at this time.

ARTICLE 24

DURATION OF AGREEMENT

The provisions of this agreement are effective as of July 1, 2026 and shall continue in and remain in force and effect as binding on the parties until June 30, 2028. Major changes in the school calendar would render the expiration date in this Article subject to immediate negotiation.

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and effect for the duration of this agreement.

ARTICLE 25

STRS PICK-UP WITH REDUCTION

The Board of Education of the River Valley Local School District herewith agrees with the River Valley Teachers' Association to pick-up (assume and pay) contributions to the State Teachers Retirement System upon behalf of the employees in the bargaining unit on the following terms and conditions:

1. The amount to be picked up and paid on behalf of each employee shall be one hundred percent (100%) of the employee's compensation. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.

2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.

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

4. The pick-up shall become effective January 28, 1984 and shall apply to all compensation including supplemental earnings hereafter.

ARTICLE 26

PARENTAL COMPLAINTS

A. Purpose

Community and school relations shall ideally reflect an attitude of mutual concern and cooperation in the constant attempt to provide the best possible environment for the students. However, complaints and misunderstandings are inevitable.

B. Informal Resolution

It is deemed most desirable that initial attempts to settle complaints against employees should be made informally through personal, private conferences at the school level among the employee, parent, student, principal and other appropriate staff personnel.

C. Employee Informed of Complaint

The Principal or Superintendent shall inform an employee if a complaint has been received. If necessary, the Principal or Superintendent will review the complaint with the employee. The employee may have a Union representative present at the meeting with the Principal or Superintendent. If a written report results from a complaint finding the employee at fault, a copy of the report will be given to the employee. If the complaint report becomes part of the employee's personnel record, the employee may attach a response to the report.

D. Board Review of Complaints

If any complaint goes beyond the administrative level, the employee shall have the right to a Union representative at any Board presentation.

ARTICLE 27

PERSONNEL INFORMATION

A. Official File

An official personnel file shall be maintained for bargaining unit members in the office of the Superintendent. This file does not preclude the maintenance of investigatory files or files maintained by the Supervisors. Payroll information shall also be considered a portion of the official file.

All entries made in the official file of an evaluation or disciplinary nature shall be dated and a copy of said entry will be provided to the employee at the time the entry is made. All entries of this nature must be placed in the official files within thirty (30) days from signing of said entry.

An employee shall have the right to respond to any entry and shall have his/her response attached to the original entry.

B. Access to Personnel Information

Access to the personnel information shall be available during regular office hours to the employee and/or his/her representative upon written request by the employee to the Superintendent/Designees. Access shall be provided within a reasonable time, (within forty-eight (48) hours unless not practical) after submission of the request. The review of the file shall be in the presence of the Superintendent/Designee. Neither the file nor any part thereof shall be removed from the Superintendent's office.

1. All personnel files of bargaining unit members shall be maintained in accordance with State and Federal laws governing such files. Bargaining unit member contracts, evaluations and all substantiating documentation cannot be removed from any file.

2. A member of the bargaining unit may at any time petition the Superintendent in writing for removal of information contained in his/her official district file as to its relevance, accuracy, and timelines and completeness. Following a review of the material, the Superintendent will render a decision in writing regarding the request for removal of said material.

3. If a member of the public requests to see a bargaining unit member's file, the bargaining unit member will be notified within twenty-four (24) hours of that request and who made it.

4. An inventory cover list of the contents of the personnel file will be developed and completed by the Superintendent or his/her designee beginning with entries after July 1, 1995.

ARTICLE 28

DISCIPLINE AND DISCHARGE

A. Reasons for Discipline and/or Discharge

Employees may be disciplined or discharged for good and just cause as set forth in Ohio Revised Code Section 3319.16. Discipline may include reprimands, suspension without pay, demotion in rank and/or other appropriate disciplinary action.

B. Progressive Discipline

The employer agrees that the principles of progressive discipline will be followed with respect to all incidents of misconduct and neglect of duty. Progressive discipline does not preclude immediate disciplinary action in cases of serious and/or overt actions which may include advanced discipline including removal. Progressive discipline shall include counseling, reprimands, suspensions without pay, reductions in pay and/or position and removal. In some instances, more than one form of discipline may be appropriate.

C. Predisciplinary Procedure

Prior to any determination regarding removal or disciplinary action involving reduction or loss of pay or position, the employee shall be presented in writing with the specific charges and the specific basis of those charges. The purpose of this procedure is to ensure that the employee has an opportunity to respond to the charges. The predisciplinary conference shall be conducted by the Superintendent or his designee. This conference shall be scheduled no earlier than 24 hours after the time the employee is notified of the discipline and the predisciplinary conference. The employee will be notified of the discipline and the

predisciplinary conference. The employee will be notified of the alleged offense or charges to be discussed. When the nature of the offense is such that immediate disciplinary action is required, the Board is not prohibited by the terms of this provision from taking immediate disciplinary action although such conference will not be waived. The Board and employee may produce witnesses at the predisciplinary conference. The employee may waive, in writing, the predisciplinary conference provided for in this section.

At the conference or in writing, the employee and his/her representative shall have a right to rebut the charges before an appropriate administrator other than the administrator proposing the discipline. However, failure to present rebuttal testimony or other evidence at a pre-disciplinary conference shall not be used against the employee.

After the predisciplinary conference, the employee shall be notified in writing of the recommendation of the officer, disciplinary action, and any other administration determination. The notice shall include the charges and the effective date of the disciplinary action, if any, and such notice will be presented no later than seven (7) days after the predisciplinary conference.

D. Appeal of Discipline

An employee may appeal any time-off disciplinary action or discharge in writing exclusively through the grievance procedure, set forth in the agreement, and such grievance may be submitted directly to Level 2 within seven (7) days of receipt of notice of discipline.

E. Suspensions

Any suspension shall be for a specific number of days on which the employee would be scheduled to work. Holidays occurring during a period of suspension that an employee would not be scheduled to work shall be counted as work days for the purpose of suspension only.

ARTICLE 29

SENIORITY

A. Definitions

Seniority: Seniority shall be defined as the length of continuous full or part-time service as a member of the bargaining unit under a limited or continuing contract in the district.

B. Accrual of Seniority

1. Seniority shall begin to accrue from the first day worked in a bargaining unit position.

2. Seniority shall accrue for all the time an employee is on active pay status or is receiving worker's compensation benefits.

3. Time spent on inactive pay status (unpaid leave or layoff) shall not contribute to the accrual of seniority but shall not constitute a break in seniority.

4. Full-time employees shall accrue one (1) year of seniority for each year worked as determined by the minimal full-time standard as defined by this contract.

5. Part-time employees shall accrue seniority pro-rated against the minimal full-time standard as defined by this contract.

6. Seniority of members of the bargaining unit who resign or are non-renewed and are subsequently re-employed shall begin at the date of re-employment, except where such re-employment is for the following school year.

C. Equal Seniority

1. A tie in seniority shall occur when two (2) or more employees have the same amount of seniority credit as determined by the seniority list.

2. If two or more members of the bargaining unit have the same length of continuous service, or if conflicts over seniority develop, seniority will first be determined by the date of Board of Education hiring as stated in the Board minutes; secondly by the date of valid district employment application as signed by the employee; third by giving preference to the member of the bargaining unit who did substitute teaching in the district prior to the date of regular employment; and fourthly by a flip of the coin. These procedures will apply to both limited and continuing contract seniority.

D. Loss of Seniority

Seniority shall be lost when an employee retires or resigns; is employed in a full time, non-bargaining unit position; is discharged for cause; or otherwise leaves the employment of the employer.

E. Posting of Seniority List

1. Every bargaining unit member's name will appear in order of seniority on a list according to areas of certification. Members of the bargaining unit who are certified in more than one area shall have their names on each list for which they hold State Board of Education certification, and for which the certificate is on file in the office of the Superintendent. The list shall include the names of bargaining unit members who are currently on leave of absence.

2. The seniority list shall be compiled by placing at the top of the list in descending order of seniority, according to respective areas of certification, those members of the bargaining unit serving under continuing contracts. Members of the bargaining unit serving under limited contracts will be placed on the list below those on continuing contracts, also in descending order of seniority.

3. The seniority list shall be prepared by the district Treasurer no later than December 1 of each school year.

4. The employer shall prepare and post on the designated bulletin board in each building/work site a seniority list indicating, by area of certification, the first day worked, the date of employer resolution to hire, and the contract status (limited or continuing) of each employee. Said list shall be provided to the Association President on or before the date of posting.

5. The names of part-time employees shall appear on the seniority list but shall be listed separately from the names of full-time employees.

F. Correction of Inaccuracies

1. Each employee shall have a period of thirty (30) days after posting of the seniority list in which to advise the employer or its agents in writing of any inaccuracies which affect his/her seniority. The employer or its agents shall investigate all reported inaccuracies and make such adjustments as may be in order and post the updated list immediately. No protest shall be considered after thirty (30) days of the posting of the seniority list and the list shall be considered as final until the next posting.

2. All challenges to the accuracy of the list shall be resolved. The seniority list shall then be initialed by the Association President and the Superintendent, with copies given to each not later than January 31st.

ARTICLE 30

RETIRED TEACHERS

A teacher retired under STRS ("reemployed teacher") may be reemployed by the Board under the following conditions:

A. The Board is under no obligation to employ any retired teacher. There is no expectation of reemployment when a teacher retires from the River Valley Local School District. The employed teachers who previously worked in the District are not guaranteed a particular assignment upon reemployment. Reemployed teachers will be assigned to positions that are within their certification/licensure areas and are eligible for transfers pursuant to the collective bargaining agreement.

B. Retirement from the District shall be considered a break in employment.

C. Former employees of the District shall be precluded from service credit earned prior to retirement.

D. Reemployed teachers will be placed at Step 0 of the salary schedule. However, the teacher will be given full credit for his/her education level. The reemployed teacher shall not

advance steps on the salary schedule for each year employed following his/her reemployment. The Board will require the reemployed teacher to execute a contract of employment stipulating his/her placement on the salary schedule.

E. The staff member shall be eligible for the insurance benefits as set forth in Article 21.

F. Reemployed teachers are not eligible for continuing contracts; rather, they will be awarded one-year contracts which may or may not be renewed at the end of each school year, without notice and without compliance with O.R.C. §3319.11 and 3319.111. The parties expressly agree that this provision supersedes and replaces O.R.C. §3319.11 and 3319.111 as they relate to reemployed teachers and differs from the rights of other teachers as contained in the collective bargaining agreement. Performance evaluations of reemployed teachers will be conducted annually.

G. Reemployed teachers may not accrue additional STRS credit as a result of reemployment. Instead, the Board and the reemployed teacher shall make contributions to STRS that will fund a single live annuity with a reserve based on the reemployed teacher's accumulated contributions during his/her period of service as a regular teacher following reemployment. For additional information concerning the annuity see O.R.C. §3307.35.

H. Seniority for reemployed teachers returning to service with the Board after retirement will return to zero (0) years and remain at zero (0) years for the reemployed teacher's entire period of reemployment. In the event of a reduction in force, the reemployed teacher will not have any of the bumping rights set forth in the collective bargaining agreement.

I. Reemployed teachers are not eligible for severance pay for accumulated sick leave and may not participate in any retirement incentive programs.

J. Reemployed teachers will be eligible to accumulate sick leave. Sick leave shall commence at zero (0) days for reemployed teachers. Reemployed teachers shall earn $1^1/_4$ days of sick leave per month for the duration of their reemployment. Reemployed teachers may request an advance of up to five (5) days of sick leave, if necessary. The reemployed teacher must reimburse the Board for any advanced sick leave which is not earned at the time the reemployed teacher separates his/her employment with the District. The parties expressly agree that this provision supersedes and replaces O.R.C. §3319.141.

K. Tuition reimbursement will be provided only as necessary for licensure or certification renewal.

L. Subject to these provisions, reemployed teachers are part of the bargaining unit.

M. The parties expressly agree and fully intend this Article to supersede any conflicting provisions of the Ohio Revised Code, the Ohio Administrative Code, federal laws and regulations and the collective bargaining agreement.

N. The provisions of this Article are not grievable under the collective bargaining agreement nor through any action or claim filed under STRS or a court of law.

ARTICLE 31

LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE STIPENDS

The Chair will receive a stipend of $1,000 and three (3) $800 stipends will be given the three people sitting on the LPDC committee.

ARTICLE 32

PROFESSIONAL DEVELOPMENT PROGRAM

The District may schedule professional development programs during the contract year. Attendance at professional development programs is mandatory when scheduled during the school day, i.e., late start or early dismissal of students.

ARTICLE 33

LABOR RELATIONS COMMITTEE

A standing Labor Relations Committee comprised of four (4) bargaining unit members appointed by the Association and four (4) administrators appointed by the Superintendent shall be established. This committee shall meet quarterly during the school year or as the committee members may mutually agree upon otherwise.

ARTICLE 34

SIGNATURES

This Agreement shall continue in full force and effect July 1, 2026 until June 30, 2028.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed on the day and year disclosed below.

RIVER VALLEY LOCAL BOARD OF EDUCATION

Adam Wickham, Superintendent

Ethan Enders, Treasurer

Kyle Strzelecki, Assistant Principal

Tad Douce, Director of Technology

Don Rengert, RV BOE

10/8/2026
Date

RIVER VALLEY TEACHERS ASSOCIATION

President, RVTA

Bethany Ross
Teacher

Susan Otterbein
Teacher

Teacher

10/7/2026
Date

APPENDIX A

GRIEVANCE REPORT FORM
(Certificated Staff)

NAME _____
BLDG/POSITION _____
DATE _____

DISTRIBUTION OF FORM:
1. Superintendent
2. Principal
3. Association President
4. Grievant

Use Original for Routing Copy During Grievance Process

DATE GRIEVANCE OCCURRED _____
CONTRACT PROVISION(S) ALLEGEDLY VIOLATED _____
_____

STATEMENT OF GRIEVANCE & CIRCUMSTANCES SURROUNDING GRIEVANCE

_____
_____
_____

LOCATION OR GRIEVANCE _____
OTHERS INVOLVED _____
RELIEF SOUGHT _____
DATE OF INFORMAL PROCEDURE MEETING _____
PRESENTED TO ADMINISTRATOR Step 1 _____

_____ _____
Date Grievant's Signature

DISPOSITION OF STEP 1 _____
_____
_____

_____ _____
Date of Response Administrator's Signature

ADVANCE TO STEP 2 _____

_____ _____
Date Grievant's Signature

DISPOSITION OF STEP 2 _____
_____
_____

_____ _____
Date of Response Superintendent/Designee Signature

ADVANCE TO ARBITRATION — STEP 3 _____

_____ _____
Date Association President's Signature

APPENDIX B

EXTENDED USE OF SICK LEAVE (FORM)

Teachers who plan to use sick leave, pursuant to Article 10 of the Master Agreement, for a period in excess of ten (10) consecutive school days shall fill out the applicable parts of this form. Teachers who plan to use sick leave in conjunction with an unpaid leave of absence due to childbirth, pursuant to Article 12 of the Master Agreement, shall fill out the applicable parts of this form. Teachers who have been absent due to an illness or an accident, that will likely extend beyond ten (10) consecutive school days, shall complete the applicable parts of this form. If after delivery, the leave extends beyond sixty (60) consecutive working days, a doctor's statement will be required indicating the expected date of return. In other cases, when the leave is expected to extend thirty (30) consecutive days or beyond, a doctor's statement shall be required.

A. I _____ _____ _____
last first middle initial

WILL/DID BEGIN SICK LEAVE ON ___/___/_____.
Month/Day/Year

B. I EXPECT TO RETURN TO ACTIVE EMPLOYMENT ON ___/___/_____.
Month/Day/Year

C. MY PERIOD OF SICK LEAVE WILL END ___/___/_____ AND I WISH
Month/Day/Year

TO BE PLACED ON AN UNPAID LEAVE OF ABSENCE FOR (Maternity)
_____ THE BALANCE OF THE YEAR.
_____ THE BALANCE OF THE SEMESTER.
_____ AND THE FOLLOWING YEAR.

(If members exhaust their sick leave prior to the date of the end of their sick leave. The beginning date of their unpaid leave of absence shall be adjusted accordingly.)

D. MY PERIOD OF TEMPORARY DISABILITY WILL END ___/___/_____
Month/Day/Year

I WISH TO APPLY FOR AN UNPAID LEAVE OF ABSENCE FOR:
_____ THE BALANCE OF THE SEMESTER.
_____ THE BALANCE OF THE YEAR.

_____ _____ ___/___/_____
Signature of Teacher | Signature of Witness if Teacher Unable to Sign | Month/Day/Year

This form agreed to ___/___/_____ and becomes an addendum to the current agreement
Month/Day/Year
and any successor agreements unless mutually deleted or modified.

APPENDIX C

2026-2027 BOE Salary Index					
Base:	$ 42,771.11				
Step	BA	150	MA	MA+15	MA +30
0	1.00000	1.04000	1.09500	1.14500	1.19750
1	1.04500	1.08970	1.14970	1.20060	1.25560
2	1.08440	1.13380	1.19870	1.25060	1.30810
3	1.12380	1.17790	1.24790	1.30060	1.36060
4	1.16320	1.22200	1.29700	1.35060	1.41310
5	1.20260	1.26610	1.34610	1.40060	1.46560
6	1.24200	1.31020	1.39520	1.45060	1.51810
7	1.28140	1.35430	1.44430	1.50060	1.57060
8	1.32080	1.39840	1.49340	1.55060	1.62310
9	1.36020	1.44250	1.54250	1.60060	1.67560
10	1.39960	1.48660	1.59160	1.65160	1.72810
11	1.43900	1.53070	1.64070	1.70060	1.78060
12	1.47840	1.57480	1.68980	1.75060	1.83310
13	1.51780	1.61890	1.73890	1.80060	1.88560
14	1.55720	1.66300	1.78800	1.85060	1.93810
15	1.59680	1.70710	1.83710	1.90060	1.99080
16	1.63800	1.75120	1.88620	1.95060	2.04310
17	1.67540	1.79530	1.93530	2.00600	2.09560
20	1.71480	1.83940	1.98440	2.05600	2.14810

2026-2027 BOE Salary Schedule					
Base:	$42,771.11				
Step	BA	150	MA	MA+15	MA +30
0	$42,771	$44,482	$46,834	$48,973	$51,218
1	$44,696	$46,608	$49,174	$51,351	$53,703
2	$46,381	$48,494	$51,270	$53,490	$55,949
3	$48,066	$50,380	$53,374	$55,628	$58,194
4	$49,751	$52,266	$55,474	$57,767	$60,440
5	$51,437	$54,152	$57,574	$59,905	$62,685
6	$53,122	$56,039	$59,674	$62,044	$64,931
7	$54,807	$57,925	$61,774	$64,182	$67,176
8	$56,492	$59,811	$63,874	$66,321	$69,422
9	$58,177	$61,697	$65,974	$68,459	$71,667
10	$59,862	$63,584	$68,074	$70,641	$73,913
11	$61,548	$65,470	$70,175	$72,737	$76,158
12	$63,233	$67,356	$72,275	$74,875	$78,404
13	$64,918	$69,242	$74,375	$77,014	$80,649
14	$66,603	$71,128	$76,475	$79,152	$82,895
15	$68,297	$73,015	$78,575	$81,291	$85,149
16	$70,059	$74,901	$80,675	$83,429	$87,386
17	$71,659	$76,787	$82,775	$85,799	$89,631
20	$73,344	$78,673	$84,875	$87,937	$91,877

2027-2028 BOE Salary Index					
Base:	$43,733.46				
Step	BA	150	MA	MA+15	MA +30
0	1.00000	1.04000	1.09500	1.14500	1.19750
1	1.04500	1.08970	1.14970	1.20060	1.25560
2	1.08440	1.13380	1.19870	1.25060	1.30810
3	1.12380	1.17790	1.24790	1.30060	1.36060
4	1.16320	1.22200	1.29700	1.35060	1.41310
5	1.20260	1.26610	1.34610	1.40060	1.46560
6	1.24200	1.31020	1.39520	1.45060	1.51810
7	1.28140	1.35430	1.44430	1.50060	1.57060
8	1.32080	1.39840	1.49340	1.55060	1.62310
9	1.36020	1.44250	1.54250	1.60060	1.67560
10	1.39960	1.48660	1.59160	1.65160	1.72810
11	1.43900	1.53070	1.64070	1.70060	1.78060
12	1.47840	1.57480	1.68980	1.75060	1.83310
13	1.51780	1.61890	1.73890	1.80060	1.88560
14	1.55720	1.66300	1.78800	1.85060	1.93810
15	1.59680	1.70710	1.83710	1.90060	1.99080
16	1.63800	1.75120	1.88620	1.95060	2.04310
17	1.67540	1.79530	1.93530	2.00600	2.09560
20	1.71480	1.83940	1.98440	2.05600	2.14810

2027-2028 BOE Salary Schedule					
Base:	$43,733.46				
Step	BA	150	MA	MA+15	MA +30
0	$43,733	$45,483	$47,888	$50,075	$52,371
1	$45,701	$47,656	$50,280	$52,506	$54,912
2	$47,425	$49,585	$52,423	$54,693	$57,208
3	$49,148	$51,514	$54,575	$56,880	$59,504
4	$50,871	$53,442	$56,722	$59,066	$61,800
5	$52,594	$55,371	$58,870	$61,253	$64,096
6	$54,317	$57,300	$61,017	$63,440	$66,392
7	$56,040	$59,228	$63,164	$65,626	$68,688
8	$57,763	$61,157	$65,312	$67,813	$70,984
9	$59,486	$63,086	$67,459	$70,000	$73,280
10	$61,209	$65,014	$69,606	$72,230	$75,576
11	$62,932	$66,943	$71,753	$74,373	$77,872
12	$64,656	$68,871	$73,901	$76,560	$80,168
13	$66,379	$70,800	$76,048	$78,746	$82,464
14	$68,102	$72,729	$78,195	$80,933	$84,760
15	$69,834	$74,657	$80,343	$83,120	$87,065
16	$71,635	$76,586	$82,490	$85,306	$89,352
17	$73,271	$78,515	$84,637	$87,729	$91,648
20	$74,994	$80,443	$86,785	$89,916	$93,944

APPENDIX D

SUPPLEMENTAL CONTRACTS

2026-27 Base:	**$42,771.00**

HS/MS Athletic Coordinators	Position	Contract	% of Base
HS Events - Fall	Coordinator	$1,924.70	0.045
HS Events - Winter	Coordinator	$1,924.70	0.045
HS / MS Events - Spring	Coordinator	$1,924.70	0.045
MS Events - Fall	Coordinator	$1,496.99	0.035
MS Events - Winter	Coordinator	$1,496.99	0.035
HS Weight Room - Year Round	Coordinator	$8,126.49	0.190

Athletic	Position	Contract	% of Base
Football	Varsity Head*	$6,843.36	0.160
	Varsity Assistant	$3,635.54	0.085
	Varsity Assistant	$3,635.54	0.085
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
	JV Assistant / Freshmen	$2,780.12	0.065
	MS Head	$2,566.26	0.060
	MS Assistant	$2,138.55	0.050
	MS Assistant	$2,138.55	0.050
Cross Country	Varsity Head*	$4,918.67	0.115
	Varsity Assistant	$3,635.54	0.085
	MS Head	$2,566.26	0.060
Golf	Varsity Head*	$4,277.10	0.100
Boys Soccer	Varsity Head*	$4,918.67	0.115
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
Girls Soccer	Varsity Head*	$4,918.67	0.115
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
Boys Wrestling	Boys Varsity Head*	$5,346.38	0.125
	Boys Varsity Assistant	$3,635.54	0.085
	Boys Junior Varsity	$3,207.83	0.075
MS Wrestling	MS Head	$2,566.26	0.060
	MS Assistant	$2,138.55	0.050
Girls Wresting	Girls Varsity Head*	$5,346.38	0.125
	Girls Varsity Assistant	$3,635.54	0.085
Tennis	Girls Head*	$4,277.10	0.100
	Boys Head*	$4,277.10	0.100
Volleyball	Varsity Head*	$5,346.38	0.125
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
	JV Assistant / Freshmen	$2,780.12	0.065
	MS Head - 8th	$2,566.26	0.060
	MS Head - 7th	$2,566.26	0.060
Boys Basketball	Varsity Head*	$6,843.36	0.160
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
	JV Assistant / Freshmen	$2,780.12	0.065
	MS Head - 8th	$2,566.26	0.060
	MS Head - 7th	$2,566.26	0.060
Girls Basketball	Varsity Head*	$6,843.36	0.160
	Varsity Assistant	$3,635.54	0.085

Athletic	Position	Contract	% of Base
	Junior Varsity	$3,207.83	0.075
	JV Assistant / Freshmen	$2,780.12	0.065
	MS Head - 8th	$2,566.26	0.060
	MS Head - 7th	$2,566.26	0.060
Baseball	Varsity Head*	$5,346.38	0.125
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
Softball	Varsity Head*	$5,346.38	0.125
	Varsity Assistant	$3,635.54	0.085
	Junior Varsity	$3,207.83	0.075
Swimming	Varsity Head*	$4,277.10	0.100
Bowling	Varsity Head*	$4,277.10	0.100
	Junior Varsity	$3,207.83	0.075
Cheerleading	Varsity Head*	$4,277.10	0.100
	Junior Varsity	$3,207.83	0.075
	MS Head	$2,566.26	0.060
Track & Field	Varsity Boys Head*	$5,346.38	0.125
	Varsity Girls Head*	$5,346.38	0.125
	Varsity Assistant	$3,635.54	0.085
	Varsity Assistant	$3,635.54	0.085
	MS Head	$2,566.26	0.060
	MS Assistant	$2,138.55	0.050
	MS Assistant	$2,138.55	0.050

MS Academic	Position	Contract	% of Base
MS Industrial Tech	Advisor	$1,069.28	0.025
MS Yearbook	Advisor	$1,069.28	0.025
MS Tech Champion	Advisor	$1,924.70	0.045

HS Academic / Clubs	Position	Contract	% of Base
9th Grade	Class Advisor	$1,069.28	0.025
10th Grade	Class Advisor	$1,069.28	0.025
11th Grade	Class Advisor	$1,496.99	0.035
12th Grade	Class Advisor	$1,496.99	0.035
Student Leaders	Advisor	$1,496.99	0.035
Yearbook	Advisor	$6,201.80	0.145
NHS	Advisor	$1,069.28	0.025
Quick Recall	Advisor	$1,069.28	0.025
Mock Trial	Advisor	$1,069.28	0.025
HS Industrial Tech	Advisor	$1,069.28	0.025
HS Tech Champion	Advisor	$1,924.70	0.045

HS/MS Arts	Position	Contract	% of Base
HS Musical*	Advisor	$8,126.49	0.190
HS Asst. Musical	Advisor	$1,924.70	0.045
MS Musical	Advisor	$1,496.99	0.035
HS Show Choir*	Advisor	$3,635.54	0.085
HS Asst Show Choir	Advisor	$1,496.99	0.035
MS Show Choir	Advisor	$2,138.55	0.050
HS Marching Band Director*	Advisor	$4,277.10	0.100
HS Asst. Marching Band Director \ Flag Corps	Advisor	$1,496.99	0.035
HS Asst. Marching Band Director \ Drumline	Advisor	$1,496.99	0.035
HS Pep Band (Winter)	Advisor	$1,496.99	0.035
Rockestra	Advisor	$1,924.70	0.045

Elementary	Position	Contract	% of Base
Liberty Tech Champion	Advisor	$1,924.70	0.045
Heritage Tech Champion	Advisor	$1,924.70	0.045

Longevity Stipend for Positions Marked w/ Asterisk	
10+ years consecutive experience at RV	Add $500

Flat annual amount added to supplemental stipend.
Amounts do not compound.

2027-28 Base:	$43,733.46

HS/MS Athletic Coordinators	Position	Contract	% of Base
HS Events - Fall	Coordinator	$1,968.01	0.045
HS Events - Winter	Coordinator	$1,968.01	0.045
HS Events - Spring	Coordinator	$1,968.01	0.045
MS Events - Fall	Coordinator	$1,530.67	0.035
MS Events - Winter	Coordinator	$1,530.67	0.035
HS Weight Room - Year Round	Coordinator	$8,309.36	0.190

Athletic	Position	Contract	% of Base
Football	Varsity Head*	$6,997.35	0.160
	Varsity Assistant	$3,717.34	0.085
	Varsity Assistant	$3,717.34	0.085
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
	JV Assistant / Freshmen	$2,842.67	0.065
	MS Head	$2,624.01	0.060
	MS Assistant	$2,186.67	0.050
	MS Assistant	$2,186.67	0.050
Cross Country	Varsity Head*	$5,029.35	0.115
	Varsity Assistant	$3,717.34	0.085
	MS Head	$2,624.01	0.060
Golf	Varsity Head*	$4,373.35	0.100
Boys Soccer	Varsity Head*	$5,029.35	0.115
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
Girls Soccer	Varsity Head*	$5,029.35	0.115
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
Boys Wrestling	Boys Varsity Head*	$5,466.68	0.125
	Boys Varsity Assistant	$3,717.34	0.085
	Boys Junior Varsity	$3,280.01	0.075
MS Wrestling	MS Head	$2,624.01	0.060
	MS Assistant	$2,186.67	0.050
Girls Wresting	Girls Varsity Head*	$5,466.68	0.125
	Girls Varsity Assistant	$3,717.34	0.085
Tennis	Girls Head*	$4,373.35	0.100
	Boys Head*	$4,373.35	0.100
Volleyball	Varsity Head*	$5,466.68	0.125
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
	JV Assistant / Freshmen	$2,842.67	0.065
	MS Head - 8th	$2,624.01	0.060
	MS Head - 7th	$2,624.01	0.060
Boys Basketball	Varsity Head*	$6,997.35	0.160
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
	JV Assistant / Freshmen	$2,842.67	0.065
	MS Head - 8th	$2,624.01	0.060
	MS Head - 7th	$2,624.01	0.060
Girls Basketball	Varsity Head*	$6,997.35	0.160
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
	JV Assistant / Freshmen	$2,842.67	0.065
	MS Head - 8th	$2,624.01	0.060
	MS Head - 7th	$2,624.01	0.060

Athletic	Position	Contract	% of Base
Baseball	Varsity Head*	$5,466.68	0.125
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
Softball	Varsity Head*	$5,466.68	0.125
	Varsity Assistant	$3,717.34	0.085
	Junior Varsity	$3,280.01	0.075
Swimming	Varsity Head*	$4,373.35	0.100
Bowling	Varsity Head*	$4,373.35	0.100
	Junior Varsity	$3,280.01	0.075
Cheerleading	Varsity Head*	$4,373.35	0.100
	Junior Varsity	$3,280.01	0.075
	MS Head	$2,624.01	0.060
Track & Field	Varsity Boys Head*	$5,466.68	0.125
	Varsity Girls Head*	$5,466.68	0.125
	Varsity Assistant	$3,717.34	0.085
	Varsity Assistant	$3,717.34	0.085
	MS Head	$2,624.01	0.060
	MS Assistant	$2,186.67	0.050
	MS Assistant	$2,186.67	0.050

MS Academic	Position	Contract	% of Base
MS Industrial Tech	Advisor	$1,093.34	0.025
MS Yearbook	Advisor	$1,093.34	0.025
MS Tech Champion	Advisor	$1,968.01	0.045

HS Academic / Clubs	Position	Contract	% of Base
9th Grade	Class Advisor	$1,093.34	0.025
10th Grade	Class Advisor	$1,093.34	0.025
11th Grade	Class Advisor	$1,530.67	0.035
12th Grade	Class Advisor	$1,530.67	0.035
Student Leaders	Advisor	$1,530.67	0.035
Yearbook	Advisor	$6,341.35	0.145
NHS	Advisor	$1,093.34	0.025
Quick Recall	Advisor	$1,093.34	0.025
Mock Trial	Advisor	$1,093.34	0.025
HS Industrial Tech	Advisor	$1,093.34	0.025
HS Tech Champion	Advisor	$1,968.01	0.045

HS/MS Arts	Position	Contract	% of Base
HS Musical*	Advisor	$8,309.36	0.190
HS Asst. Musical	Advisor	$1,968.01	0.045
MS Musical	Advisor	$1,530.67	0.035
HS Show Choir*	Advisor	$3,717.34	0.085
HS Asst Show Choir	Advisor	$1,530.67	0.035
MS Show Choir	Advisor	$2,186.67	0.050
HS Marching Band Director*	Advisor	$4,373.35	0.100
HS Asst. Marching Band Director - Flag Corps	Advisor	$1,530.67	0.035

HS/MS Arts	Position	Contract	% of Base
HS Asst. Marching Band Director - Drumline	Advisor	$1,530.67	0.035
HS Pep Band (Winter)	Advisor	$1,530.67	0.035
Rockestra	Advisor	$1,968.01	0.045

Elementary	Position	Contract	% of Base
Liberty Tech Champion	Advisor	$1,968.01	0.045
Heritage Tech Champion	Advisor	$1,968.01	0.045

Longevity Stipend for Positions Marked w/ Asterisk	
10+ years consecutive experience at RV	Add $500

Flat annual amount added to supplemental stipend.

Amounts do not compound.

APPENDIX E

BENEFITS (DENTAL AND VISION)

DELTA DENTAL®

Delta Dental PPO (Point-of-Service)
Summary of Dental Plan Benefits
For Group# 7190-0001
River Valley Schools

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

Control Plan – Delta Dental of Ohio

Benefit Year – January 1 through December 31

Covered Services –

	Delta Dental PPO Dentist	Delta Dental Premier Dentist	Nonparticipating Dentist
	Plan Pays	Plan Pays	Plan Pays*
Diagnostic & Preventive			
Diagnostic and Preventive Services – exams, cleanings, fluoride, and space maintainers	100%	100%	100%
Emergency Palliative Treatment – to temporarily relieve pain	100%	100%	100%
Brush Biopsy – to detect oral cancer	100%	100%	100%
Radiographs – X-rays	100%	100%	100%
Periodontal Maintenance – cleanings following periodontal therapy	100%	100%	100%
Basic Services			
Minor Restorative Services – fillings and crown repair	80%	80%	80%
Endodontic Services – root canals	80%	80%	80%
Periodontic Services – to treat gum disease	80%	80%	80%
Oral Surgery Services – extractions and dental surgery	80%	80%	80%
Other Basic Services – misc. services	80%	80%	80%
Relines and Repairs – to bridges, implants, and dentures	80%	80%	80%
Major Services			
Major Restorative Services – crowns	50%	50%	50%
Prosthodontic Services – bridges, implants, and dentures	50%	50%	50%
Orthodontic Services			
Orthodontic Services – braces	50%	50%	50%
Orthodontic Age Limit –	No Age Limit	No Age Limit	No Age Limit

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. The Nonparticipating Dentist Fee may be less than what the dentist charges and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice in any period of 12 consecutive months.
- Prophylaxes (cleanings) are payable twice in any period of 12 consecutive months.
- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice in any period of 12 consecutive months for people up to age 19.
- Bitewing X-rays are payable once in any period of 12 consecutive months and full mouth X-rays (which include bitewing X-rays) are payable once in any five-year period.
- Composite resin (white) restorations are Covered Services on posterior teeth.

- Porcelain and resin facings on crowns are optional treatment on posterior teeth.
- Implants and implant related services are payable once per tooth in any five-year period.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment – $1,000 per person total per Benefit Year on all services except orthodontic services. $1,000 per person total per lifetime on orthodontic services.

Deductible – $25 Deductible per person total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to diagnostic and preventive services, emergency palliative treatment, brush biopsy, X-rays, periodontal maintenance, and orthodontic services.

Any expenses incurred by an eligible person for covered services during the last three months of a benefit year and applied to the Deductible for that benefit year will also be applied to the Deductible for the following Benefit Year.

Waiting Period – Employees who are eligible for dental benefits are covered on the date of hire.

Eligible People – All full-time and part-time employees of River Valley Schools who choose the dental plan and COBRA (Consolidated Omnibus Budget Reconciliation Act of 1985) enrollees, if applicable. The Subscriber pays the full cost of this plan.

Also eligible at your option are your legal spouse, your dependent children to the end of the calendar year in which they attain the age of 19, and your dependent unmarried children who are eligible to be claimed by you as a dependent under the U.S. Internal Revenue code during the current calendar year. You and your eligible dependents must enroll for a minimum of 12 months. If coverage is terminated after 12 months, you may not re-enroll prior to the open enrollment that occurs at least 12 months from the date of termination. Your dependents may only enroll if you are enrolled (except under COBRA) and must be enrolled in the same plan as you. Plan changes are only allowed during open enrollment periods, except that an election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

If you and your Spouse are both eligible to enroll in This Plan as Subscribers, you may be enrolled together on one application or separately on individual applications, but not both. Your Dependent Children may only be enrolled on one application. Delta Dental will not coordinate benefits between your coverage and your Spouse's coverage if you and your Spouse are both covered as Subscribers under This Plan.

Benefits will cease on the last day of the month in which the employee is terminated.

This plan complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex. This plan does not exclude people or treat them differently because of race, color, national origin, age, disability or sex.

This plan provides free aids and services to people with disabilities to communicate effectively with us, such as:

- Qualified sign language interpreters
- Written information in other formats (large print, audio, accessible electronic formats)

This plan provides free language services to people whose primary language is not English, such as:

- Qualified interpreters
- Information written in other languages

If you need these services, call 1-800-524-0149 (TTY users call 711).

If you believe that this plan has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability or sex, you can file a grievance with the civil rights coordinator at PO Box 9089, Farmington Hills, MI 48333-9089; by phone at 1-800-524-0149 (TTY users call 711) or fax to 517-706-3513. You can file a grievance by mail, fax or phone. If you need help filing a grievance, the civil rights coordinator is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at *https://ocrportal.hhs.gov/ocr/portal/lobby.jsf*, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201; 1-800-368-1019, 1-800-537-7697 (TDD). Complaint forms are available at *http://www.hhs.gov/ocr/office/file/index.html*.

DELTA DENTAL

How to use your dental benefits

GENERAL INFORMATION

Group Name: River Valley Schools

Group Number: 7190

Program Type: Delta Dental PPO (POS)

WHAT ARE MY BENEFITS?

You can find this information in your Summary of Dental Plan Benefits and your Dental Care Certificate or by checking online at www.deltadentaloh.com. If you are not sure what your dental plan covers, call the Customer Service (DASI) number on this sheet.

HOW DO I FIND A PARTICIPATING DENTIST?

There are a number of ways to find participating dentists near you:

- Call your dentist's office and ask if he or she participates with Delta Dental PPO or Delta Dental Premier.
- Call our DASI (Delta's Automated Service Inquiry) system at (800) 524-0149. DASI is available seven days a week, 24 hours a day, and can provide you with a random listing of Dental Dental PPO or Delta Dental Premier dentists' in your area. If you would rather talk to a Customer Service representative, simply follow the telephone prompts through DASI. Our representatives are available to assist you Monday through Friday from 8:30 a.m. to 7:50 p.m. Eastern Time.
- Check our online dentist directory at www.deltadentaloh.com.

DO I HAVE TO GO TO A PARTICIPATING DENTIST?

No. You can go to any licensed dentist anywhere; however, if the provider participates in either the Delta Dental PPO or Delta Dental Premier network, you will have less out of pocket expense because they have agreed to accept Delta Dental's allowed amounts for most services.

CUSTOMER SERVICE (DASI) TELEPHONE NUMBER:

(800) 524-0149

If you have any questions about your dental program, please call our Customer Service department.

CONSUMER TOOLKIT RESOURCE:

Go to www.toolkitsonline.com click on *Consumer Toolkit* to view:

Claims, Benefits, Directories, Print ID Card

CUSTOMER SERVICE ADDRESS:

Please send written inquiries to:

Attn: Customer Service
Delta Dental
P.O. Box 30416
Lansing, MI 48909-7916

Please include your name, the group name and group number, and the subscriber's member ID number when writing to us.

WHERE DO I SEND CLAIMS?

If you go to a participating dentist, your dentist will fill out and file your claims for you. You may download a claim form at www.deltadentaloh.com. If you go to a nonparticipating dentist and he or she does not file your claim for you, please send it to:

Delta Dental
P.O. Box 9085
Farmington Hills, MI 48333-9085

WHAT DO I NEED WHEN I GO TO THE DENTIST?

Nothing. You do not need an ID card or a claim form to receive treatment. However, at your first visit after your Delta Dental coverage takes effect, it would be helpful if you provided your dentist with your group number and member ID number for his or her records.

DELTA DENTAL

www.deltadentaloh.com/findadentist

Find a Delta Dental Participating Dentist

Your Delta Dental PPO℠ (Point-of-Service) plan allows you to visit any dentist you like. However, there are advantages to choosing a dentist who belongs to one of Delta Dental's two dentist networks. You can save the most money and receive the highest levels of coverage when you visit a Delta Dental PPO dentist.

If you visit a dentist who does not participate in Delta Dental PPO, you can still save money if that dentist participates in Delta Dental Premier®.

To find a participating dentist in your area, follow the simple steps below.

» Step 1

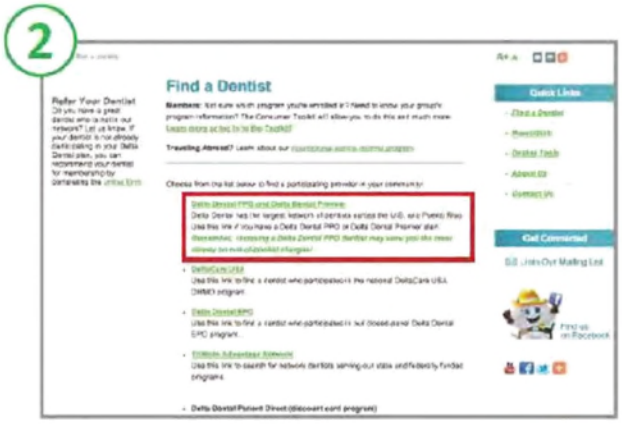
Visit **www.deltadentaloh.com.**
Click one of the links to
Find a Dentist.

You may also go directly to
www.deltadentaloh.com/findadentist



» Step 2

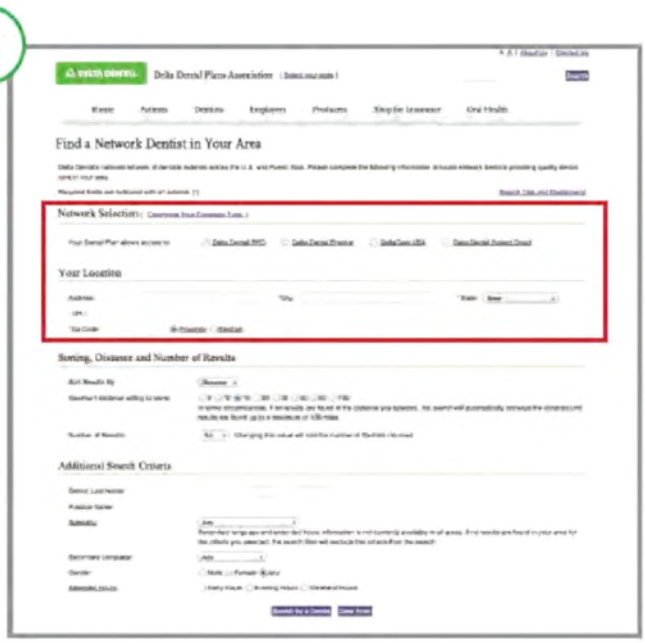
Select **Delta Dental PPO and Delta Dental Premier.**



» Step 3

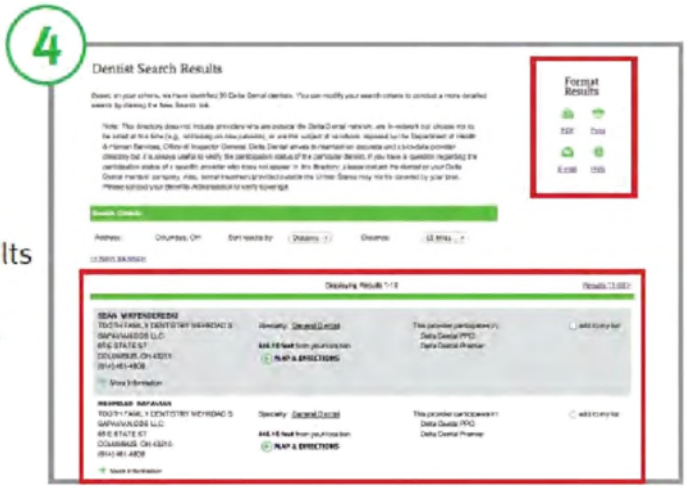
Select either **Delta Dental PPO** or **Delta Dental Premier** (your plan allows you access to both networks). You can save the most money and maximize your dental benefits by choosing a Delta Dental PPO dentist. Next, enter your address or your ZIP code.

Optional: You can filter your search results by distance, number of results, dental specialty, languages spoken and gender. You can also search for a specific dentist by name.



» Step 4

Your results will be displayed. In addition to viewing your search results online, you can print or email your results or view your results as a PDF.



www.deltadentaloh.com/findadentist

6299-OHv1

9/15 PA

18639762v6

DELTA DENTAL®

Stay in network and save

As a Delta Dental PPO℠ (Point-of-Service) member, you may see any dentist you like. However, you will likely save the most money and receive the highest level of coverage when you visit a Delta Dental PPO dentist.

Delta Dental PPO dentists	• No balance billing on covered services • Most significant network discounts with more than 269,000 office locations nationwide* • Dentists file claims for member
Delta Dental Premier® dentists	• No balance billing on covered services • Significant network discounts with the most office locations nationwide—339,500* • Dentists file claims for member
Out-of-network dentists	• Balance billing • No network discounts • May need to file own claims

How it works:

As shown below, your lowest out-of-pocket costs result from going to a Delta Dental PPO dentist.

Example savings for a crown by network	Submitted charge	Maximum allowed fee	Percentage paid by Delta Dental	Amount Delta Dental pays	Amount dentist can balance bill	Total amount you pay	Total network savings
Delta Dental PPO	$950	$675	50%	$337.50	$0	$337.50	$275 ✓
Delta Dental Premier	$950	$898	50%	$449	$0	$449	$52
Out-of-network	$950	$744	50%	$372	$275	$578	$0

Delta Dental PPO dentists

Delta Dental PPO dentists have agreed to charge $675 for the $950 service, a savings of $275. Your Delta Dental plan covers 50 percent of the cost. Assuming you've already met your deductible for the year, Delta Dental will pay $337.50 and you'll pay $337.50.

Delta Dental Premier dentists

Delta Dental Premier dentists have **agreed to charge $898—a savings of $52** compared to the fee the dentist usually charges. Delta Dental's payment is based on the maximum allowed fee amount of $898. Assuming you've met your deductible, **Delta Dental will cover 50 percent** of that $898, **paying $449**. With a Delta Dental PPO (Point-of-Service) plan, the dentist cannot bill you the difference between Delta Dental's payment and the Delta Dental Premier maximum allowed fee.

Out-of-network dentists

Out-of-network dentists **have not agreed to charge lower fees and can bill the full $950.** Delta Dental's payment is based on the maximum allowed fee amount, which means **Delta Dental's pays $372.** The dentist can bill you the difference between Delta Dental's payment and what they charge. This leaves **you with a bill of $578, which includes the $275 the out-of-network dentist can balance bill.**

NOTE: Payment examples above are illustrative only. Fees and reimbursements can vary by location and dentist. They do, however, represent how payment is determined.
*Delta Dental Plans Association, July 2017.

Find Delta Dental participating dentists near you by using the search feature on our website at www.deltadentaloh.com/findadentist, or by calling Delta Dental toll-free at 800-524-0149.

PLI-6241-OH-POS v1 Delta Dental of Ohio 08 9/17

DELTA DENTAL®

Stay Informed About Your Dental Benefits with Consumer Toolkit®

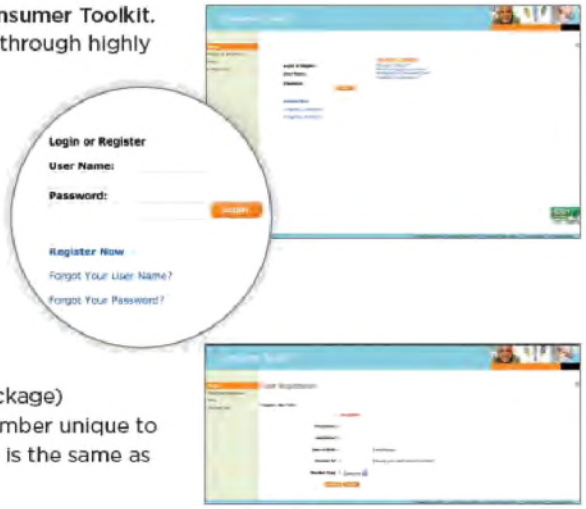


Consumer Toolkit is designed to give you 24/7 access to important information regarding your dental benefits.

Use this secure online tool for access to eligibility information, current benefits information, claims information and more.

Once you have logged in to the Consumer Toolkit, remember to sign up for electronic delivery of Explanation of Benefits (EOB) statements. You will be able to view your EOBs online and print copies when necessary.

All users must first register to gain access to the Consumer Toolkit. Privacy of your online benefit information is assured through highly secure encryption technology.



Get started today

1. Visit www.consumertoolkit.com.
2. Click the **Register Now** link.
3. Complete the required fields and follow the on-screen instructions to register as a new user.
   - NOTE: You will need the subscriber's (the person whose name is on the benefit package) member ID. The member ID is an assigned number unique to the subscriber. In many cases, the member ID is the same as the subscriber's Social Security number.
4. Select your own username and password to access the site.

Additional help topics can be accessed through the Help menu or by clicking the question mark icon at any time within the Toolkit. If you need further assistance, contact Toolkit Support at 866-356-0301.

DELTA DENTAL®

Your benefits, at your fingertips!

The Delta Dental Mobile App helps you get the most out of your dental benefits anytime, anywhere. Use the dentist search or toothbrush timer without logging in, or enter your username and password to securely access your personal benefit information or estimate your dental care costs.



» Coverage and claims information

See your plan type, benefit levels, deductibles, maximums and more. Check the status of recent dental claims. Add your dependents to your account to be able to access the whole family's coverage in one spot.

» Dental Care Cost Estimator

This easy-to-use tool provides estimated cost ranges on common dental care needs for dentists in your area. You can even select your dentist for tailored cost estimates.

» Dentist search

It's easy to find a participating dentist near you! Search and compare dental offices to find one that suits your needs. Narrow the list with criteria like 'language spoken' and 'specialty.' After you choose a dentist, you can save the contact information and get directions.

» Mobile ID card

There's no longer a need to carry a paper ID card. Simply show the dentist's office your mobile ID card right on your screen. Easily save it to your device for quick access using Apple Passbook or Google Wallet.

» Toothbrush timer

Keep up with your oral health routine by using this handy tool. Our timer counts down for two minutes while reminding you to brush each tooth.

Get started

Delta Dental's free app is optimized for iOS (Apple) and Android devices. To download our app on your device, visit the App Store (Apple) or Google Play (Android) and search for Delta Dental. Or, scan the QR code at right.

SCAN TO DOWNLOAD APP

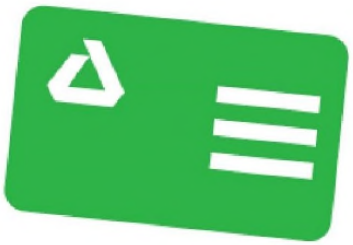
Log in for secure access

Delta Dental subscribers can log in using the username and password used to log in to www.deltadental.com. If you haven't registered for an account yet, you can do so within the app. If you've forgotten your username or password, you can also retrieve these within the app. You must log in each time you access the secure portion of the app. No personal health information is ever stored on your device.

FLI-6234 v2 Delta Dental of Michigan, Ohio, and Indiana PA 12/16

DELTA DENTAL®

ID Card Not Required



Delta Dental members receive our top-notch services without a printed ID card. Simply tell your dentist that you're covered by Delta Dental, and the office staff will take it from there!

However, if you would prefer to carry an ID card with you (either in electronic form or paper), get it one of these easy ways.

» Use the free Delta Dental mobile smartphone app

Download an electronic ID card through the Delta Dental mobile smartphone app for Apple® and Android™ devices. Need the app? Scan the QR code here or go to http://delivr.com/2c9vx_qr from your device.

» Log in to Consumer Toolkit®

Go to Delta Dental's Consumer Toolkit at www.consumertoolkit.com to print a card. Once logged in, click the "Print ID Card" link on the left-side menu. You will see your member ID card displayed on the screen. Use your print function to print as many copies as desired.

» Call customer service

Delta Dental customer service can assist you at 800-524-0149, Monday–Friday 8:30 a.m.–8 p.m.

DELTA DENTAL

Delta Dental. We do dental. *Better.*

Delta Dental is pleased to provide you with the service you have come to expect from the industry leader in dental benefits. We've created convenient ways for you to access any information you may need about your dental coverage.



Your benefits 24/7
www.deltadentaloh.com

Visit our website and sign in to **Consumer Toolkit®**.

- Learn about your plan
- Review claims
- Find a dentist near you

Click on "New User" to register for the first time.



Customer service
800-524-0149 (TTY users call 711)

Live help is available Monday–Friday from 8:30 a.m. to 8 p.m. ET. Automated system is available at all other times.

- Eligibility and benefit information
- Claim status
- Find a dentist near you

Below are your Delta Dental identification cards. Although you do not need to show these cards to your dentist to receive dental treatment, you may wish to carry them for informational purposes.

DELTA DENTAL

For questions about your dental benefits, or to find a participating dentist:

www.deltadentaloh.com
800-524-0149

Mail **written inquiries** to:	Mail **claims only** to:
Delta Dental, PO Box 9089 Farmington Hills, MI 48833-9089	Delta Dental, PO Box 9085 Farmington Hills, MI 48833-9085

This card is for reference purposes only and is not a guarantee that coverage is in force.

DELTA DENTAL

For questions about your dental benefits, or to find a participating dentist:

www.deltadentaloh.com
800-524-0149

Mail **written inquiries** to:	Mail **claims only** to:
Delta Dental, PO Box 9089 Farmington Hills, MI 48833-9089	Delta Dental, PO Box 9085 Farmington Hills, MI 48833-9085

This card is for reference purposes only and is not a guarantee that coverage is in force.



Get access to the best in eye care and eyewear with RIVER VALLEY LOCAL SCHOOL DISTRICT and VSP® Vision Care.

Why enroll in VSP? As a member, you'll receive access to care from great eye doctors, quality eyewear, and the affordability you deserve, all at the lowest out-of-pocket costs.

You'll like what you see with VSP.

- **Value and Savings.** You'll enjoy more value and the lowest out-of-pocket costs.
- **High Quality Vision Care.** You'll get the best care from a VSP network doctor, including a WellVision Exam®—the most comprehensive exam designed to detect eye and health conditions. Plus, when you see a VSP network doctor, your satisfaction is guaranteed.
- **Choice of Providers.** The decision is yours to make—choose a VSP network doctor or any out-of-network provider.
- **Great Eyewear.** It's easy to find the perfect frame at a price that fits your budget.

Using your VSP benefit is easy.

- **Create an account at vsp.com.** Once your plan is effective, review your benefit information.
- **Find an eye doctor who's right for you.** Visit **vsp.com** or call **800.877.7195.**
- **At your appointment, tell them you have VSP.** There's no ID card necessary. If you'd like a card as a reference, you can print one on **vsp.com.**

That's it! We'll handle the rest—there are no claim forms to complete when you see a VSP provider.

Choice in Eyewear

From classic styles to the latest designer frames, you'll find hundreds of options. Choose from featured frame brands like bebe, CALVIN KLEIN, Cole Haan, Flexon®, Lacoste, Nike, Nine West, and more.[1] Visit **vsp.com** to find a Premier Program location that carries these brands. Plus, save up to 40% on popular lens enhancements.[2] Prefer to shop online? Check out all of the brands at **eyeconic.com®**, VSP's preferred online eyewear store.

Enroll in VSP today.
You'll be glad you did.
Contact us. **800.877.7195**
vsp.com

Your VSP Vision Benefits Summary

RIVER VALLEY LOCAL SCHOOL DISTRICT and VSP provide you with an affordable eyecare plan.

VSP Provider Network: VSP Choice

Benefit	Description	Copay	Frequency
	Your Coverage with a VSP Provider		
WellVision Exam	• Focuses on your eyes and overall wellness	$10	Every 12 months
Prescription Glasses		$25	See frame and lenses
Frame	• $130 allowance for a wide selection of frames • $150 allowance for featured frame brands • 20% savings on the amount over your allowance	Included in Prescription Glasses	Every 24 months
Lenses	• Single vision, lined bifocal, and lined trifocal lenses • Polycarbonate lenses for dependent children	Included in Prescription Glasses	Every 12 months
Lens Enhancements	• Standard progressive lenses • Premium progressive lenses • Custom progressive lenses • Average savings of 20-25% on other lens enhancements	$55 $95 - $105 $150 - $175	Every 12 months
Contacts (instead of glasses)	• $130 allowance for contacts; copay does not apply • Contact lens exam (fitting and evaluation)	Up to $60	Every 12 months

Your Coverage with Out-of-Network Providers

Get the most out of your benefits and greater savings with a VSP network doctor. Your coverage with out-of-network providers will be less or you'll receive a lower level of benefits. Visit **vsp.com** for plan details.

Exam ..... up to $45	Lined Bifocal Lenses ..... up to $50	Progressive Lenses ..... up to $50
Frame ..... up to $70	Lined Trifocal Lenses ..... up to $65	Contacts ..... up to $105
Single Vision Lenses ..... up to $30		

VSP guarantees coverage from VSP network providers only. Coverage information is subject to change. In the event of a conflict between this information and your organization's contract with VSP®, the terms of the contract will prevail. Based on applicable laws, benefits may vary by location. In the state of Washington, VSP Vision Care, Inc., is the legal name of the corporation through which VSP does business.

Contact us. 800.877.7195 | vsp.com

1. Brands/Promotion subject to change.
2. Savings based on network doctor's retail price and vary by plan and purchase selection; average savings determined after benefits are applied. Available only through VSP network doctors to VSP members with applicable plan benefits. Ask your VSP network doctor for details.

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