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MASTER AGREEMENT

between

THE TORONTO CITY SCHOOL DISTRICT
BOARD OF EDUCATION

and

THE TORONTO EDUCATION ASSOCIATION

September 1, 2026 – August 31, 2029

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COLLECTIVE BARGAINING AGREEMENT

AGREEMENT

This Agreement entered into at Toronto, Ohio, the 25th day of June 2026, is between the Board of Education of the Toronto City School District (hereinafter referred to as the "Board") and the Toronto Education Association (hereinafter referred to as the "Association").

ARTICLE I – RECOGNITION

The Toronto Board of Education, hereinafter "Board", "Employer" or "District" hereby recognizes the Toronto Education Association OEA/NEA – Local, hereinafter the "Association"/"Union" as sole and exclusive bargaining representative, for the purposes of, and as defined in Chapter 4117 Ohio Revised Code, for all full-time and regular part-time personnel employed under written contract, including teachers on leave, and hourly employees, in the positions of classroom teacher (Pre-K – 12, special and vocational), guidance counselor, librarian, media and program specialist, school nurse, department head, visiting teacher, L.D. tutor, intervention teacher, substitutes who work sixty (60) consecutive days in the same position, or any other similar newly-created position. The Union recognizes that the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Administrative Assistants, Supervisors, Business Managers, home tutors, students, auxiliary service personnel, school psychologist, speech and language pathologist, and non-certificated personnel shall be excluded from the bargaining unit and any other supervisory management level or confidential employees as defined in §4117.01 of the Ohio Revised Code.

ARTICLE II – RIGHTS

A. BOARD OF EDUCATION RIGHTS

Except as agreed and limited by the specific and express language of this collective bargaining agreement, the Board hereby retains and reserves all rights and responsibilities conferred upon and vested in it and/or the Superintendent by the laws and Constitution of the State of Ohio, and of the United States, to determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the Board, standards of services, its overall budget, utilization of technology and organization structure; direct, supervise, evaluate and hire employees; maintain and improve the efficiency and effectiveness of school operations; determine the overall methods, process, means or personnel by which school operations are to be conducted; suspend, discipline, demote or discharge for just cause, or lay off, transfer, assign, schedule, promote, or retain employees; determine the adequacy of the work force; determine the overall mission of the school district as an educational unit; effectively manage the work force; take actions to carry out the missions of the school district. The Board is not required to bargain on subjects reserved to the management and direction of the school district except as affect wages, hours, terms and conditions of employment, and the continuation, modification, or deletion of a provision of this Agreement.

B. ASSOCIATION RIGHTS

The Association shall have the exclusive organizational rights listed in this Article.

1. Information Concerning Board Meetings

a. Prior to each regular or special Board meeting, the Board shall provide the Association with a copy of:

(1) the Board agenda at least 24 hours prior to meeting;

(2) the minutes of the prior regular meeting and of any special meeting within the prior thirty (30) days;

(3) any budget or appropriation resolution;

(4) complete December treasurer's report;

(5) any addendums will be provided to the Association President and Vice President as soon as possible.

b. Notice of Board Meeting

The Board shall give the Association reasonable advance notice of all regular and special Board meetings.

c. Board Meeting Participants

Upon notice by noon on the day of the Board meeting, the Board shall allow an Association representative a reasonable period of time to speak during the time reserved for public discussion at regular Board meetings.

2. Directory Information

By November 1st of each school year, the Board shall provide the Association with a list of the names, addresses, telephone numbers, and building assignments for all bargaining unit employees.

3. School Mail

The Association has the right to use the regular school mailboxes and internal mail system.

4. Bulletin Boards

The Association may use reasonable bulletin board space designated by each building principal in school offices and teachers' lounges for Association-related communication and notices.

5. In-Service Day

The Board shall allow the Association to conduct a 15-minute meeting during each in-service scheduled throughout the school year.

6. Teacher Orientation

The Board shall allow the Association President or his designee to address new teachers for a reasonable period of time during orientation meetings.

7. Use of School Buildings

a. With the building principal's approval, the Association shall have the right to use at no charge, except as provided in (c) below, the school building for Association meetings after the teacher work day when the building is not in use for school purposes.

b. The Association will give the building principal reasonable advance notice of its desire to use a particular building for a meeting so that provision may be made for appropriate custodial or security service. The Association will schedule its meetings to avoid conflict with school activities or previously scheduled meetings or events.

c. The Board will charge the Association only for custodial overtime costs, if any, incurred as a direct result of Association meetings.

8. Use of School Equipment

a. With the principal's approval and consistent with paragraph 8, the Association may use school telephones, typewriters, copiers, audio-visual equipment, and computers provided they are not being used or are not required for any school business or activity.

b. The Association will provide their own supplies and shall promptly pay for any equipment damage caused by Association use and all long-distance calls and any tax attributable to the Association's long-distance calls.

9. Transaction of Association Business

Duly authorized representatives of the Association and its affiliates may transact Association business on school property; provided, however, that no such business shall be transacted on any class or duty time, nor shall such Association business in any way interfere with scheduled student-teacher, parent-teacher, or administrator-teacher conferences or other school functions or activities. All visitors, including Association representatives, must report to the building office during teaching hours before transacting such business and sign in.

C. INDIVIDUAL RIGHTS

Neither the Board nor the Association shall discriminate against bargaining unit personnel on the basis of race, color, creed, national origin, sex, religion, or for the exercise of rights protected by the Constitution of the United States and the laws of the State of Ohio. The provisions of this Agreement shall be applied uniformly to all bargaining unit members without regard to race, color, age, religious creed, sex, or national origin.

ARTICLE III -- PROCEDURAL AGREEMENT

A. Negotiations between the parties for a successor agreement shall begin at least sixty (60) days prior to the expiration of the contract term. No more than ninety (90) days prior to the expiration of the contract term, a mutually convenient meeting date for the first negotiation session shall be arranged.

B. At the initial session, the parties shall exchange their detailed written proposals. No new items shall be submitted thereafter except upon mutual agreement of the teams.

C. Before each negotiation session officially adjourns, the agenda, time, and place for the next session shall be mutually agreed upon by the chief negotiators.

D. When negotiations are conducted during regular school hours, released time shall be provided for the Union's negotiating team.

E. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. Negotiation teams shall consist of no more than five (5) persons.

F. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

G. SCOPE OF NEGOTIATIONS

The parties agree to bargain all matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification or deletion of an existing provision of a collective bargaining agreement.

H. EXCHANGE OF INFORMATION

Upon reasonable advance request and at no cost, the Board will provide the Association with all available public information, in such form as it exists, related to subjects of negotiation, and the Association will provide the Board with all available non-

confidential information, in such form as it exists, related to subjects of negotiation upon reasonable advance request and at no cost.

I. CAUCUS

Upon request of either party, a negotiation meeting shall be recessed to permit the requesting party a period of time, not to exceed thirty (30) minutes to caucus unless extended time is mutually agreed upon.

J. AGREEMENT

When tentative agreement is reached on all items subject to negotiations, the proposed agreement shall be reduced to writing and shall be first submitted to the Association for ratification within seven (7) days and upon such ratification, submitted to the Board for its approval within seven (7) days.

K. COPIES

There shall be three signed copies of any final agreement: one copy shall be retained by the Board, one by the Association, and one copy shall be filed with the State Employment Relations Board (SERB). The final agreement shall be provided to the employees electronically.

L. IMPASSE

1. Pursuant to Section 4117.14(C) and 4117.14(E) of the Ohio Revised Code, the parties have established the following mutually agreed upon negotiations and dispute resolution procedures which supersede the procedures listed in Section 4117.14(C) (2) – (6) and any other procedures to the contrary.

2. If no agreement is reached by the twenty-first (21st) calendar day preceding expiration of this Agreement, or some other mutually agreed date, both parties shall request the services of the Federal Mediation and Conciliation Service or other mediator or mediation service. The mediator shall have the authority to hold bargaining sessions or conferences with representatives of the parties the cost of mediation services shall be shared equally by the parties.

ARTICLE IV -- GRIEVANCE PROCEDURE

A. DEFINITIONS AND GENERAL PROVISIONS

1. "DAYS" shall mean those days that the Board offices are open for business which includes all days of the year, except Saturdays, Sundays, and legal holidays specified in Section 1.14 of the Ohio Revised Code.

2. "GRIEVANCE" shall mean a claim that there has been a violation, misinterpretation or misapplication of this Agreement. The grievant shall state the specific article or provision of the Negotiated Agreement that was allegedly violated and why.

3. "GRIEVANT" shall mean the bargaining unit member(s) initiating the grievance or the Association. The grievant(s) shall sign the grievance. When the Association files the grievance, the bargaining unit member(s) on whose behalf the grievance is filed shall be identified on the grievance form.

4. "IMMEDIATE SUPERVISOR" shall mean that administrator having immediate supervisory responsibility over the grievant.

5. This procedure shall be the sole and exclusive method of resolving disputes under this Agreement.

6. A teacher may present grievances and have them adjusted without the intervention of the Association, as long as the adjustment is not inconsistent with the terms of the Collective Bargaining Agreement then in effect and as long as an Association Representative has the opportunity to be present at the adjustment.

7. The purpose of this procedure is to secure, at the lowest level administrator having authority to resolve the grievance, equitable solutions to grievances.

   All parties agree that grievances will be kept as confidential as is appropriate and shall be processed as expeditiously as possible.

8. No reprisals of any kind shall be taken against any bargaining unit member initiating or participating in the grievance procedure.

9. A grievant who desires representation shall be accompanied at all times and at all steps of the grievance procedure by a representative of the Association.

B. <u>TIME LIMITS</u>

1. The number of days indicated at each step in the procedure shall be the maximum. Every effort will be made to expedite the procedure. Time limits may be extended only by mutual agreement of all parties concerned.

2. If the grievant does not present a grievance within twenty (20) days of the occurrence of the act or conditions on which the grievance is based, then the grievance shall be considered waived.

3. If a decision on a grievance is not appealed or initially filed within the time limits specified at any step of the procedure, the grievance shall be deemed settled on the basis of the disposition at that step and further appeal shall be barred.

4. Failure at any step of these procedures to communicate the decision on a grievance within the specified time limits shall automatically entitle the grievant to proceed to the next level.

5. All notices of hearings, dispositions of grievances, written grievances and appeals shall be in writing and hand delivered or mailed by certified mail, return receipt requested. The Association and Superintendent shall receive copies of all notices.

6. 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, but not during the school day, unless the parties otherwise agree. If the parties agree to hold a hearing during the regular school day, participants shall be released from their regular duties to attend the hearing without loss of pay. Arbitration hearings shall be scheduled outside the work day unless both parties otherwise agree in writing.

C. GRIEVANCE PROCEDURE

1. Informal Procedure

A grievance shall first be presented to the principal or immediate supervisor in an attempt to resolve the problem.

2. Formal Procedure

STEP I.

If the grievance is not resolved within five (5) days of the informal claim, or within twenty (20) days of the date when the alleged grievance occurred, it may be pursued further by submitting a completed Grievance Report Form, Step I, in quadruplicate. Copies of this form shall be retained by the grievant, and submitted to the immediate supervisor, Superintendent, or his/her designee, and the Association. Within five (5) days of the receipt of the Grievance Report Form, the immediate supervisor shall meet with the grievant. The immediate supervisor shall write a disposition of the grievance within five (5) days after such meeting and transmit a copy to the grievant and the Superintendent.

STEP II.

If the grievant is not satisfied with the disposition of the grievance in Step I, the grievant shall, within five (5) days of such disposition, complete Grievance Report Form, Step II, and submit same to the Superintendent or his/her designee, who shall within five (5) days of receipt of the Grievance Report Form meet with the grievant.

Within five (5) days of this meeting, the Superintendent or his/her designee shall write his/her disposition of the grievance and transmit a copy to the grievant, the Association and the immediate supervisor.

STEP III.

If the grievant is not satisfied with the disposition of the grievance at Step II, the grievant shall, within five (5) days of such disposition, complete Grievance Report Form Step III, and submit same to the Superintendent or his/her designee. Within five (5) days after receiving the Grievance Report Form, the Superintendent shall inform the grievant of the date and time of the hearing before the Board. The Board hearing shall occur no later than twenty (20) days after the Step III Form was received. Within five (5) days after the hearing, the Board President or his/her designee shall write the Board's disposition of the grievance and transmit a copy to the grievant, the Association, and the immediate supervisor.

STEP IV.

If the grievant is not satisfied with the disposition of the grievance at Step III, the grievant may request a hearing before an arbitrator by completing Grievance Report Form, Step IV. Said request for an arbitration hearing may only be made through the Association after it approves, in its sole discretion, the advancement of the grievance to Step IV. The grievant's request for arbitration shall be made within ten (10) days following the receipt of the disposition of the grievance at Step III. The grievant's request for arbitration shall be by certified mail with return receipt requested and shall be directed to the Superintendent. Within five (5) days following receipt of the grievant's request for arbitration, the Superintendent or his/her designated representative and the grievant or his/her designated representative shall mutually petition the American Arbitration Association (AAA) to provide both parties with a list of seven (7) names from which an arbitrator will be selected by the alternative strike method. A toss of a coin shall determine who strikes first. Both parties reserve the right to request a second list before the parties begin selecting an arbitrator by the alternate strike method. The alternate strike method must take place within ten (10) days of receipt of the AAA list, unless otherwise mutually agreed. If either party fails to meet this timeline, the arbitrator selection will revert to AAA voluntary rules.

Once the arbitrator has been selected, he/she shall conduct a hearing on the grievance in accordance with the rules and regulations of the AAA.

The arbitrator shall hold the necessary hearing promptly and issue the decision within such time as may be agreed upon. The decision shall be in writing and a copy sent to all parties present at the hearing. The decision of the arbitrator shall be binding on the Board, the Association and the grievant.

The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this collective bargaining contract. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall not have any authority to rule contrary to federal law or any state law which this contract cannot supersede.

The costs of the arbitration shall be shared by the Board and the Association.

ARTICLE V -- LEAVES

A. SICK LEAVE

1. Teachers shall be credited with sick leave in accordance with §3319.141 of the Ohio Revised Code, at the rate of one and one-quarter (1 and 1/4) days per month to a maximum of fifteen (15) days per year. Leave is cumulative to a total of 260 days.

   A teacher who has exhausted his/her accumulated sick leave, shall receive fifty percent (50%) of his/her daily salary for 20 additional days of sickness in any one year. At the end of 20 additional days, the teacher's salary terminates. A teacher shall receive this additional payment only once.

2. Newly employed beginning teachers shall be advanced five (5) days of sick leave at the beginning of the school year which shall be deducted from the sick leave earned during the first four (4) months of service.

3. Subject to the specifications and requirements of §3319.141 of the Ohio Revised Code, a teacher who transfers from another school district or other agency of the State of Ohio shall be credited with the unused balance of his accumulated sick leave up to the maximum in A.1 above.

4. Subject to the specifications and requirements of §3319.141 of the Ohio Revised Code, teachers may use sick leave for absence due to personal illness, pregnancy, injury, exposure to contagious disease and for absence due to illness, injury, or death in the teacher's immediate family.

5. Each teacher requesting paid sick leave shall submit a signed statement justifying the use of sick leave on the Board-prescribed form, or electronically as determined by the Superintendent. The request shall be submitted to the building principal immediately upon the teacher's return. The request must be approved by the principal and Superintendent or designee before sick leave is paid.

6. The term "immediate family" means father, mother, brother, sister, husband, wife, children (including foster children or children for whom a teacher is custodian), grandparents, parents-in-law, brother-in-law, and sister-in-law.

7. Procedures

a. When an employee is unable to work, the employee will notify the supervisor or other designated person no less than two (2) hours prior to the time he/she is scheduled to report to work on each day of absence and notify the immediate supervisor as to the expected date of return. In the event circumstances prevent an employee from reporting off (e.g., the employee is hospitalized and unable to do so, or an injury or condition prevents the employee from calling off), then as soon as practicable, the employee or a member of the employee's immediate family may contact the supervisor or other designated person to report them off work.

b. Immediately upon return from sick leave, the teacher shall complete and sign the Board-prescribed form to justify the use of sick leave.

c. A violation of this Article shall result in the loss of pay based on the teacher's daily rate of pay for each day he/she violates the policy and may result in other disciplinary action including suspension without pay and termination of employment.

d. For personal illness of more than five (5) consecutive work days, the Board may require a teacher to provide a signed statement from his/her physician affirming the need for the teacher to be absent. If such a statement is not provided upon request, no sick leave shall be paid.

B. PERSONAL LEAVE

1. A maximum of three (3) days of personal leave per year will be granted to regular full-time teachers when requested, subject to the following limitations:

a. Personal leave is not accumulative but unused personal leave shall be credited to the teacher's accumulated sick leave at the end of the school year.

b. Personal leave taken before or after a holiday or vacation recess, or used as an extension of sick leave, shall be limited to ten percent (10%) per day, but not more than two (2) per building of the teaching staff assigned to each building on a first come first served basis. If substitutes or coverage are available up to three (3) teaching staff per building may be permitted to use personal leave. The holidays referred to herein are as follows:

Labor Day	Columbus Day	Veterans Day
Thanksgiving	Christmas	New Years Day
Martin Luther King Day	Presidents Day	Good Friday
Easter	Memorial Day	

c. Teachers shall request personal leave on the Board-prescribed form.

d. Personal leave during the last four weeks of the school year shall be limited to ten percent (10%) per day but no more than two (2) per building of the teaching staff assigned to each building on a first come first served basis. If substitutes or coverage are available up to three (3) teaching staff per building may be permitted to use personal leave.

C. ASSAULT LEAVE

1. A teacher who is absent due to actual disability resulting from a clearly unprovoked physical attack upon the teacher (e.g. an injury resulting from the teacher breaking up a fight between students) occurring on Board premises or while in attendance at an official school function and in the course of said teacher's employment shall, subject to the specifications below and the approval of the Superintendent or his designee, be granted up to forty-five (45) working days of assault leave. During such assault leave, said teacher shall be maintained on full pay basis, and such leave shall not be charged against sick leave or personal leave.

2. At the expiration of the forty-five (45) working days of assault leave, if the teacher is still disabled, the teacher may use his accumulated sick leave. At the expiration of the teacher's accumulated sick leave, he may petition the Board requesting an advancement of sick leave.

3. Assault leave shall not be granted under this provision unless the teacher:

   a. Has a signed, written statement justifying the use of assault leave. The statement shall be upon the Board-provided form;

   b. Has provided a certificate from a licensed physician stating the nature and duration of the disability and the necessity of absence from regular employment;

   c. Has agreed to file criminal charges against the person or persons involved.

4. Falsification of either the signed statement or the physician's statement shall be grounds for suspension or termination of employment.

5. Full payment for assault leave, less worker's compensation and any other financial remuneration paid by, provided by or contracted for by the Board shall not exceed the teacher's per diem rate of pay.

D. JURY DUTY/GOVERNMENT WITNESS

Teachers shall be excused from performing their regular duties when summoned for jury duty. When serving on jury duty during a regular school day, the teacher shall receive his regular rate of pay but shall remit all jury duty pay (less mileage and meal allowances) to

the Board. If a teacher is subpoenaed to testify in a civil or criminal proceeding on behalf of the Board of Education, the State of Ohio or West Virginia, or the United States and the teacher is not a party to the proceeding, the teacher shall receive his/her regular pay for any school days missed. A teacher shall also receive his/her regular pay when subpoenaed to testify about matters arising out of or relating to his/her Board employment (e.g., a child's educational progress in a custody proceeding) when the Board or Administration is not an adverse party in the proceeding. The teacher shall remit all witness fees (less mileage and meal allowance) to the Board.

E. MILITARY LEAVE

Teachers shall be granted military leave subject to the specifications and requirements of Section 3319.14 of the Ohio Revised Code.

F. CHILD REARING LEAVE

1. A teacher who is pregnant may use sick leave or may take an unpaid leave for the period of actual physical disability as certified by her attending physician. If a teacher takes sick leave or unpaid leave for the period of disability only, she shall return to the same position unless the Superintendent definitely determines such return would disrupt the continuity of instruction.

2. A teacher may request and shall be granted unpaid child rearing leave subject to the specifications set forth below:

    a. A written request for child rearing leave shall be submitted to the Superintendent at least forty-five (45) days before the intended commencement date. The request shall specify the proposed commencement date and the proposed duration of the leave.

    b. Child rearing leaves shall be for a maximum of one (1) school year. Child rearing leaves shall expire at the end of a semester or school year. The leave may be extended for a maximum of one (1) additional school year upon approval of the Superintendent and Board. Requests for extensions shall be made in writing at least thirty (30) days before the initial child rearing leave is due to expire.

    c. Teachers shall inform the Superintendent in writing of their intention to return to duty from child rearing leave at least thirty (30) days before the expiration of the leave.

    d. Upon return from leave, the teacher shall be assigned to a position within the teacher's area(s) of certification.

G. PROFESSIONAL LEAVE

1. A teacher may request and may be granted professional leave subject to the specifications set forth below:

   a. A written request for professional improvement leave shall be submitted to the Building Principal at least one week in advance of the meeting. The request shall specify the program to be attended and contain a statement of the purpose for such attendance.

   b. Professional improvement leave shall be subject to the approval of the Building Principal and Superintendent.

   c. Teachers may attend no more than three (3) educational meetings per school year, not to exceed a total of six (6) work days per year.

   d. A total of four (4) days per year for all teachers in the bargaining unit shall be granted and charged to the teacher's professional leave for delegates or officers to attend Association meetings.

H. PARENTAL LEAVE

A full-time teacher who has worked for Toronto City Schools for a minimum of one year shall be eligible for six (6) weeks of leave within a year of the birth or adoption of their child under the age of five. The teacher has the right to take this leave using sick leave or as unpaid leave. If unpaid, the teacher shall continue to pay his/her portion of the premiums for insurance. Such leave shall be concurrent with any FMLA leave to which they may be entitled.

I. UNPAID LEAVE OF ABSENCE

1. The Board shall grant a teacher an unpaid leave of absence where illness or disability is the reason for the request pursuant to the specifications and requirements of Section 3319.13 of the Ohio Revised Code.

2. A teacher may request and may be granted an unpaid leave of absence for educational, exchange teaching or other compelling reasons subject to the specifications set forth below:

   a. A written request for the leave shall be submitted to the Superintendent at least forty-five (45) days before the intended commencement date. The request shall specify the reason(s) for the leave, the proposed commencement date and proposed duration.

   b. Leaves shall be for a maximum of one (1) school year. Leaves shall expire at the end of a semester or school year. The leave may be extended for a maximum of one (1) additional school year upon approval of the

Superintendent and Board. Requests for extensions shall be made at least thirty (30) days before the expiration of the leave.

c. Teachers shall inform the Superintendent in writing of their intention to return to duty from the leave at least thirty (30) days before the expiration of the leave.

d. Upon the return from leave, the teacher shall be assigned to a position within the teacher's area(s) of certification.

J. BEREAVEMENT LEAVE

A teacher shall be granted a maximum of five (5) work days of paid leave per year for absence because of the death of a parent, child, or spouse. The teacher shall notify the building principal of the need for bereavement leave as soon as the need is known. Upon return from leave, the teacher shall submit the proper form to the building principal for approval.

K. SABBATICAL LEAVE

A teacher may be granted a sabbatical leave with the approval of the Board and Superintendent provided the following requirements have been satisfied by the teacher.

1. Sabbatical leave may be approved only for those teachers who have taught in the Toronto City School District for five (5) or more years. Subsequent sabbatical leave may be granted after a minimum of five (5) years of additional teaching in the Toronto City Schools.

2. Sabbatical leave for professional self-improvement shall be granted for one or two semesters.

3. A planned program for professional growth must be submitted by the teacher and approved by the Superintendent prior to making a recommendation to the Board.

4. Each teacher taking leave shall receive the difference between their total annual compensation, including retirement and fringe benefits, and the total compensation of the substitute hired to replace the member of the bargaining unit on leave. If the insurance carriers permit, the teacher on sabbatical leave may participate in all group insurance programs at the teacher's expense.

5. The Board shall not grant the leave unless a satisfactory substitute is available.

6. No more than one teacher shall be granted sabbatical leave in any year.

7. It is understood that the employee has a professional obligation to return to employment in the Toronto City School District upon the expiration of the leave. If the employee fails to return for a period of at least one work year, he/she shall

reimburse the Toronto City School District for all expenses of the sabbatical leave within twenty-four (24) months of his/her scheduled return.

ARTICLE VI -- JOB SECURITY

A. TEACHERS' LIMITED CONTRACTS

1. All regular full-time teachers who do not qualify for a continuing contract shall receive limited contracts in the following order:

1st year - limited contract for one (1) year
2nd year - limited contract for one (1) year
3rd year - eligible for up to a two (2) year contract
the principal and superintendent so recommend
4th or 5th year and thereafter – limited contract for two (2) years

2. A teacher who becomes eligible for a continuing contract during the term of a limited contract, shall upon written request to the Superintendent, be considered on individual merit for continuing contract status. If the Board determines not to award a continuing contract or the teacher does not request early consideration, such teacher shall then be considered for a continuing contract prior to the expiration of his/her limited contract as provided in Section 3319.11 of the Ohio Revised Code.

3. To be eligible for a continuing contract, a teacher must be eligible pursuant to O.R.C. §3319.08.

4. Any new teacher also employed as a coach who resigns his/her coaching position prior to obtaining his/her fourth teaching contract, shall also be considered to have automatically resigned his/her regular teaching position. The District shall have no further obligation to employ the individual as a teacher unless he/she is non-renewed by the District from the coaching position and has not been non-renewed as a teacher or he/she can no longer coach due to medical reasons. A written notice of this language must be signed by the teacher/coach prior to their employment. This paragraph will apply only to those teachers hired after June 1, 1994.

B. NON-RENEWAL OF LIMITED TEACHING CONTRACTS

1. The following procedure will apply to the non-renewal of limited teaching contracts for probationary teachers employed by the District for two (2) years or less.

a. On or before June 1 of each year, limited contract teachers who have been employed for two (2) or fewer years shall be notified by the Superintendent that they will not be recommended to the Board for

rehiring for the next school year. Prior to Board action on their contract, such teachers shall have the right to meet with the Board in executive session with representation to present their case.

b. This nonrenewal procedure for teachers who have been employed for two (2) or fewer years supersedes all provisions of Sections 3319.11 and 3319.111 of the Ohio Revised Code, and such teachers shall have no right to challenge said nonrenewal pursuant to Sections 3319.11 and 3319.111 of the Ohio Revised Code or through the negotiated grievance procedure.

2. The following procedure will apply to the nonrenewal of limited teaching contracts for teachers employed by the District for more than two (2) years:

a. The teacher shall be notified in writing of the Superintendent's intention to non-renew his/her contract, including the reasons for recommendation.

b. Upon written request of the teacher, he/she shall be afforded a conference with the Superintendent to discuss the reasons for non-renewal. The teacher may be represented at such conference by an Association Representative. The teacher's building principal may be present at such conference at the invitation of the Superintendent.

c. Upon written request, a teacher will be granted a conference with the Board of Education prior to action on the Superintendent's recommendation to non-renew his/her regular limited contract of employment. Such conference shall be in executive session at which time the teacher will have the opportunity to show cause why the contract(s) should be renewed.

d. If the Superintendent recommends renewal of a teacher's regular limited contract of employment and the Board non-renewed the contract, the teacher may make a written request for a conference with the Board. Such conference shall be held in executive session at which time the teacher will have the opportunity to show cause why the Board should reconsider its action.

e. After a bargaining unit member has been awarded his/her fourth teaching contract with the school district, non-renewal shall be only for just cause.

f. These provisions pertaining to non-renewal shall not apply to the non-renewal of supplemental or extended service contracts, which are automatically non-renewed each year.

g. This section on non-renewal shall supersede Ohio Revised Code §3319.11.

C. REDUCTION OF STAFF

When necessary, the Board may reduce the number of teaching positions or the number of hours or days worked, but such reductions shall only be made because of decreased enrollment of pupils, abolishment of positions for any reason, return to duty of regular teachers after leaves of absences, or by reason of suspension of schools or territorial changes affecting the district, financial reasons, or any other reason authorized by Section 3319.17 of the Ohio Revised Code. Such reductions shall first be made through attrition resulting from resignations, retirements or similar reasons. The Board of Education may then suspend contracts to complete the reduction plan. Comparability shall be determined by the Superintendent.

1. Suspension of Contracts

   a. The Superintendent shall determine the specific areas of certification to be affected by the reduction in force. Contracts of teachers who are part of the plan shall be suspended within the teaching field affected as provided in Section 3319.17 of the Ohio Revised Code. However, the Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations.

   b. For the purpose of this subsection, a teacher is deemed a "part of the plan" if the sole reason for suspending the teacher is a reduction of force.

2. Seniority

   a. Every teacher's name shall appear in order of seniority on a list for his or her areas of certification. Those teachers who have more than one area of certification shall have their names placed on each list for their areas of certification. Lists shall be maintained and updated on an annual basis and provided to the Association. Changes to the list will be provided to the Association no later than September 30 of each year.

   b. Seniority is based on the length of continuous service to the school system, which is not affected by authorized leaves of absence. The seniority of teachers who resign and are subsequently re-employed shall be calculated from the date of re-employment.

3. Continuing Contracts

   Teachers with continuing contracts shall be deemed senior to all teachers on limited contracts.

4. Determination of Seniority

   Where two or more teachers have the same length of continuous service at the same time, their names are arranged on the seniority lists based on the Board

meeting at which they were hired. If the seniority of teachers is still identical, the tie shall be broken by greater total teaching experience in Ohio public and/or chartered non-public schools. If a tie still exists, it shall be broken by the Superintendent.

5. Recall

Names of teachers whose contracts are suspended due to a reduction in force shall be placed on a reduction in force (RIF) list based on seniority and certification. When there is an opening, a teacher shall be recalled by the Board with the same seniority as he/she would have received if a reduction in force had not taken place, provided, however, such teacher shall not be granted service credit for salary purposes for such time such teacher's contract was suspended. However, seniority shall not be the basis for recalling a teacher, except when making a decision between teachers who have comparable evaluations. No new teachers may be hired by the school system for any position as long as there is a teacher certificated for the position on the RIF list.

6. Availability For Recall

a. The Board shall transmit notice of recall by certified letter to the last known address of all teachers on the RIF list for a position to advise them of such position.

b. It is the teacher's responsibility to keep the Board informed of his/her mailing address. The teacher shall respond to a recall notice in writing within seven (7) calendar days from the date of attempted delivery of the Board's recall letter to indicate his/her acceptance of such position. The teacher's notification of acceptance shall also be by certified mail.

The Board shall reinstate that teacher indicating acceptance of such position. A teacher's name shall remain on the RIF list for a period of thirty-six (36) months. The thirty-six (36) month period shall be from the effective date of the RIF. The RIF list must be available to the Association at all times. The rights herein granted to a teacher shall be forfeited by the teacher should he or she:

(1) waive his or her recall rights in writing;

(2) resign;

(3) fail to accept recall as provided for herein; or

(4) fail to report to work in a position that he or she accepted within five school days after he or she was directed to report or fail to give a satisfactory explanation for absence within that period.

D. DISCIPLINE/JUST CAUSE

No member of the bargaining unit will be suspended, terminated or disciplined without just cause. If a teacher is terminated, they shall only have the right to due process and appeals set forth in R.C. 3319.16 and shall not be permitted to file a grievance regarding any aspect of the terminated. If a teacher is to be disciplined by the Board or an administrator, the teacher shall have the right to have an Association representative present in any disciplinary conference or meeting. This section pertaining to just cause does not apply to suspensions for reduction in force which are governed by Section C, or non-renewal of limited contracts which is governed by Section B.

The Superintendent may suspend a teacher without pay for up to ten (10) days as part of the discipline process.

ARTICLE VII -- TERMS AND CONDITIONS OF EMPLOYMENT

A. PERMANENT PERSONNEL FILE

1. Each teacher's personnel file will be maintained in the central office and will be available for inspection by such teacher during normal business hours. A representative of the Association may, at the teacher's request, accompany the teacher in such a review.

2. Each personnel file will contain a copy of all written evaluations. A teacher may include in his personnel file a written response to any material which that teacher considers to be inaccurate or misleading. Written communications, which are directed toward a teacher's character and/or professional status, which are unidentified, shall not be included in a teacher's personnel file.

3. A teacher shall be entitled to a copy, at his expense, of any material in his file.

4. Upon the teacher's request, written reprimands and/or critical letters or items of a disciplinary nature which do not concern serious misconduct shall be removed from the teacher's file, provided that three (3) years have elapsed after the effective date of the document and provided there are no intervening reprimands, critical letters or disciplinary items during the three (3) year period, or as otherwise required by law.

5. A complaint concerning the contents of a teacher's file shall be processed exclusively through the grievance procedure.

6. When copies of material(s) are made for non-school purposes pursuant to a request by a member of the public, the school administration or the School Board under the Ohio Public School Records Act, if the identity of the requester is provided, the teacher shall be informed as to who made the request within two (2) school days.

B. SCHOOL YEAR AND CALENDAR

1. Length of School Year

There will be one hundred eighty-four (184) days of employment for certificated staff in the school year. Up to one hundred seventy-five (175) of these days are to be used for professional services for student instruction and the remaining days not used for professional services for student instruction are to be used for parent-teacher conferences, clerical or professional in-service, with at least three (3) of those days being used as follows:

a. One day for pre-school in-service and planning;

b. One day, end of year, for reports and closing activity;

c. One day for in-service (TEA/EOTA Day).

2. School Calendar

A committee of three (3) teachers selected by the Association and three (3) administrators shall meet each year to develop a calendar. If the committee agrees on a calendar it shall be adopted by the Board. If the committee does not agree, both the Association and administration recommendations will be presented to the Board which shall adopt one of the two recommendations. The Board has the right to amend the school calendar in accordance with Ohio law and/or to respond to an epidemic.

C. WORK DAY

The length of the work day for certificated personnel in the Toronto City Schools shall be seven and one-half (7-1/2) hours, including at least a thirty (30) minute duty-free lunch period. Unless this requirement is waived on a case-by-case basis, all teachers will report to their respective buildings at the time established by the building principal or superintendent. In those circumstances where an epidemic is present, the Superintendent may require some or all of the District's teachers to teach using virtual or electronic methods. The beginning and ending times for each building will be established by the District Administration. Building starting and ending times may vary depending on the day of the week.

The District will install a time-keeping system, requiring teachers to clock in and clock out when they enter and leave their buildings.

D. BUILDING MEETINGS

Except in emergencies, building meetings shall not occur more than twice per month and shall not last longer than forty (40) minutes beyond the end of the regular student day. Such meetings, except emergency meetings, shall be called with at least twenty-four (24) hours' notice to all employees affected. Teachers shall attend all staff meetings.

E. PUPIL LOAD STIPEND

1. When the total number of students assigned or transferred to a single class exceeds thirty (30), the affected teacher shall be paid a stipend as follows:

   a. For each interim report (nine week) period during which the class contained 30 or more pupils for four and one-half weeks or more, the teacher assigned to that class shall receive additional compensation in the total amount of seventy-five dollars ($75.00) payable at the end of that interim report period.

   b. The additional compensation payable to any teacher under this provision shall not exceed a total of three hundred dollars ($300.00) per year.

2. This provision shall not apply to band, choir, physical education, study hall or similar classes where larger class sizes have traditionally been utilized.

F. PLANNING/CONFERENCE PERIOD

Except when a day has been modified by a two- (2) hour day, each full-time high school and middle school teacher who reports to the school building shall have one planning/conference period during their workday. Except for two- (2) hour day days, each full-time teacher in grades PreK-5 who reports to the school building shall have 160 minutes of planning/conference time per week during their workday.

G. WORK ENVIRONMENT

A photocopying machine shall be available to teachers in each building for school purposes. At least one (1) computer/printer shall be made available to teachers in each building for school purposes.

H. VACANCIES, TRANSFERS, AND ASSIGNMENTS

1. Vacancies

   Vacancy shall be defined as any position left vacant as a result of a transfer, retirement, resignation, death, termination, non-renewal, or any newly created position that the Superintendent determines shall be filled. The superintendent shall fill a vacancy only as posted.

Written notice for all vacancies except administrative vacancies, including special and supplementary assignments, shall be made to bargaining unit members in order that all persons interested may apply. Written notice of vacancies shall not be required if there are no bargaining unit members licensed for the vacant position. Vacancies shall be posted for five (5) calendar days during the school year and until July 10th and for three (3) calendar days from July 11th until August 31st. During the summer months, written notification of all vacancies will appear on the Toronto City School District website and the Ohio Department of Education website and will also be sent to certified staff members requesting copies, if requested in writing and postage is paid. The position shall not be filled until after the posting period. If there is no qualified applicant and/or no licensed applicant from within the bargaining unit, then the Superintendent may employ from without.

All teachers will maintain and renew all teaching licenses and certifications held at the time of hire and any teacher licenses or certification obtained during their employment with the District, unless such license or certification is no longer available by action of the State Board of Education or DEW.

2. Teacher Assignments

Tentative assignments for the subsequent school year will be given to certificated staff prior to the last day of the school year.

3. Transfer

a. A teacher may initiate a written request to the Superintendent via the building principal for transfer from one building to another or from one subject area or grade level to another. The superintendent shall assign teachers to positions based on the best interests of the students enrolled in the district. In assigning, reassigning, or transferring a teacher, whether voluntary or involuntary on the part of the teacher, the superintendent shall not use seniority or continuing contract status as the primary factor in determining the teacher's assignment.

b. In determining what is in the best interests of students, the Superintendent may consider relevant educational factors, which include but are not limited to the following with no single factor being determined:

1. Student learning needs and instructional continuity
2. Programmatic requirements and course offerings
3. Enrollment changes or scheduling needs
4. Teacher licensure, certification, endorsements, and subject-area expertise
5. Specialized training or experience relevant to the assignment
6. Student services and supports
7. Documented school improvement goals

8. Equitable access to qualified educators

4. Promotion

When a vacancy exists in any non-bargaining unit professional staff position, the Board shall receive and consider applications from qualified teachers who apply.

5. Involuntary Transfers

a. A conference shall be held between the bargaining unit member and the building principal to discuss the reasons for a possible involuntary transfer.

b. Bargaining unit members shall be involuntarily transferred only when clearly necessary to meet the best interests of the students enrolled in the District.

I. TEACHER EVALUATION

Observations/Evaluations conducted by non-OTES credentialed evaluators shall not be the sole basis for nonrenewal, termination, transfer or promotion.

J. PTA/PTO

Participation in PTA, PTO or a similar organization shall be voluntary.

K. SCHOOL CLOSING

The first five (5) calamity days will not be made up. However, subsequent calamity days shall be made up as determined by the Superintendent. No makeup days will be scheduled after May 31. Staff members shall not be required to report for duty when the entire system or the particular building in which the staff member works is closed or when classes are cancelled due to inclement weather. If schools are closed or classes are cancelled due to inclement weather or for any other reason after the normal work day has begun, employees shall remain at work to complete the normal work day unless the Superintendent releases employees for health or safety reasons. Employees who leave without the Superintendent's permission shall lose pay for time not worked.

L. INSURANCE COMMITTEE

A committee consisting of teachers, administration, and members of the Board of Education shall meet as needed to review insurance issues.

M. LABOR MANAGEMENT COMMITTEE

The Toronto Board of Education and the Toronto Education Association believe that our students are best served by productive, meaningful, and collaborative interactions

between our District's administration and staff. Thus, a Labor Management Committee shall be established consisting of three (3) representatives chosen annually by the Superintendent and three (3) representatives chosen annually by the President of the Toronto Education Association. The purpose of the committee shall be to address building/district issues that are not contractual in nature, but by resolving, will foster positive working relationships.

Members of the Committee shall be trained by the Federal Mediation & Conciliation Service (FMCS), or another organization chosen by the Committee, in order to serve on the Committee. Training costs and related expenses shall be assumed by the District.

The Committee shall meet, by its own determination, on an as needed basis in order to improve communications, and to discuss existing and potential issues between labor and management.

N. MENTOR PAY

Any teacher serving as a mentor will be granted a stipend of seven hundred fifty dollars ($750.00) per assignment unless the mentor is receiving compensation for mentoring from another source.

ARTICLE VIII -- COMPENSATION

A. SALARY SCHEDULE PLACEMENT

1. Experience

Teachers shall receive credit for years of service on the salary schedule as follows:

a. All years of teaching service in this district, with each year consisting of one hundred twenty (120) days under a teacher's contract.

b. All years of service in an Ohio public school and/or chartered, non-public school located in Ohio consisting of one hundred twenty (120) days under a teacher's contract.

c. All years of military service up to five (5) years. (For purposes of calculation, a particular year of active military service of eight (8) continuous months or more, in the armed forces shall be counted as a full year).

d. All years of teaching service as a certified teacher in a chartered school or institution or a chartered special education program operated by the State or other local governmental unit with each year consisting of at least one hundred twenty (120) days.

e. Years of service shall be the sum of all years of service in subparagraphs a, b, c, and d above, except that a new teacher shall receive credit for a total of not more than ten (10) years.

f. Teachers on leaves of absence shall be granted credit as follows:

(1) Teachers on approved leaves of absence returning to the system shall be placed on the step of the salary schedule for which they qualify by reason of training and experience, including experience prior to original employment with the district and that which has been acquired in the district.

(2) Teachers do not accrue days of service for advancement on the schedule while on unpaid leave; however, any additional training obtained during a leave of absence shall be applied for salary credit upon the return of a teacher.

g. Once a teacher signs a contract designating rate of pay, any necessary adjustments to the rate of pay shall apply to the current school year. There will be no adjustments for back pay.

2. Training

Teachers shall receive credit for training on the salary schedule as follows:

a. Credit for hours beyond the bachelor's degree shall only be given for hours earned after the bachelor's degree is awarded.

b. Credit for hours beyond the master's degree shall only be given for hours earned after the master's degree is earned and then only if:

(1) The courses taken are in the teacher's area of certification, in any subject area in the curriculum or in an area the Superintendent determines is beneficial to the total program of instruction; and

(2) The courses taken are on the graduate level.

c. The BA+30 column refers to hours that are earned by the teacher after the Bachelor's degree is awarded.

d. College or university credits shall be earned by attendance in, and successful completion of, regularly scheduled classes held on the campus or a branch campus of a fully accredited institution. Correspondence courses shall not be approved.

e. Each teacher who has completed training which would qualify him/her for a higher salary bracket in accordance with this section, shall file a written request with the Treasurer for movement on the salary scale with a transcript by October 1. If such request and transcript are not filed by October 1, a teacher will not receive an adjustment on the salary scale for the current school year. Further, the teacher will receive no retroactive adjustment in pay when the written request is properly submitted in a subsequent year.

3. Salary

For the 2026-2027 school year there shall be an increase of nine percent (9%) on the salary index. For the 2027-2028 school year there shall be an increase of five percent (5%) on the salary index. For the 2028-2029 school year there shall be an increase of two percent (2%) on the salary index.

4. Longevity

Longevity of $1,500 will be paid for the years 18 through 23 utilizing the index. Years 24 through retirement utilizing the index will receive $1,500 plus an additional $1,500 for a total of $3,000 added to wages.

5. The Superintendent has the discretion to place a new employee with no previous experience at Step 3 of the appropriate education column on the salary schedule based on the teacher's licensure in the following areas:

a. World Language
b. Special Education
c. Math
d. Science

The employee will be required to stay in one of these areas for three (3) school years before being eligible to apply for a transfer or vacancy in a position not listed in a. through d. above. This does not prohibit the Administration from transferring the employee if it is determined to be in the best interest of the District.

B. INSURANCE

The Board shall provide Board paid group hospitalization, major medical, dental and prescription drug, and $40,000.00 group term life insurance as set forth below:

1. Unless otherwise required by law, only regular full-time and part-time teachers shall be eligible to enroll for such coverage.

Except for the vision plan, effective September 1, 2026, employees shall pay seven percent (7%) of the premium per month for their share of the premiums and the Board shall pay the remainder.

With following caps:

Single	$112
Employee/Child	$220
Employee/Spouse	$257
Family	$335

Board premium payments for part-time teachers shall be pro-rated based on time actually worked and the part-time employee shall pay the balance of the premium by payroll deduction over a twelve (12) month period. Enrollment shall be open during enrollment period(s) specified by the carriers each school year and shall be limited to those months.

The Board will implement the following PPO plan:

Deductible (per calendar year)

In Network
Per individual $650.00
Per family $1,250.00

Out of Network
Per individual $1,200.00
Per family $2,400.00

Benefit Percentage Paid by Board (per calendar year)

In Network
For medical expenses after deducible
not to exceed Out of Pocket Maximums.....80%

Out of Network
For medical expenses after deductible
not to exceed Out of Pocket Maximums.....60%

Employee Out of Pocket Maximum with Deductible Included (per calendar year)

In Network
Per individual $750.00
Per family $1,500.00

Out of Network

Per individual	$1,700.00
Per family	$3,400.00

Once the per calendar year maximums are satisfied, the benefit percentage paid by the Board shall be at 100%.

Out of Network Deductibles and Out of Pocket Costs shall be applied towards In Network Deductibles and Out of Pocket Costs. However, In Network Deductibles and Out of Pocket Costs shall not be applied towards Out of Network Deductibles and Out of Pocket Costs.

The Board will also implement a Section 125 Plan which will include medical savings accounts to which employees may contribute.

2. The Board will implement a prescription drug card plan for covered employees. For each prescription, said employees shall be responsible for a co-pay as follows:

Generic	$10.00
Brand	$20.00
<u>Mail Order</u>	
Generic	$20.00
Brand	$35.00

The prescription drug co-pay does not apply to the plan deductible, which is waived, or to the plan co-insurance out-of-pocket limits.

3. The Board shall provide a dental insurance plan to covered employees.

4. The Board shall make the VSP Well Vision Plan Mod A in Appendix E offered through Vision Service Plan (VSP) available to all bargaining unit members. Said members electing to be covered by the vision plan shall pay the current monthly premium.

5. New enrollees shall pay 100% of the premiums for hospitalization and major medical insurance coverage for the first six (6) months after their enrollment over a twelve (12) month period except:

   a. New employees who had such coverage paid by the employer in their immediately previous employment;

   b. New employees who have never been employed elsewhere on a regular full-time basis; or

   c. Current employees who lose coverage through a spouse because of death, divorce, permanent loss of employment, retirement, or layoff.

6. The Board shall determine the insurance carrier or plan administrator, provided the level of coverage shall not be reduced during the term of this Agreement. The insurance carrier shall be licensed to do business in Ohio. The Association shall be notified of any proposed change in carriers and shall have the opportunity to discuss the need for the change with the Board.

7. Those teachers not enrolled in the insurance program provided by the Board shall be compensated at a rate of $2,500 as per the contract. Said payment shall be made through the Section 125 Plan.

8. The Association shall have equal representation on the Insurance Committee consisting of at least four (4) members. The Insurance Committee will monitor usage and rates, hear insurance problems and concerns of the members, and disseminate consumer and educational information to employees. The Insurance Consultant will act as an advisor, as needed. The Insurance Committee may recommend changes in the TPA (Third Party Administrator). The Committee shall meet quarterly or more often as scheduled by the Superintendent.

   The Insurance Committee is empowered to assist bargaining unit members in resolving insurance problems and recommend to the bargaining unit members and the Board any appropriate revisions in the Insurance Program. Such recommendations would then be considered at the next round of contract negotiations.

C. SEVERANCE PAY

1. A teacher may elect, at the time of acceptance for retirement by the State Teachers' Retirement System (STRS) to receive severance pay if his/her date of retirement is within ninety (90) days of his/her last day of service with the District.

2. Each teacher qualified shall receive twenty-five percent (25%) of his/her accrued but unused sick leave credit; however, payment is not to exceed sixty-five (65) days. Further, a teacher who has fewer than ten (10) years of full-time service in the Toronto City School District will only be paid for twenty-five percent (25%) of the sick leave earned in the Toronto City School District. Payment shall be based on the daily rate of pay at the time of retirement. Payment under this provision shall eliminate all sick leave credit. No teacher shall receive more than one payment. Payment shall be made upon the teacher's submission of written verification acceptable to the Treasurer that he/she has retired, or in January of the year following retirement.

D. MILEAGE REIMBURSEMENT

The Board shall pay teachers at the Internal Revenue Service approved rate for authorized automobile expense.

E. TRAVEL

Subject to the availability of funds appropriated for this purpose, the Board shall reimburse teachers for travel expenses in accordance with the following specifications and requirements:

1. Trip requests shall be submitted to the building principal and shall be approved by the principal and Superintendent in advance.

2. Teachers shall first pay all costs of a trip from their personal funds. Reimbursement shall be made on the basis of an approved expense form which shall be submitted to the Superintendent with receipts attached within one week after the trip is completed.

3. Reimbursement shall be made following the next regular Board meeting after receipt of the teacher's expense form. Teachers shall be reimbursed for actual expenses up to a maximum of $110.00 per day for meals and lodging and shall also be reimbursed for mileage in accordance with D above.

F. PAYROLL PROCEDURES

1. Teachers shall be paid in twenty-six (26) installments in accordance with regulations established by the Treasurer.

2. Deductions for unexcused or unpaid absences which are not covered by sick leave credits or other leave provisions shall be made in accordance with regulations established by the Treasurer.

3. Deductions shall also be made for hospitalization, major medical, life and dental insurance premiums, credit union and tax sheltered annuities, and Association dues.

4. Part-time teachers shall have their salaries pro-rated based upon the portion of the regular teacher work day they actually work.

5. All bargaining unit members and/or licensed personnel will participate in this program. A maximum of two (2) designated allocations will be permitted. Statements will be sent to individuals via e-mail or Kiosk.

G. BOARD PICKUP OF EMPLOYEE CONTRIBUTIONS TO STRS

1. The Board shall assume and pay, or pick up, the mandatory employee contribution to STRS required for all STRS participants, subject to the provisions of this section, in lieu of payment of those contributions by said members.

2. For purposes of this Pickup Plan, total salary or salary per pay period for each member shall be the salary otherwise payable under their contracts and applicable

Board policies. The total annual salary or salary per pay period of each member shall be payable by the Board in two parts: (1) deferred annual salary and (2) cash salary. A member's deferred salary shall be equal to that percentage of said member's total annual salary or salary per pay period which is required from time to time by the Ohio State Teachers' Retirement System ("STRS") to be paid as an employee contribution by said member and shall be paid by the Board to STRS on behalf of said member as "pickup" of the STRS employee contribution otherwise payable by said member. A member's cash salary shall be equal to said member's total annual salary or salary per pay period less the amount of the pickup for said member and shall be payable, subject to applicable payroll deductions, to said member. The Board's combined total expenditures for members' total annual salaries or salaries per pay period otherwise payable under this Section (including pickup amounts) and its employer contributions to STRS shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

3. The Board shall compute and remit its employer contributions to STRS based upon total annual salary or salary per pay period, including the "pickup." The Board shall report for federal and Ohio income tax purposes as a member's gross income said member's total annual salary or salary per pay period, less the amount of the "pickup."

   The Board shall report for municipal income tax purposes as a member's gross income said member's total annual salary or salary per pay period, including the amount of the "pickup." The Board shall compute income tax withholding based upon gross income as reported to the respective taxing authorities.

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

H. TUITION REIMBURSEMENT

Teachers shall be reimbursed for actual tuition costs in accordance with the specifications and requirements set forth below:

1. The course(s) taken must be in a planned program of professional improvement within the teaching field approved in advance by the Superintendent.

2. Course work must be taken from a fully accredited college or university at a regular or branch campus. No tuition reimbursement will be provided for correspondence courses, except for accredited college or university courses offered through distance learning, or courses offered on line and/or through the Internet.

3. All course work must be completed with a passing grade and/or a certification of completion.

4. Reimbursement shall be made twice per year for coursework. Teachers requesting reimbursement shall submit a transcript, grade card or certificate of completion to the Treasurer by October 1 for Spring and Summer courses or by April 1 for Fall and Winter Courses. If the request for tuition reimbursement and transcript, grade card or certification of completion are not submitted to the Treasurer by these dates, the teacher will not receive reimbursement and the request may not be resubmitted.

5. Reimbursement shall be the actual tuition cost or two hundred fifty dollars ($250.00) per semester hour or one hundred fifty dollars ($150.00) per quarter hour whichever is less. No teacher shall be reimbursed for more than nine (9) semester hours or twelve (12) quarter hours per year.

I. ATTENDANCE BONUS

Full time teachers shall receive a one hundred dollar ($100.00) bonus for each nine (9) week grading period that they do not use any sick leave or personal leave, up to a total of four ($400.00) per school year. The bonus will be provided as part of the regular payroll in January and May of each school year. Any regular part-time teacher who qualified for an attendance bonus shall receive a pro-rated amount based on the portion of the regular school day the teacher works. Payment to eligible teachers shall be made no later than August 1 following the conclusion of the school year.

J. PHYSICAL EXAMINATIONS AND TESTS

1. When the Board requires a physical examination or test, or such examination or tests are required by law, the Board will pay the cost.

2. If there is a suspicion to believe, based on specific, objective facts, that a bargaining unit member is under the influence of alcohol and/or illegal drugs or has used such substances on Board property or is involved in a work-related accident resulting in property damage estimated in excess of One Hundred dollars ($100.00) or personal injury, the bargaining unit member may be required to undergo medical testing as provided below. Such testing shall not be used as a means for harassment. Testing shall be limited to either a blood test or a urine test, but not both.

3. A bargaining unit member's refusal to submit to medical testing under the foregoing conditions will be deemed insubordinate, and will result in discipline, up to and including suspension and/or termination.

4. The medical testing will be conducted by a physician and/or laboratory selected by the Board at Board cost, using the Department of Transportation standards for CDL holders. The analysis of the test results shall be done by a laboratory that is NIDA-certified. If the medical testing shows the presence of alcohol, or an illegal

drug, the Board will request a confirmation test to insure the accuracy of the test results. All positive test results will be reviewed by an approved Medical Review Officer for further confirmation. For a bargaining unit member who tests positive, the bargaining unit member shall be subject to discipline, which may include suspension and/or termination.

5. The Board and the Association are concerned about bargaining unit members who may be victims of alcohol or drug abuse and will facilitate correction of this process through programs and services that are available in the community. Any bargaining unit member who believes he/she is in need of help shall notify the Superintendent, who shall treat this information confidentially. Any bargaining unit member who voluntarily uses this paragraph prior to being under suspicion for being under the influence of alcohol and/or illegal drugs pursuant to paragraph 2, or testing positive for drugs or alcohol pursuant to the above, or being under investigation by the District for alcohol or drug use shall be permitted to use any available leave and be permitted inpatient or outpatient treatment without repercussion for attendance at school or notification of absence from school pursuant to this paragraph. Upon return, the bargaining unit member will also be required to submit to medical testing for the first year following the bargaining unit member's return to employment, not to exceed once per month. There shall be no repercussion of any kind for a bargaining unit member who comes forward voluntarily, as described in this paragraph. For such a member, any subsequent positive tests would result in the implementation of Item 4 above as a first offense.

K. CONFERENCE/PLANNING PERIOD PAY

When a bargaining unit member is required to substitute for another staff member during a conference or planning period, the teacher shall be paid Twenty-Five Dollars ($25.00) per period.

L. MASTER TEACHER PROGRAM

To encourage the professional growth of teachers and to comply with the requirements of House Bill 1 passed by the legislature in 2009, the Association and the Board agree that they will participate in the Jefferson County ESC Master Teacher Program as follows:

1. The teacher representatives from Toronto to the ESC shall be chosen by the current Association President with the approval by its Executive Committee. Notwithstanding the foregoing, the Association President shall invite any National Board Certified bargaining unit member to serve on the committee, though such members shall not be required to serve on the committee.

2. Committee members shall be paid a stipend of the greater of fifty dollars ($50.00) per meeting attended or twenty-five dollars ($25.00) per application scored, plus mileage.

3. Any bargaining unit member who is successful in achieving "Master Teacher" designation shall receive a four hundred dollar ($400.00) stipend to be paid in the first check following the end of the semester in which the person achieves the designation. This stipend shall be paid only once in the year the bargaining unit member earns the "Master Teacher" designation.

4. All teachers shall be provided with the appropriate information regarding the Master Teacher Program, including the application requirements and the scoring criteria.

5. Should the Jefferson County ESC Master Teacher Program not be in existence, the parties agree to meet and negotiate a replacement program for Toronto City Schools.

ARTICLE IX – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE (LPDC)

If training or meetings occur during work hours, the committee members shall be given paid release time to attend. If the training or meetings occur outside the regular work day or work year, members shall be paid $50.00 per meeting including mileage as approved by the Superintendent. LPDC members shall be reimbursed for all actual and necessary expenses incurred as part of the training. All other provisions regarding the LPDC shall be governed by appropriate statutes of the Ohio Revised Code or Ohio State Department of Education Regulations.

ARTICLE X – CREDIT FLEXIBILITY

As a result of SB 311, the Association and the Board agree to the following regarding the offering of a credit flexibility program within the district in accordance with the State Board of Education's credit flexibility plan:

1. Flexible Credit shall only be available to students for courses currently approved by the school district in its regular programs.

2. A committee shall be formed to review and approve/disapprove student Flexible Credit applications. The committee shall be comprised of three (3) high school teachers chosen by the Association president, one (1) high school administrator chosen by the Superintendent, and the superintendent or his/her designee. The committee shall also have a "rotating" member who shall be the teacher of record for the student who has applied. Bargaining unit members of the committee shall be paid a stipend of fifty dollars ($50.00) per meeting attended, not to exceed one meeting every nine (9) weeks.

3. No teacher shall be required to serve as a teacher of record. Only a teacher who is licensed and teaching in the area of flexible credit sought shall be assigned as the teacher of record. However, the superintendent shall have the right to appoint a qualified teacher

of record from outside of the bargaining unit, if no bargaining unit member is interested or willing to perform required duties.

4. The Board's policy on credit flexibility shall empower the teacher of record to make the determination about whether credit is/is not granted and what grade is assigned, if applicable, or level of student mastery achieved, if applicable. Further, the Board's policy shall require that any student participating in a flexible credit plan of study report at least at minimum, regular intervals with the teacher of record regarding the student's progress. The policy shall also require that the teacher of record and the student identify and agree on the learning outcomes that align with the district's approved curriculum in the context of the student's plan and how these outcomes will be assessed, which shall be documented on a form to be created by the committee.

5. The teacher of record shall be paid a stipend of the greater of seventy-five dollars ($75.00) per student, per credit sought, or the standard hourly rate for work associated with a student's flexible credit plan implementation. Such work shall be accomplished outside of the regular workday/work year.

6. In the event that a student fails to achieve credit and appeals the decision of the teacher of record, such appeal shall go exclusively to the committee, whose decision shall be final.

ARTICLE XI -- TERM OF AGREEMENT

A. WAIVER OF NEGOTIATIONS

The Board and the Association acknowledge that during negotiations resulting in this Agreement, each party had the right and the opportunity to make demands and proposals with respect to any matter and that this Agreement was arrived at by the parties after the exercise of that right and opportunity. The Board and the Association shall voluntarily waive, during the life of this Agreement, said rights and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter referred to or covered by this Agreement.

B. NO STRIKE

The Association and teachers covered by this Agreement agree they will "not strike" during the term of this Agreement. "Strike" means concerted action in failing to report to duty; willful absence from one's position; stoppage of work; slowdown or abstinence in whole or part from the full, faithful and proper performance of the duties of employment for the purpose of inducing, influencing, or coercing a change in wages, hours, terms and other conditions of employment. Stoppage of work by employees in good faith because of dangerous or unhealthful working conditions at the place of employment which are abnormal to the place of employment shall not be deemed a strike.

C. ENTIRE AGREEMENT

This Agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices between the Board and the Association and constitutes the entire Agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

D. CONFLICT WITH LAW

1. The provisions of this Agreement shall supersede state and federal laws as set forth in Ohio Revised Code §4117.10(A).

2. If any provision of this Agreement, or any application of the provision of this Agreement, or any agreement reached under its terms, shall be found to be contrary to law by a court of competent jurisdiction, such provisions, applications or agreements shall be inoperative but the remaining provisions hereof shall remain in effect.

3. If, during the term of this Agreement, there is a change in any applicable state or federal law, or valid rule or regulations adopted by a federal agency, or a state agency pursuant thereto, which would invalidate any provision of this Agreement, the parties will meet to negotiate any necessary change in the Agreement, relative to the affected provision within sixty (60) days by demand of either party.

E. DURATION

This Agreement shall become effective the first day of September 1, 2026 until August 31, 2029.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the day and year first mentioned above.

TORONTO EDUCATION ASSOCIATION	TORONTO BOARD OF EDUCATION
Michelle Blayer	Kayla Whitlatch
Elizabeth Donnelly	Maureen Taggart
Kelli Naylor	

Appendix A

Toronto City Schools
Index and Salary Schedule
September 1, 2026
$38,343

YRS	BA	BA+15	BA+30	MA	MA+15	MA+30
0	$38,343	$40,260	$42,177	$44,094	$46,012	$47,929
	1.00	1.05	1.10	1.15	1.20	1.25
1	$40,414	$42,331	$44,248	$46,165	$48,082	$49,999
	1.054	1.104	1.154	1.204	1.254	1.304
2	$42,484	$44,401	$46,318	$48,235	$50,153	$52,070
	1.108	1.158	1.208	1.258	1.308	1.358
3	$44,555	$46,472	$48,389	$50,306	$52,223	$54,140
	1.162	1.212	1.262	1.312	1.362	1.412
4	$46,625	$48,542	$50,459	$52,377	$54,294	$56,211
	1.216	1.266	1.316	1.366	1.416	1.466
5	$48,696	$50,613	$52,530	$54,447	$56,364	$58,281
	1.27	1.32	1.37	1.42	1.47	1.52
6	$50,766	$52,683	$54,600	$56,518	$58,435	$60,352
	1.324	1.374	1.424	1.474	1.524	1.574
7	$52,837	$54,754	$56,671	$58,588	$60,505	$62,422
	1.378	1.428	1.478	1.528	1.578	1.628
8	$54,907	$56,824	$58,741	$60,659	$62,576	$64,493
	1.432	1.482	1.532	1.582	1.632	1.682
9	$56,978	$58,895	$60,812	$62,729	$64,646	$66,563
	1.486	1.536	1.586	1.636	1.686	1.736
10	$59,048	$60,965	$62,883	$64,800	$66,717	$68,634
	1.54	1.59	1.64	1.69	1.74	1.79
11	$61,119	$63,036	$64,953	$66,870	$68,787	$70,704
	1.594	1.644	1.694	1.744	1.794	1.844
12	$63,036	$65,106	$67,024	$68,941	$70,858	$72,775
	1.644	1.698	1.748	1.798	1.848	1.898
13	$65,260	$67,177	$69,094	$71,011	$72,928	$74,846
	1.702	1.752	1.802	1.852	1.902	1.952
14	$65,260	$67,177	$69,094	$73,082	$74,999	$76,916
				1.906	1.956	2.006

Longevity: Added to wages
Step 18 – 23 $1500 per year
Step 24 – until employee retires or separates from service additional $1500 per year
(TOTAL NOT TO EXCEED $3000 PER YEAR)

Appendix A, Cont.

Toronto City Schools
Index and Salary Schedule
September 1, 2027
$40,260

YRS	BA	BA+15	BA+30	MA	MA+15	MA+30
0	$40,260	$42,273	$44,286	$46,299	$48,312	$50,325
	1.00	1.05	1.10	1.15	1.20	1.25
1	$42,434	$44,447	$46,460	$48,473	$50,486	$52,499
	1.054	1.104	1.154	1.204	1.254	1.304
2	$44,608	$46,621	$48,634	$50,647	$52,660	$54,673
	1.108	1.158	1.208	1.258	1.308	1.358
3	$46,782	$48,795	$50,808	$52,821	$54,834	$56,847
	1.162	1.212	1.262	1.312	1.362	1.412
4	$48,956	$50,969	$52,982	$54,995	$57,008	$59,021
	1.216	1.266	1.316	1.366	1.416	1.466
5	$51,130	$53,143	$55,156	$57,169	$59,182	$61,195
	1.27	1.32	1.37	1.42	1.47	1.52
6	$53,304	$55,317	$57,330	$59,343	$61,356	$63,369
	1.324	1.374	1.424	1.474	1.524	1.574
7	$55,478	$57,491	$59,504	$61,517	$63,530	$65,543
	1.378	1.428	1.478	1.528	1.578	1.628
8	$57,652	$59,665	$61,678	$63,691	$65,704	$67,717
	1.432	1.482	1.532	1.582	1.632	1.682
9	$59,826	$61,839	$63,852	$65,865	$67,878	$69,891
	1.486	1.536	1.586	1.636	1.686	1.736
10	$62,000	$64,013	$66,026	$68,039	$70,052	$72,065
	1.54	1.59	1.64	1.69	1.74	1.79
11	$64,174	$66,187	$68,200	$70,213	$72,226	$74,239
	1.594	1.644	1.694	1.744	1.794	1.844
12	$66,187	$68,361	$70,374	$72,387	$74,400	$76,413
	1.644	1.698	1.748	1.798	1.848	1.898
13	$68,523	$70,536	$72,549	$74,562	$76,575	$78,588
	1.702	1.752	1.802	1.852	1.902	1.952
14	$68,523	$70,536	$72,549	$76,736	$78,749	$80,762
				1.906	1.956	2.006

Longevity: Added to wages
Step 18 – 23 $1500 per year
Step 24 – until employee retires or separates from service additional $1500 per year
(TOTAL NOT TO EXCEED $3000 PER YEAR)

Appendix A, Cont.

Toronto City Schools
Index and Salary Schedule
September 1, 2028
$41,065

YRS	BA	BA+15	BA+30	MA	MA+15	MA+30
0	$41,065	$43,118	$45,172	$47,225	$49,278	$51,331
	1.00	1.05	1.10	1.15	1.20	1.25
1	$43,283	$45,336	$47,389	$49,442	$51,496	$53,549
	1.054	1.104	1.154	1.204	1.254	1.304
2	$45,500	$47,553	$49,607	$51,660	$53,713	$55,766
	1.108	1.158	1.208	1.258	1.308	1.358
3	$47,718	$49,771	$51,824	$53,877	$55,931	$57,984
	1.162	1.212	1.262	1.312	1.362	1.412
4	$49,935	$51,988	$54,042	$56,095	$58,148	$60,201
	1.216	1.266	1.316	1.366	1.416	1.466
5	$52,153	$54,206	$56,259	$58,312	$60,366	$62,419
	1.27	1.32	1.37	1.42	1.47	1.52
6	$54,370	$56,423	$58,477	$60,530	$62,583	$64,636
	1.324	1.374	1.424	1.474	1.524	1.574
7	$56,588	$58,641	$60,694	$62,747	$64,801	$66,854
	1.378	1.428	1.478	1.528	1.578	1.628
8	$58,805	$60,858	$62,912	$64,965	$67,018	$69,071
	1.432	1.482	1.532	1.582	1.632	1.682
9	$61,023	$63,076	$65,129	$67,182	$69,236	$71,289
	1.486	1.536	1.586	1.636	1.686	1.736
10	$63,240	$65,293	$67,347	$69,400	$71,453	$73,506
	1.54	1.59	1.64	1.69	1.74	1.79
11	$65,458	$67,511	$69,564	$71,617	$73,671	$75,724
	1.594	1.644	1.694	1.744	1.794	1.844
12	$67,511	$69,728	$71,782	$73,835	$75,888	$77,941
	1.644	1.698	1.748	1.798	1.848	1.898
13	$69,893	$71,946	$73,999	$76,052	$78,106	$80,159
	1.702	1.752	1.802	1.852	1.902	1.952
14	$69,893	$71,946	$73,999	$78,270	$80,323	$82,376
				1.906	1.956	2.006

Longevity: Added to wages
Step 18 – 23 $1500 per year
Step 24 – until employee retires or separates from service additional $1500 per year
(TOTAL NOT TO EXCEED $3000 PER YEAR)

Appendix B

Toronto City Schools Extracurricular Salary Schedule
Effective 9/1/2026

		$38,343	$40,414	$42,484	$44,555	$46,625
	Percentage	0	1	2	3	4
CATEGORY I						
Athletic Director	20.00%	$7,669	$8,083	$8,497	$8,911	$9,325
Sr. Hi Head Football	17.00%	$6,518	$6,870	$7,222	$7,574	$7,926
Sr. Hi Asst. Football	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Equipment Manager Football	9.50%	$3,643	$3,839	$4,036	$4,233	$4,429
Sr. Hi Head Basketball (B & G)	15.50%	$5,943	$6,264	$6,585	$6,906	$7,227
Sr. Hi Asst. Basketball (B & G)	9.50%	$3,643	$3,839	$4,036	$4,233	$4,429
Freshman Basketball	9.50%	$3,643	$3,839	$4,036	$4,233	$4,429
Sr. Hi Head Baseball	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Sr. Hi Asst. Baseball	8.00%	$3,067	$3,233	$3,399	$3,564	$3,730
Sr. Hi Head Wrestling	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Sr. Hi Asst. Wrestling	8.00%	$3,067	$3,233	$3,399	$3,564	$3,730
Sr. Hi Head Track/Cross Country (B & G)	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Sr. Hi Asst. Track/Cross Country (B & G)	8.00%	$3,067	$3,233	$3,399	$3,564	$3,730
Physical Fitness	4.00%	$1,534	$1,617	$1,699	$1,782	$1,865
Asst. Physical Fitness	1.50%	$575	$606	$637	$668	$699
Sr. Hi Head Softball	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Sr. Hi Asst. Softball	8.00%	$3,067	$3,233	$3,399	$3,564	$3,730
Sr. Hi Head Volleyball	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Sr. Hi Asst. Volleyball	8.00%	$3,067	$3,233	$3,399	$3,564	$3,730
Sr. Hi Head Golf (B & G)	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Sr. Hi Head Cheerleading	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Sr. Hi Asst. Cheerleading	8.00%	$3,067	$3,233	$3,399	$3,564	$3,730
Jr. High Head Football	6.50%	$2,492	$2,627	$2,761	$2,896	$3,031
Jr. High Asst. Football	4.50%	$1,725	$1,819	$1,912	$2,005	$2,098
Jr. High Head Basketball (B & G)	6.50%	$2,492	$2,627	$2,761	$2,896	$3,031
Jr. High Asst. Basketball (B & G)	4.50%	$1,725	$1,819	$1,912	$2,005	$2,098
Jr. High Head Wrestling	6.50%	$2,492	$2,627	$2,761	$2,896	$3,031
Jr. High Asst. Wrestling	4.50%	$1,725	$1,819	$1,912	$2,005	$2,098
Jr. High Head Track (B & G)	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Jr. High Asst. Track (B & G)	4.00%	$1,534	$1,617	$1,699	$1,782	$1,865
Jr. High Head Volleyball	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Jr. High Asst. Volleyball	4.00%	$1,534	$1,617	$1,699	$1,782	$1,865
Jr. High Head Cheerleading	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Jr. High Asst. Cheerleading	4.00%	$1,534	$1,617	$1,699	$1,782	$1,865

CATEGORY II						
Marching Band	12.00%	$4,601	$4,850	$5,098	$5,347	$5,595
Asst. Marching Band	7.00%	$2,684	$2,829	$2,974	$3,119	$3,264
Summer Music Marching Band	3 weeks at Current Salary Schedule Placement					
Summer Music Asst. Marching Band	1 week at Current Salary Schedule Placement					
Jr. High Instruc. Music	4.00%	$1,534	$1,617	$1,699	$1,782	$1,865
Orchestral Music	1.50%	$575	$606	$637	$668	$699
Vocal Music - High School	6.00%	$2,301	$2,425	$2,549	$2,673	$2,798
Vocal Music - Jr. High School	2.00%	$767	$808	$850	$891	$933
Musical	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Jr-Sr. Play	3.50%	$1,342	$1,414	$1,487	$1,559	$1,632
Stage Art	2.00%	$767	$808	$850	$891	$933
Destination Imagination	4.50%	$1,725	$1,819	$1,912	$2,005	$2,098
CATEGORY III						
Senior/Sophomore Class Advisor	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Junior/Freshman Class Advisor	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Year Book Advisor	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
Yearbook Business Manager	3.00%	$1,150	$1,212	$1,275	$1,337	$1,399
Journalism	3.50%	$1,342	$1,414	$1,487	$1,559	$1,632
Student Senate	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
National Junior Honor Society	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
National Honor Society/Beta Club	5.00%	$1,917	$2,021	$2,124	$2,228	$2,331
CATEGORY IV						
Medical Care Services Coordinator	15%	$5,751	$6,062	$6,373	$6,683	$6,994
District Test Coordinator	8%	$3,067	$3,233	$3,399	$3,564	$3,730
CATEGORY V						
Department Head	3.00%	$1,150	$1,212	$1,275	$1,337	$1,399
CLUB SPONSORS (RECOGNIZED CLUBS)	$200/year					
PROGRAM COORDINATORS	$500/year					
STATE TESTED/EOC EXAM	$500/course					
CCP COURSE	$500/course					
LONGEVITY PAY	$150 at Year 10; $250 at Year 15; $350 at year 20					
VOLUNTEER COACHES	No Compensation					

Appendix B, Cont.

Toronto City Schools Extracurricular Salary Schedule
Effective 9/1/2027

		$40,260	$42,434	$44,608	$46,782	$48,956
	Percentage	0	1	2	3	4
CATEGORY I						
Athletic Director	20.00%	$8,052	$8,487	$8,922	$9,356	$9,791
Sr. Hi Head Football	17.00%	$6,844	$7,214	$7,583	$7,953	$8,323
Sr. Hi Asst. Football	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Equipment Manager Football	9.50%	$3,825	$4,031	$4,238	$4,444	$4,651
Sr. Hi Head Basketball (B & G)	15.50%	$6,240	$6,577	$6,914	$7,251	$7,588
Sr. Hi Asst. Basketball (B & G)	9.50%	$3,825	$4,031	$4,238	$4,444	$4,651
Freshman Basketball	9.50%	$3,825	$4,031	$4,238	$4,444	$4,651
Sr. Hi Head Baseball	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Sr. Hi Asst. Baseball	8.00%	$3,221	$3,395	$3,569	$3,743	$3,916
Sr. Hi Head Wrestling	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Sr. Hi Asst. Wrestling	8.00%	$3,221	$3,395	$3,569	$3,743	$3,916
Sr. Hi Head Track/Cross Country (B & G)	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Sr. Hi Asst. Track/Cross Country (B & G)	8.00%	$3,221	$3,395	$3,569	$3,743	$3,916
Physical Fitness	4.00%	$1,610	$1,697	$1,784	$1,871	$1,958
Asst. Physical Fitness	1.50%	$604	$637	$669	$702	$734
Sr. Hi Head Softball	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Sr. Hi Asst. Softball	8.00%	$3,221	$3,395	$3,569	$3,743	$3,916
Sr. Hi Head Volleyball	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Sr. Hi Asst. Volleyball	8.00%	$3,221	$3,395	$3,569	$3,743	$3,916
Sr. Hi Head Golf (B & G)	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Sr. Hi Head Cheerleading	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Sr. Hi Asst. Cheerleading	8.00%	$3,221	$3,395	$3,569	$3,743	$3,916
Jr. High Head Football	6.50%	$2,617	$2,758	$2,900	$3,041	$3,182
Jr. High Asst. Football	4.50%	$1,812	$1,910	$2,007	$2,105	$2,203
Jr. High Head Basketball (B & G)	6.50%	$2,617	$2,758	$2,900	$3,041	$3,182
Jr. High Asst. Basketball (B & G)	4.50%	$1,812	$1,910	$2,007	$2,105	$2,203
Jr. High Head Wrestling	6.50%	$2,617	$2,758	$2,900	$3,041	$3,182
Jr. High Asst. Wrestling	4.50%	$1,812	$1,910	$2,007	$2,105	$2,203
Jr. High Head Track (B & G)	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Jr. High Asst. Track (B & G)	4.00%	$1,610	$1,697	$1,784	$1,871	$1,958
Jr. High Head Volleyball	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Jr. High Asst. Volleyball	4.00%	$1,610	$1,697	$1,784	$1,871	$1,958
Jr. High Head Cheerleading	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Jr. High Asst. Cheerleading	4.00%	$1,610	$1,697	$1,784	$1,871	$1,958

CATEGORY II						
Marching Band	12.00%	$4,831	$5,092	$5,353	$5,614	$5,875
Asst. Marching Band	7.00%	$2,818	$2,970	$3,123	$3,275	$3,427
Summer Music Marching Band	3 weeks at Current Salary Schedule Placement					
Summer Music Asst. Marching Band	1 week at Current Salary Schedule Placement					
Jr. High Instruc. Music	4.00%	$1,610	$1,697	$1,784	$1,871	$1,958
Orchestral Music	1.50%	$604	$637	$669	$702	$734
Vocal Music - High School	6.00%	$2,416	$2,546	$2,676	$2,807	$2,937
Vocal Music - Jr. High School	2.00%	$805	$849	$892	$936	$979
Musical	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Jr-Sr. Play	3.50%	$1,409	$1,485	$1,561	$1,637	$1,713
Stage Art	2.00%	$805	$849	$892	$936	$979
Destination Imagination	4.50%	$1,812	$1,910	$2,007	$2,105	$2,203
CATEGORY III						
Senior/Sophomore Class Advisor	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Junior/Freshman Class Advisor	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Year Book Advisor	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
Yearbook Business Manager	3.00%	$1,208	$1,273	$1,338	$1,403	$1,469
Journalism	3.50%	$1,409	$1,485	$1,561	$1,637	$1,713
Student Senate	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
National Junior Honor Society	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
National Honor Society/Beta Club	5.00%	$2,013	$2,122	$2,230	$2,339	$2,448
CATEGORY IV						
Medical Care Services Coordinator	15%	$6,039	$6,365	$6,691	$7,017	$7,343
District Test Coordinator	8%	$3,221	$3,395	$3,569	$3,743	$3,916
CATEGORY V						
Department Head	3.00%	$1,208	$1,273	$1,338	$1,403	$1,469
CLUB SPONSORS (RECOGNIZED CLUBS)	$200/year					
PROGRAM COORDINATORS	$500/year					
STATE TESTED/EOC EXAM	$500/course					
CCP COURSE	$500/course					
LONGEVITY PAY	$150 at Year 10; $250 at Year 15; $350 at year 20					
VOLUNTEER COACHES	No Compensation					

Appendix B, Cont.

Toronto City Schools Extracurricular Salary Schedule

Effective 9/1/2028

	Percentage	$41,065 0	$43,283 1	$45,500 2	$47,718 3	$49,935 4
CATEGORY I						
Athletic Director	20.00%	$8,213	$8,657	$9,100	$9,544	$9,987
Sr. Hi Head Football	17.00%	$6,981	$7,358	$7,735	$8,112	$8,489
Sr. Hi Asst. Football	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Equipment Manager Football	9.50%	$3,901	$4,112	$4,323	$4,533	$4,744
Sr. Hi Head Basketball (B & G)	15.50%	$6,365	$6,709	$7,053	$7,396	$7,740
Sr. Hi Asst. Basketball (B & G)	9.50%	$3,901	$4,112	$4,323	$4,533	$4,744
Freshman Basketball	9.50%	$3,901	$4,112	$4,323	$4,533	$4,744
Sr. Hi Head Baseball	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Sr. Hi Asst. Baseball	8.00%	$3,285	$3,463	$3,640	$3,817	$3,995
Sr. Hi Head Wrestling	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Sr. Hi Asst. Wrestling	8.00%	$3,285	$3,463	$3,640	$3,817	$3,995
Sr. Hi Head Track/Cross Country (B & G)	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Sr. Hi Asst. Track/Cross Country (B & G)	8.00%	$3,285	$3,463	$3,640	$3,817	$3,995
Physical Fitness	4.00%	$1,643	$1,731	$1,820	$1,909	$1,997
Asst. Physical Fitness	1.50%	$616	$649	$683	$716	$749
Sr. Hi Head Softball	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Sr. Hi Asst. Softball	8.00%	$3,285	$3,463	$3,640	$3,817	$3,995
Sr. Hi Head Volleyball	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Sr. Hi Asst. Volleyball	8.00%	$3,285	$3,463	$3,640	$3,817	$3,995
Sr. Hi Head Golf (B & G)	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Sr. Hi Head Cheerleading	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Sr. Hi Asst. Cheerleading	8.00%	$3,285	$3,463	$3,640	$3,817	$3,995
Jr. High Head Football	6.50%	$2,669	$2,813	$2,958	$3,102	$3,246
Jr. High Asst. Football	4.50%	$1,848	$1,948	$2,048	$2,147	$2,247
Jr. High Head Basketball (B & G)	6.50%	$2,669	$2,813	$2,958	$3,102	$3,246
Jr. High Asst. Basketball (B & G)	4.50%	$1,848	$1,948	$2,048	$2,147	$2,247
Jr. High Head Wrestling	6.50%	$2,669	$2,813	$2,958	$3,102	$3,246
Jr. High Asst. Wrestling	4.50%	$1,848	$1,948	$2,048	$2,147	$2,247
Jr. High Head Track (B & G)	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Jr. High Asst. Track (B & G)	4.00%	$1,643	$1,731	$1,820	$1,909	$1,997
Jr. High Head Volleyball	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Jr. High Asst. Volleyball	4.00%	$1,643	$1,731	$1,820	$1,909	$1,997
Jr. High Head Cheerleading	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Jr. High Asst. Cheerleading	4.00%	$1,643	$1,731	$1,820	$1,909	$1,997

CATEGORY II						
Marching Band	12.00%	$4,928	$5,194	$5,460	$5,726	$5,992
Asst. Marching Band	7.00%	$2,875	$3,030	$3,185	$3,340	$3,495
Summer Music Marching Band	3 weeks at Current Salary Schedule Placement					
Summer Music Asst. Marching Band	1 week at Current Salary Schedule Placement					
Jr. High Instruc. Music	4.00%	$1,643	$1,731	$1,820	$1,909	$1,997
Orchestral Music	1.50%	$616	$649	$683	$716	$749
Vocal Music - High School	6.00%	$2,464	$2,597	$2,730	$2,863	$2,996
Vocal Music - Jr. High School	2.00%	$821	$866	$910	$954	$999
Musical	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Jr-Sr. Play	3.50%	$1,437	$1,515	$1,593	$1,670	$1,748
Stage Art	2.00%	$821	$866	$910	$954	$999
Destination Imagination	4.50%	$1,848	$1,948	$2,048	$2,147	$2,247
CATEGORY III						
Senior/Sophomore Class Advisor	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Junior/Freshman Class Advisor	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Year Book Advisor	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
Yearbook Business Manager	3.00%	$1,232	$1,298	$1,365	$1,432	$1,498
Journalism	3.50%	$1,437	$1,515	$1,593	$1,670	$1,748
Student Senate	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
National Junior Honor Society	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
National Honor Society/Beta Club	5.00%	$2,053	$2,164	$2,275	$2,386	$2,497
CATEGORY IV						
Medical Care Services Coordinator	15%	$6,160	$6,492	$6,825	$7,158	$7,490
District Test Coordinator	8%	$3,285	$3,463	$3,640	$3,817	$3,995
CATEGORY V						
Department Head	3.00%	$1,232	$1,298	$1,365	$1,432	$1,498
CLUB SPONSORS (RECOGNIZED CLUBS)	$200/year					
PROGRAM COORDINATORS	$500/year					
STATE TESTED/EOC EXAM	$500/course					
CCP COURSE	$500/course					
LONGEVITY PAY	$150 at Year 10; $250 at Year 15; $350 at year 20					
VOLUNTEER COACHES	No Compensation					

Appendix B, Cont.

REF. GROUPING OF CATEGORIES APPLICABLE FOR LONGEVITY PURPOSES

CATEGORY I	ATHLETICS	Athletic Director	
		Equipment Manager	
		Physical Fitness	
		Athletic Teams:	
		Football	Baseball
		Volleyball	Golf
		Basketball - Boys	Wrestling
		Basketball - Girls	Track - Boys
		Cheering	Track - Girls
		Softball	Cross Country
CATEGORY II	ARTS	Marching Band	
		Orchestral Music	
		Vocal Music - High School	
		Vocal Music - Jr. High School	
		Musical	
		Jr.Sr. Play	
		Stage Art	
		Destination Imagination	
CATEGORY III	ADVISORS	Senior Class Advisor	
		Junior Class Advisor	
		Year Book Advisor	
		Yearbook Business Mgr	
		Journalism	
		Student Senate	
		National Junior Honor Society	
		National Honor Society/BETA Club	
CATEGORY IV	SERVICE COORDINATORS	Medical Care Services	
		District Test Coordinator	
CATEGORY V	DEPARTMENT HEADS		

NOT APPLICABLE FOR LONGEVITY PURPOSES

CLUB SPONSORS: TES-Garden CLUB, THS-FCA, Art Club, Pep Club, Key Club, Close-Up

PROGRAM COORDINATORS: Spelling Bee, Assistant District Test Coordinator

STATE TESTED/EOC EXAM

CCP COURSE

VOLUNTEER COACHES

**Categories/Groupings and Supplemental Salary Schedule are subject to change during contracts years and will then be updated at next negotiation to include changes and additions, as agreed upon by Administration and TEA.

Appendix C

GRIEVANCE REPORT FORM I, STEP ONE
TORONTO CITY SCHOOL DISTRICT

Grievance # _____

_____
(Name of Grievant) (Date)

_____
(Building) (Assignment)

A. Date Cause of Grievance Occurred _____

B. Date of Informal Meeting _____

C. 1. Statement of Grievance and provision(s) of contract allegedly violated.

_____
_____
_____

2. Relief Sought _____
_____
_____

_____ _____
(Signature) (Date)

D. Disposition of Immediate Supervisor _____
_____
_____

_____ _____
(Signature of Immediate Supervisor) (Date)

Appendix C

GRIEVANCE REPORT FORM II, STEP TWO
TORONTO CITY SCHOOL DISTRICT

Grievance # _____

In Regard to GRIEVANCE REPORT FORM I (attached)

A. Date Disposition Received at Step One _____

_____

_____

B. Position of Grievant _____

_____

_____

_____ _____

(Signature of Grievant) (Date)

C. Date Received by Superintendent _____

D. Disposition of Superintendent _____

_____

_____

_____ _____

(Signature of Superintendent) (Date)

Appendix C

GRIEVANCE REPORT FORM III, STEP THREE
TORONTO CITY SCHOOL DISTRICT

Grievance # _____

In regard to GRIEVANCE REPORT FORMS I, AND II (attached):

A. Date Disposition Received at Step Two _____

B. Position of Grievant _____
_____
_____

_____ _____
(Signature of Grievant) (Date)

C. Date Received by Board _____

D. Disposition of Board _____
_____
_____

_____ _____
(Signature of Grievant) (Date)

Appendix C

GRIEVANCE REPORT FORM IV, STEP FOUR
TORONTO CITY SCHOOL DISTRICT

Grievance # _____

In regard to GRIEVANCE REPORT FORMS, I, II AND III (attached); request is made for a hearing before an arbitrator as provided in Step IV of the grievance procedure.

_____ _____

(Signature of Grievant) (Date)

Received by Superintendent or His/Her Designated Representative:

_____ _____

(Signature of Superintendent) (Date)

Appendix D

TORONTO CITY SCHOOLS
(Prepared 10/29/2019)

Plan Option 2 Jefferson Health Plan		
	Network	**Non-Network**
Annual Deductible		
Single	**$650**	**$1,200**
Family	**$1,250**	**$2,400**
Coinsurance	**20%**	**40%**
Out of Pocket Maximum		
Single	**$750**	**$1,700**
Family	**$1,500**	**$3,400**
Office Visits		
Primary Care Physician (PCP)	**20% after Ded.**	**40% after Ded.**
Emergency Room	**20% after Ded.**	**40% after Ded.**
Urgent Care	**20% after Ded.**	**40% after Ded.**
Preventive Care	**100% for ACA**	**40% after Ded.**
Lifetime Maximum	**N/A**	
Prescription Drugs		
Retail	**$10/$20**	
Mail Order	**$20/$35**	
Projected Savings (up to)	**0.77%**	

Appendix E

Toronto City Schools

VSP Rates Presented to: **VSP**

OME-RESA

VSP Well Vision Plan Mod A (24/24/24) Eye exam every 24 months, spectacle lenses or contact lenses every 24 months, frame every 24 months.

FULLY INSURED

100% Employee Paid
Exam Plus Allowance Plan

Plan Mod A (24/24/24)	**Standard**
Copayment - $15 Exam Only	
Employee Only	$3.43
Employee + Family	$7.36

Assumptions: The above rates are based on 1981 eligible employees for an additional division under the OME RESA contract, group #12023898. The above rates are based on a $100 materials allowance and are valid for an effective date on or prior to 1/1/05.

Terms: Contracts will be issued for two years unless other arrangements are made with VSP in advance. VSP will consider longer rate guarantees, but at higher rates. If it is necessary to raise our rates at the end of the contract period or any month thereafter, you will be notified at least 60 days in advance. These rates are based on the assumption that VSP will receive these amounts over the full plan term. Financial penalties may apply in the event of early termination of the contract.

There will be an annual enrollment period established by the Board, and there will be a minimum one-year enrollment required of employees wishing to participate in the vision plan. The monthly premiums, the continued availability of the plan, and the level of benefits provided are subject to change at the discretion of VSP and/or OME-RESA.