

MASTER AGREEMENT

Between the

BEXLEY EDUCATION ASSOCIATION

and the

**BEXLEY CITY SCHOOL DISTRICT
BOARD OF EDUCATION**

July 1, 2021 through June 30, 2024

TABLE OF CONTENTS

ARTICLE I	1
RECOGNITION AND DEFINITION OF BARGAINING UNIT	1
A. Recognition.....	1
B. Definition of Bargaining Unit	1
C. Conflict with Law.....	1
ARTICLE II	2
NEGOTIATIONS PROCEDURE	2
A. Negotiating a Succeeding Contract	2
B. General Provisions	2
ARTICLE III	4
GRIEVANCE PROCEDURE	4
A. Definition and Rights	4
B. Time Limits	4
C. Grievance Procedure.....	5
ARTICLE IV.....	7
RIGHTS.....	7
A. Management Rights	7
B. Association Rights	7
C. Individual Rights	11
D. Family Members Attending Bexley City Schools	112
E. Joint Labor-Management Committee	112
ARTICLE V.....	12
LEAVES OF ABSENCE	12
General Provisions	12
A. Sick Leave	13
B. Sick Leave Bank.....	14
C. Personal Leave.....	15
D. Religious Leave	16
E. Professional Leave	16
F. Disability Leave	17
G. Military Leave	18
H. Child Care Leave.....	18
I. Family and Medical Leave	19
J. Assault Leave	19
K. Court Leave	20
L. Sabbatical Leave	20
M. Unpaid Leaves of Absence.....	22
N. Military-Related Leave of Absence	22
O. Leave Procedures	22

ARTICLE VI.....	23
JOB SECURITY	23
A. Non-renewal of Limited Teaching Contract (Fair Dismissal).....	23
B. Discipline	25
C. Complaints.....	25
D. Sequence of Contracts	26
E. Notification of Job Openings.....	26
F. Voluntary Transfer	27
G. Involuntary Transfer.....	27
H. Continuing Contract Eligibility	28
I. Service to Students	28
J. Required Training per O.R.C. 3319.073	29
K. Licensure	29
ARTICLE VII.....	29
TERMS AND CONDITIONS.....	29
A. Academic Freedom	29
B. Closed School Days	30
C. Facilities for Bargaining Unit Members	30
D. Length of Contractual Year.....	31
E. Length of Staff Day.....	32
F. School Calendar	33
G. Scheduled Conference Days.....	33
H. Fee Authorization	33
I. Bargaining Unit Member Participation in the Selection of Chairpersons and Coordinators	36
J. Personnel Files.....	36
K. Qualifications for Employment	37
L. Teacher Advisors.....	37
M. Hepatitis B	37
N. Third Grade Reading Guarantee	37
O. Resident Educator Mentor	38
P. Class Lists	38
Q. Special Education Classes	38
ARTICLE VIII.....	39
REDUCTION IN FORCE.....	39
ARTICLE IX.....	40
RECALL	40
ARTICLE X.....	42
SENIORITY	42

ARTICLE XI.....	42
EVALUATION	42
ARTICLE XII.....	47
COMPENSATION	47
A. Salary and Index.....	48
B. Payroll Practices.....	48
C. National Board Certification.....	49
D. Hourly Home Tutoring	49
E. Summer School Salary and Workshop Attendance.....	49
F. Class Coverage.....	49
G. Extended Time	50
H. Mileage Reimbursement.....	50
I. Severance Pay	50
J. Pickup of Retirement Contribution	52
K. Supplemental Salaries (SEE APPENDIX C)	53
L. Benefits	53
M. Payment for Educational Option Instructional Plans or Independent Study.....	56
N. LPDC Stipends	57
O. High School and Middle School Stipend.....	57
P. Nonresident Student Tuition	57
Q. Case Managers	57
ARTICLE XIII.....	57
EMPLOYMENT OF PREVIOUSLY RETIRED TEACHERS	57
ARTICLE XIV	58
EFFECTS OF AGREEMENT	58
APPENDIX A.....	61
GRIEVANCE REPORT FORM.....	61
APPENDIX B.....	63
TEACHER SALARY SCHEDULE	63
APPENDIX C	66
SUPPLEMENTAL CONTRACTS	66

ARTICLE I
RECOGNITION AND DEFINITION OF BARGAINING UNIT

A. Recognition

The Bexley City Board of Education, hereinafter referred to as the "Board," recognizes the Bexley Education Association, OEA/NEA/Central, hereinafter referred to as the "Association," as the sole and exclusive representative for the purposes of and as defined in Ohio Revised Code 4117.

B. Definition of Bargaining Unit

The bargaining unit shall consist of all full-time and part-time certificated/licensed personnel currently performing any work being performed by bargaining unit members, exclusive of the Superintendent of Schools, Treasurer, Deputy Superintendent/Chief Academic Officer, Director of Facilities and Operations, Business Manager, Coordinator of Experiential Learning, principals, assistant principals, summer school director, Athletic Director, other supervisory personnel serving under an administrative contract and certificate, certificated Auxiliary Services personnel performing work at St. Charles Preparatory School and Columbus School for Girls, casual day-to-day substitutes, aides and substitutes that teach sixty (60) or fewer consecutive work days in the same teaching assignment, and any intern placed by a university in the Bexley Schools for a supervised experience.

C. Conflict with Law

If any provision of this Agreement, or any application of the provisions of this Agreement, or any agreement reached under its terms, conflicts with Ohio or federal law, regulation, ruling or order, now or hereafter enacted or issued, such provisions, application or agreement shall be inoperative but the remaining provisions herein shall remain in effect.

ARTICLE II NEGOTIATIONS PROCEDURE

A. Negotiating a Succeeding Contract

1. Notice to Bargain

Request for negotiations to bargain a succeeding contract shall be made by either the Association or the Board by notifying the other party in writing of the intent to bargain. This notice shall be no later than April 30, prior to the expiration of this Agreement, and no earlier than March 1 prior to the expiration of this Agreement.

2. Inability to Reach Agreement

Either party may call for mediation when it feels that negotiations have reached an impasse by notifying the other party and by requesting the services of the Federal Mediation and Conciliation Services (FMCS). The other party shall join in the request.

The mediator shall have the authority to call negotiation meetings. The function of the mediator shall be the offering of suggestions, ideas, concepts, impressions, etc. that will move both parties toward agreement. The mediator will not engage in fact-finding or interest arbitration without the written consent of each party.

Any cost and expenses which may be incurred in securing and using the services of the mediator or arbitrator as described above shall be shared equally by the parties.

3. Failure of Mediation

In the event that the assistance of mediation is unsuccessful in developing an accord between the parties and producing an agreement, the Association then reserves the right to strike, with at least ten (10) days written notice.

B. General Provisions

1. Representation

The Association and the Board shall each select up to eight (8) negotiation representatives, including consultants.

2. Matters Subject to Negotiations

Matters subject to negotiations shall be wages, hours, and terms and conditions of employment, together with the continuation, modification or deletion of any provisions of the existing Agreement.

3. Information

Upon reasonable written request, each party shall provide the other with information and data within a reasonable time that is already available in the format requested and is directly related to the negotiations between the Board and the Association.

4. Initial Session

The parties shall exchange their detailed written proposals three (3) days prior to the initial meeting date. No new items shall be submitted thereafter except upon mutual agreement of the teams.

5. Release Time

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

6. Item Agreement

As negotiation items receive tentative agreement, they shall be reduced to writing and initialed by each party. Once a tentative agreement is reached, no further discussion shall take place on that issue except by mutual agreement. The Board and Association each reserve the right to reject a tentative agreement.

7. Final Agreement

There shall be three (3) signed copies of the final Agreement. One (1) copy shall be retained by the Board, one (1) by the Association, and one (1) shall be submitted to the State Employment Relations Board.

8. Alternative Procedure

The parties mutually may agree to modify the procedure in this Article for a particular round of negotiations.

ARTICLE III GRIEVANCE PROCEDURE

A. Definition and Rights

1. The Board recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing of their grievances.
2. Definition - a grievance is a complaint filed by an individual bargaining unit member, the Association, or a group involving the alleged violation, misinterpretation or misapplication of the Master Agreement.
3. Rights of the Grievant and the Association
 - a. A grievant shall have the right to be accompanied at all steps of the grievance procedure by a representative of the Association. The Association designates who its representative will be and who will represent the Association when the grievance is filed by the Association.
 - b. The purpose of these procedures 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 appropriate and processed as expeditiously as possible.
 - c. Notwithstanding (a) above, the Association shall have the opportunity to be present at all grievance meetings between the grievant and the administration during which grievance adjustments are discussed.

B. Time Limits

1. In order that grievances may be processed as rapidly as possible, the number of days indicated at each level are maximum. Every effort will be made to expedite the procedures; however, the time limits may be extended in writing by mutual agreement of both parties. Absence of a party-in-interest will automatically provide a five (5) day extension.
2. If the grievant does not file a grievance in writing within thirty (30) days of the occurrence of the act or condition on which the grievance is based, or the time from which the act or occurrence could reasonably be known, then the grievance shall be considered waived.

3. 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.
4. All notices of hearings, dispositions of grievances, written grievances and appeals shall be emailed, return receipt requested. The bargaining agent shall receive copies of all notices.
5. 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.
6. A day shall be considered: (a) contractual day during the school calendar excluding days when schools may be closed for calamity; and (b) week days during the summer vacation period excluding legal holidays.

C. Grievance Procedure

1. Informal Procedure

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

2. Formal Procedure

a. Step I

If the grievance is not resolved by the informal procedure, or if the grievant elects not to use the informal procedure, it may be pursued further by submitting a completed Grievance Report Form. See Appendix B. A copy of this form shall be submitted by the grievant to the immediate supervisor. Within five (5) days of 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 by completing Step I of the Grievance Report Form and returning a copy to the grievant, the Association and the Superintendent/ designee.

b. Step II

If the grievant is not satisfied with the disposition of the grievance at Step I, the grievant shall complete Grievance Report Form, and submit same to the Superintendent/designee within ten (10) days of the receipt of its disposition at Step 1. Within ten (10) days of receipt of the grievance form, the Superintendent/designee shall meet with the grievant. Within five (5) days of the meeting, the

Superintendent/designee shall write his/her disposition of the grievance by completing his/her portion of Step II, and forwarding a copy to the grievant, the Association and the immediate supervisor.

c. Step III

If the Step II procedure does not resolve the grievance, the grievant, with the written concurrence of the Association, may within ten (10) days appeal the grievance to Grievance Mediation with the Federal Mediation and Conciliation Service (FMCS) with mutual agreement of the Board. The parties shall contact the local FMCS office to mediate the grievance. The parties will hold a mediation session as soon as practicable following the selection of a mediator, but in no event more than thirty (30) calendar days from the appeal date unless mutually agreed by the parties. In the event there are costs and expenses which may be incurred in securing and utilizing the services of a mediator, such costs will be shared by the Board and the Association. As of the date of the written agreement to submit the grievance to mediation, the timeline for appealing the Step IV shall be stayed until the end of the Grievance Mediation session.

d. Step IV

In the event the grievance has not been satisfactorily resolved by the above steps of the grievance procedure or if either party chooses not to participate in mediation, then the grievant with the written concurrence of the Association may, within ten (10) days following the parties' scheduled mediation or from the receipt of the Step II answer, request a hearing before an arbitrator by completing Grievance Report Form.

The grievant's request for arbitration shall be in writing and hand-delivered or sent by certified mail, return receipt, or email with a copy of the Association's concurrence to the Office of the Superintendent. The grievant or his/her designated representative shall petition the American Arbitration Association to provide both parties with a list of seven (7) names. The parties shall select the arbitrator by the alternate strike method, with either party having the right to request a second list. Once the arbitrator has been selected, he/she shall conduct a hearing on the grievance in accordance with the rules of the American Arbitration Association. 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 final and 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 Agreement nor add to, detract from, or modify the language therein, nor substitute his/her opinion for that of the evaluator. The costs for the arbitrator and the hearing room shall be shared equally by the employer and the Association.

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

ARTICLE IV RIGHTS

A. Management Rights

The Board reserves all rights and responsibilities conferred upon it by the laws of the State of Ohio and of the United States limited only by the terms of this Agreement.

The Board in its sole discretion may enter into agreements with other boards of education, educational institutions or other educational providers for joint cooperative, dual credit or other instructional programs in order to offer programming beyond the current curriculum. However, no bargaining unit member will be suspended under Article VI (D) (reduction in force) as a result of this provision.

B. Association Rights

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

1. Board Meetings

a. Information Concerning Board Meetings

Prior to each regular or special Board meeting, the Board shall provide the Association President with a copy of: (1) the Board agenda, including any public material provided to Board members; (2) the minutes of the prior regular meeting and of any special meeting; (3) any final budget or appropriation resolution; and (4) complete monthly Treasurer's Report. Annually the Board shall provide a copy of (1) Training & Experience Grid; and (2) Amended Certificate.

b. Notice of Board Meeting

The Board shall give the Association two (2) days advance notice of all regular and special Board meetings. In the event of an emergency meeting, the Board shall notify the Association as much in advance as is reasonably possible.

c. Board Meeting Participation

The Board shall allow an Association representative to speak during the time reserved for public discussion at regular Board meetings.

2. Directory Information

Within one week of completion, the Board shall provide the Association with a list of the names, addresses, telephone numbers and building assignments for all bargaining unit members. In addition, the contractual status of all bargaining unit members and the date of expiration of limited contracts shall be provided.

3. School Mail and Bulletin Boards

The Association and Board agree to abide by the past practice relative to the school mail and electronic mail delivery system and use of bulletin boards.

4. General Teachers' Meetings

The Board shall allow the Association President or designee to address teachers during the general teachers' meetings at the beginning of the school year.

5. Use of School Building

- a. The Association shall have the right to use the school buildings for Association meetings before or after the teacher workday.
- b. The Association will use the building permit form procedure to request use of a particular building for a meeting.
- c. The Board will charge the Association only for custodial overtime costs, if any, incurred as a result of Association meetings.

6. Use of School Equipment

The Association may use school telephones, copiers, audio-visual equipment, computer equipment including Internet service provider(s), and facsimile equipment, provided they are not being used or are not required for any school business or activity. The Association will reimburse the Board for any and all costs directly attributable to Association use.

7. Transaction of Association Business

Duly authorized representatives of the Association and its affiliates may transact Association business on school property at any time before, after or during the regular school day, provided that no such business shall be transacted on any class 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 and sign in before transacting such business.

8. Professional Association Leave

Upon written application to the Superintendent/designee, each school year a total of fifteen (15) days of Professional Association Leave shall be granted by the Superintendent/designee if the need arises for use by the BEA officers and its representatives. The President of BEA or his/her designee must complete an application for Professional Association Leave as far as possible in advance of the date(s) the leave is being requested and forward the application to the Superintendent/designee. The application must include the name(s) of the BEA officer(s) and representative(s) who will be using the leave, and the date(s) when such leave will be used. The number of people who may request such leave, at any given time, cannot exceed five percent (5%) of the Association membership of any building, plus the officers, building representatives and negotiating team members.

9. Payroll Deductions

Payroll deductions for the payment of United Teaching Professional membership dues (BEA, Central OEA/NEA, OEA, and NEA) and UTP and FCPE affiliated professional organization(s) dues shall be provided by the Board in keeping with the following:

- a. Bargaining unit members must submit a written authorization for payroll deductions, on a form provided by BEA, to the Board's Treasurer on or before October 1 of any year the individual bargaining unit member begins payroll deductions under this Agreement. Unless revoked or changed in keeping with procedures contained herein, an authorization of dues and assessment will voluntarily continue from year to year. The Association will notify the Board's Treasurer of the names of those bargaining unit members who have revoked payroll deduction authorization.
- b. Provided the authorization cards are properly submitted to and/or are on file with the Board's Treasurer on or prior to October 1 of any given year, deduction will be made in equal installments and will begin with the first November pay and continue each pay of each following month through July in accordance with Article VIII (B) Authorization cards submitted to the Board's Treasurer after October 1, may require an alteration to provisions of this paragraph and shall be made as determined by the Board's Treasurer.
- c. Within five (5) calendar days following completion of each deduction, the Board's Treasurer shall remit the amount which was deducted to the BEA Treasurer in check form made payable to "The Bexley Education Association." By October 15 of each year, the BEA will notify the Board's Treasurer as to the total amount of dues to be deducted per bargaining unit member. Such notification shall be in the form of a letter signed by the BEA President or Treasurer.
- d. The Board, Treasurer, and Superintendent shall not be held legally responsible for incorrect data supplied by the Bexley Education Association.
- e. A bargaining unit member who wishes to revoke or modify his/her payroll deduction may do so by submitting the revocation in writing to the Association President, Association Treasurer and Board Treasurer. The Board Treasurer shall cease payroll deductions in the first payroll that occurs 14 calendar days after the notice of revocation is received.

10. Teacher Professional Organization (TPO) Supplemental Contracts

- a. Upon written request by the Association President accompanied by a check in the correct amount, a supplemental contract(s) shall be issued to an employee(s) for performing work for the Bexley

Education Association and/or affiliate of the Association, upon written notification to the District. The request shall include the name(s) of the employee(s) performing work, the time period for the work to be performed and the amount to be paid for the work. The Association shall pay the Board an amount equal to the supplemental contract and all other payroll and other necessary expenses occurring as a result of this position, including but not limited to employer STRS and Medicare contributions. Only the four principal BEA officers, and one (1) other designated member having a specific paid duty (with specification of the duties) may have supplemental contracts in effect in a particular school year.

- b. To comply with STRS rules the employer and the employee contributions must be made on compensation from the member's teaching contract, in addition to compensation for Association activities, up to a maximum amount. The maximum amount is determined by multiplying the per diem rate of the teaching salary for 250 days. The supplemental contract shall be paid within 30 days of deposit of Association funds to the District Treasurer.
- c. If the foregoing provision is amended by subsequent changes to the Ohio Administrative Code Section 3307-06-01, then such changes shall be addressed and resolved by the parties.

11. Professional Development Planning Committee

Not later than December 31 of each school year, the Association and Board shall form an ad hoc committee for the purposes of providing input into district level professional development and assisting in evaluating the effectiveness of the professional development.

The committee shall be formed of five (5) teachers appointed by the Association President and up to four (4) administrators appointed by the Superintendent.

C. Individual Rights

The provisions of this Agreement shall be applied uniformly to all bargaining unit members and neither the Board nor the Association shall discriminate against bargaining unit members on the basis of race, color, creed, sexual orientation, national origin, sex, gender identity or expression, religion, disability or for the exercise of rights protected by the Constitution of the United States and the laws of the State of Ohio.

D. Family Members Attending Bexley City Schools

Bargaining unit members residing in Bexley may apply for intradistrict open enrollment consistent with Board Policy JECBD, and they will be considered first on the priority list if the request is made by April 1.

E. Joint Labor-Management Committee

For the purposes of continuing to collaboratively work together to solve any workplace issues, the Association and the Board agree to maintain a system of labor-management committees throughout the district and the building level and also among student services staff. The structure of the committees shall build on positive working relationships already established in each building.

1. Each building will have a monthly meeting with up to two (2) Association representatives and the building administrator and one (1) additional administrator as determined by the building administrator to collaboratively work to solve any workplace issues that have arisen in the previous month. In addition, up to two (2) Association representatives from the student services staff and up to two (2) student services supervisors will meet monthly for the same purposes. The meetings will not be held if both the Association representatives and administrators/supervisor mutually agree to cancel the meeting.
2. The BEA President and one (1) Association representative and the Superintendent and one (1) administrator will meet monthly to discuss any outstanding or unresolved issue(s). The meetings will not be held if both the BEA President and Superintendent mutually agree to cancel the meeting.
3. All provisions of Article III, Grievance, remain in full force and effect.

**ARTICLE V
LEAVES OF ABSENCE**

General Provisions

Bargaining unit members while on any unpaid leave have the following rights and responsibilities:

1. Bargaining unit members may continue in the group insurance programs providing they pay the full cost of the monthly premium to the Treasurer fifteen (15) days prior to the due date.
2. Bargaining unit members on an unpaid leave of absence shall provide

written or email notice to the Board and Superintendent on or before April 1 of each year of their intention of returning to work. Failure of the bargaining unit member to provide such written notice shall be considered as the bargaining unit member's resignation from employment, and ORC 3319.16 will not apply. The Board's approval of this Agreement constitutes its acceptance of the bargaining unit member's resignation, so no further action or written notice of acceptance is necessary from the Board.

3. Upon returning from the leave, the bargaining unit member will resume respective contract status and will be assigned to the same or similar certified/licensed position held at the time the leave commenced.

A. Sick Leave

All full-time bargaining unit members shall accumulate sick leave credit at the rate of one and one-quarter (1-1/4) days per month under contract (including the summer months). Sick leave credit may not be accumulated during an unpaid leave of absence. Sick leave accumulated prior to an unpaid leave of absence shall be credited upon return from said leave.

Each new bargaining unit member or any bargaining unit member who has exhausted his/her accumulated sick leave shall be advanced ten (10) days of sick leave. If any of these ten (10) days of sick leave are used, they shall be deducted from the sick leave accumulated during that year of employment, or if necessary, from the following employment year. If a bargaining unit member's employment ends using advanced sick leave and not earning the same, he/she will have the per diem amount deducted for said unearned sick leave from the last salary check issued by the Board's Treasurer.

Substitute teachers who become part of the bargaining unit through greater than sixty (60) consecutive days of service in the same teaching assignment shall be granted sick leave for the first full calendar month after they become part of the bargaining unit.

Along with each payroll check, each bargaining unit member will be issued a statement of his/her number of days accumulated sick leave from the Board's Treasurer.

Unused sick leave shall have an unlimited accumulation.

Sick leave may be used for any absence of the bargaining unit member due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury or death in the bargaining unit member's immediate family. For purposes of this Agreement, immediate family includes parent, grandparent, son, daughter, minor child of

foster parent or minor ward of guardian, brother, sister, or in-laws bearing any of these relationships, aunts, uncles, spouse or any individual who is a member of the bargaining unit member's immediate household.

Bargaining unit members will make every effort to not use sick leave for discretionary appointments scheduled on professional development days or state or district testing days.

In the event of extended illness or disability, application for a non-paid leave of absence may be made by the affected bargaining unit member to the Board in keeping with Article V, Section F below.

A bargaining unit member who has accumulated unused days of sick leave in another school district in Ohio or while in service of state, county, or municipal government, shall present a proper certified record of those days upon employment in this School District and the number of unused days of sick leave on such record shall be credited to the bargaining unit member's accumulated record.

The Superintendent/designee may require a report from a Board-designated and Board-paid physician to justify the use or continued use of sick leave by a bargaining unit member or to establish the bargaining unit member's ability to return to work.

Absence of a portion of a day up to one-half (1/2) shall be counted as one-half (1/2) day of sick leave. Absence beyond one-half (1/2) day, but less than a full day shall be counted as a full day use of sick leave.

B. Sick Leave Bank

1. Contribution to the bank.

Employees may contribute to the sick leave bank in one (1) to three (3) full day increments from the beginning of school to September 20 of each school year by submitting the form prescribed by the Association to the Association President. Donations may come from sick leave with each donated day reducing the employee's accrued sick leave by the same amount. The Association President shall submit to the Board Treasurer no later than September 30 of each school year the original copies of the donation form from each donating employee. Days donated to the bank will forever be forfeited by the employee.

If the sick leave bank falls below a total of 60 days during the year, the Association President may request additional donated days by following the same procedure as outlined in the above paragraph during a 30 day window of time. The maximum number of days any member may donate in a school year is six (6) days.

2. Use of Donated Days

In the event of catastrophic or prolonged, or chronic illness of a bargaining unit member, spouse, domestic partner, child, parent or birth of a child or member of his/her immediate family, a bargaining unit member who has exhausted his/her sick leave may request, through the Association, transfer of unused sick leave days from the sick leave bank to the affected bargaining unit member to be used as sick leave. The request will be reviewed by a committee comprised of the Association President, Association Vice President and the Superintendent with a decision reached by majority vote of that Committee. A letter of notification of the granting or rejecting of the request and, if appropriate, the number of days granted, will be delivered to the applicant. The decision made by the committee is final and cannot be the subject of a grievance. The bargaining unit member does not have to use the ten days of sick leave advanced discussed in Article V, Section (A) sick leave before requesting use of the sick leave. Guidelines for administering this provision will be as follows:

- a. A doctor's statement will be required and included with the request for sick leave in order for it to be considered.
- b. Sick leave days will be paid at 100% of the requesting bargaining unit member's daily rate of pay.
- c. The receiving bargaining unit member will not earn sick leave or personal leave while using donated leave days.
- d. The receiving bargaining unit member cannot use donated days to extend the date on which his/her disability retirement takes effect, if applicable.
- e. The receiving bargaining unit member cannot use a total of more than sixty (60) donated leave days during his/her employment with the Bexley Schools.

C. Personal Leave

Subject to the second paragraph of this Section C, each bargaining unit member shall be entitled to not more than three (3) days of absence, with pay, per

contract year (July 1 through June 30). Such days shall be available to teachers whose bargaining unit contract begins after the first teacher contract day of the school year as follows: three (3) days if the teacher's first contract day is before November 1; two (2) days if the teacher's first contract day is on or after November 1 through January 31; and one (1) day if the teacher's first contract day is on or after February 1. Such days shall not be deducted from sick leave. Except in emergencies, a bargaining unit member will give written notice to his/her principal or his/her principal designee at least forty-eight (48) hours in advance of his/her intention to take such leave. In an emergency, the bargaining unit member will notify his/her principal as soon as possible prior to said leave, and a report of such absence, signed by the bargaining unit member, shall be filed within four (4) school days following the last day of absence. Unless expressly authorized by the Superintendent, a personal leave day may not be used when fifteen percent (15%) or more of the bargaining unit staff in the member's building is scheduled to be absent that day. Once a bargaining unit member is approved for personal leave, it cannot be revoked by the District.

A bargaining unit member may rollover up to two (2) unused personal leave days into the next school year, having no more than five (5) total personal leave days available in any school year. Provided, however, that no more than three (3) consecutive contract days may be used unless the bargaining unit member provides the reason for the requested leave and obtains the Superintendent's approval. Denial by the Superintendent cannot be the subject of a grievance.

D. Religious Leave

When the recognized observances fall on school days, they may be taken up to a maximum of three (3) days with pay. The expression "recognized religious observances" refers to those days which are generally observed, for religious purposes, by the majority of a widely recognized religious group.

E. Professional Leave

1. Two (2) days of paid professional leave shall (and additional days may) be granted per school year upon notification to the building principal and Superintendent/designee by the individual bargaining unit member completing the form entitled "Professional Conference or Visitation Leave Form," provided the training is directly related to District goals.
2. The following provisions shall govern the use of Professional Leave.
 - a. To attend professional workshops, seminars and/or conventions.
 - b. To visit other school districts.
 - c. Use will not be authorized on an in-service day unless approved by

the building principal.

- d. Notification must be submitted in writing to the building principal at least three (3) contractual days or ten (10) calendar days prior to the use of the professional leave.
 - e. Limitation on the number of attendees per meeting may be necessary due to the impact upon the educational requirement of the District but, in no case, shall leave be denied to less than ten percent (10%) of bargaining unit members in the building.
3. The following provisions will govern reimbursement of expenses:
- a. A yearly payment of \$25,000 will be given to the Association by September of each school year. For audit purposes, the BEA shall provide at the end of each school year a list of bargaining unit members and what each bargaining unit member was paid or reimbursed. Any unused funds from the yearly appropriation shall be credited to the next school year's total.
 - b. All reimbursement requests shall be reviewed, approved and paid by the Association.
4. Professional leave with pay not set forth above may be granted or assigned by the administration upon application by the individual bargaining unit member.

F. Disability Leave

A full-time or regular part-time bargaining unit member who becomes disabled and who has exhausted his/her sick leave or who elects not to use his/her sick leave may request and shall be granted a disability leave without pay. The leave shall not exceed two (2) consecutive school years.

The Board shall pay fifty percent (50%) of the cost of single coverage hospitalization and major medical insurance for a bargaining unit member who has exhausted sick leave for the first three (3) months of such leave, or until STRS disability retirement is in effect, whichever comes first. An employee who is eligible for and/or who has taken Family and Medical Leave at any time under Article (V)(I) below is not eligible for this benefit.

The Superintendent/designee may require a report from a Board-designated and Board-paid physician to justify a bargaining unit member taking of disability leave or continuation of disability leave or to establish the bargaining unit member's ability to return to work.

G. Military Leave

The parties agree to abide by all applicable Ohio and federal laws as they pertain to military leave.

H. Child Care Leave

1. Bargaining unit members may use sick leave towards their child care leave, with the following limitations:
 - i. For the birth or adoptive parent, up to forty (40) sick days within eight (8) weeks of the birth of the child or placement the adoptive child; or
 - ii. For the non-birth parent, up to twenty (20) sick days within twelve (12) weeks of the birth of the child.

An unpaid child care leave shall be granted and is limited to the remainder of the semester for the birth or adoption of a child and may be extended for one additional semester. The bargaining unit member must notify the Superintendent in writing by April 1 (or July 10 in case of childbirth or adoption on or after April 1) of his/her desire to extend the leave into the next school year or his/her intention of returning to work. Failure of the bargaining unit member to provide such written notice shall be considered as the bargaining unit member's resignation from employment and ORC 3319.16 will not apply. The Board's approval of this Agreement constitutes its acceptance of the bargaining unit member's resignation so no further action or written notice of acceptance is necessary from the Board.

2. No later than ten (10) days after the childbirth or the placement of an adopted child, the bargaining unit member must give the Superintendent/designee written notice whether he/she will be taking unpaid child care leave.
3. Any request for alteration in the effective date or cancellation of the leave request may be made only once. This request must be submitted to the Superintendent/ designee.
4. Upon return from leave, the bargaining member will resume the same contract status held prior to leave. The staff member will return to the same or similar position s/he held prior to the leave.

5. A staff member may remain a member of all or any employee group insurance policies at the individual's expense after the effective date of leave. If the staff member is eligible for Board-paid insurance for May, the Board will continue to pay the premiums for all or any employee insurance policies for the staff member for June and July.

I. Family and Medical Leave

The purpose of the law is to provide eligible bargaining unit members with the right to take up to a combined total of twelve (12) weeks of unpaid leave each year (July 1 through June 30) in connection with: (1) the birth and first-year of a child; (2) the adoption or foster placement of a child; (3) the serious illness of an bargaining unit member 's spouse, child, or parent; or domestic partner or the child or parent of domestic partner and (4) the bargaining unit member 's own serious illness. A bargaining unit member becomes eligible after working twelve (12) months for the District and must work more than twelve hundred fifty (1,250) hours per year. All qualifying definitions, eligibility requirements, and conditions for use of family or medical leave under this Section shall be construed to be consistent with the Family and Medical Leave Act (FMLA) of 1993.

1. If a bargaining unit member has taken sick leave for the above reasons, that time counts towards the twelve (12) week time period.
2. A bargaining unit member desiring to use family leave shall notify the Superintendent in writing at least thirty (30) days prior to beginning the leave, if the need for the leave is foreseeable; otherwise, the written notice shall be given as soon as possible after the bargaining unit member learns of the need for the leave. The bargaining unit member's notice to the Superintendent that he/she will use family leave must specify that "family leave" will be the type of leave taken.
3. During the leave, for up to twelve (12) weeks per year, the Board shall continue to pay the contribution it makes for a bargaining unit member on the active payroll to continue participation in life, dental, and health insurance. The bargaining unit member must pay the portion of the premium for any of such insurances to the Treasurer by the first day of the month in which the bargaining unit member desires to have the insurance coverage continued. If the bargaining unit member does not pay his/her contribution to the premium cost, then the Board will not be obligated to contribute its share in order to maintain the coverage.

J. Assault Leave

Any bargaining unit member who sustains a physical assault by a person during the course of duties, and is disabled, unable to perform regular duties due to the

nature of the disabilities, as certified by an M.D., shall be granted assault leave to recuperate from injuries. This paid leave shall not be charged against sick leave or personal leave.

If requested by the Superintendent, the bargaining unit member shall be required to recertify the disabling condition monthly. If requested, the bargaining unit member shall submit to an exam by an M.D. designated by the Board. The cost of the exam will be paid by the Board. No sick leave days will be deducted from the time the disability is certified by an M.D. to be directly related to a physical assault by a non-employee of the Board.

Paid assault leave shall be limited to thirty (30) work days, after which the bargaining unit member, if necessary, may use accumulated sick leave, personal leave, request an unpaid disability leave, or apply for disability retirement from STRS.

K. Court Leave

A bargaining unit member shall be granted upon written request, paid court leave for the purpose of: (1) jury selection process or duty per order or subpoena of court; (2) to appear as a party in a Bexley school-related civil lawsuit or civil administrative proceeding; or (3) to appear as a subpoenaed witness in a Bexley school-related civil lawsuit or civil administrative proceeding.

Court leave may not include conflicts between the employer and bargaining unit member, or the employer and the Association, except as provided in SERB rules. Any bargaining unit member called for jury duty or a court appearance shall notify his/her building principal or his/her immediate supervisor as soon as possible. The bargaining unit member shall retain the fee and expense reimbursement for jury duty or appearing as a witness from the court or tribunal. He/she will receive his/her regular pay for the time spent on such leave.

L. Sabbatical Leave

A bargaining unit member, upon written request to the Board, may be granted a leave of absence with partial pay and full fringe benefits for one (1) semester on the Bexley Schools' calendar or up to two (2) school years. Further, the Board may grant a part-time sabbatical leave for a semester or an entire school year.

Such leave shall be according to the following provisions:

1. A bargaining unit member shall be on a continuing contract and have five (5) years continuous service within the Bexley City Schools. The requesting teacher may be on a limited contract if he or she has obtained a Master's Degree, has had at least eight (8) years of teaching experience, five (5) of which must have been as a teacher in the Bexley

City School District, and has been accepted for an accredited doctoral program in the field of education.

2. A plan of professional improvement shall be furnished to the Superintendent/ designee prior to Board approval. Upon return from sabbatical leave, a report shall be filed with the Superintendent/designee by the bargaining unit member as proof that said plan was followed.
3. The partial salary shall be the difference between the bargaining unit member's regular salary for the next school year and the cost of the replacement (cost includes salary and the fourteen percent (14%) retirement of replacement) for the period of time the sabbatical leave shall be in effect. The fourteen percent (14%) retirement deduction will be reimbursed to the bargaining unit member taking a sabbatical upon three (3) years after returning if they do not purchase sabbatical time for STRS purposes, but only for members who have taken a leave within three (3) years prior to July 1, 2015.
4. No more than three (3) bargaining unit members may be on sabbatical leave at one time.
5. The Board shall attempt to secure a replacement with three (3) years or less experience for bargaining unit members on a sabbatical leave.
6. A bargaining unit member may take a sabbatical leave only once every five (5) years.
7. A year of sabbatical leave shall count as a year of credit for placement on the salary schedule, and for seniority purposes.
8. A bargaining unit member not returning to duty after a sabbatical or after additional leave shall be required to pay back all remuneration received from the Board as set forth in paragraph (3.). Such payback must be made within a four (4) month period of time beginning with the first full month said bargaining unit member was to have returned to duty. Arrangements for making the payback during this period of time shall be made between the Board's Treasurer and the affected bargaining unit member.
9. Upon return from leave, the bargaining member will resume the same contract status held prior to the leave. The staff member will return to the same or similar position s/he held prior to the leave.

M. Unpaid Leaves of Absence

1. Short-Term

Bargaining unit members may request one or more short-term unpaid leave(s) of absence for up to a total of five (5) workdays within a three (3)-year period provided that the bargaining unit member is on limited or continuing contract status and has completed five (5) years of service with the school district, except in extenuating circumstances disclosed to and approved by the Superintendent. Bargaining unit members shall apply to their Principals at least two (2) workdays in advance (if possible). If the request is not approved, the bargaining unit member will be provided an opportunity to meet with Superintendent to review the request. The Superintendent's decisions under this Section cannot be the subject of a grievance.

2. Long-Term

The Board of Education may grant an unpaid leave of absence for a full school year for the purpose of professional study or other requested reasons. Such leave shall not be granted for consecutive school years.

All leave shall be in increments of one (1) school year or the balance thereof. The Board may grant an extension of the leave for one (1) additional year upon request. Any early return from an unpaid leave of absence must have the approval of the Superintendent/designee.

N. Military-Related Leave of Absence

1. If the spouse, parent or child of a bargaining unit member has been ordered to duty in a combat zone, the bargaining unit member is entitled to three paid leave days which can be used in conjunction with any available personal leave of the bargaining unit member, to spend time with the spouse, parent or child immediately prior to them leaving for such duty.
2. The bargaining unit member must exhaust any paid personal leave available to him or her under this Master Agreement.
3. The bargaining unit member must apply for this leave as soon as possible to his/her building principal and provide written verification of the military order to a combat zone prior to taking the leave.

O. Leave Procedures

When a bargaining unit member is absent for any reason, that bargaining unit member must submit the leave through the District's on-line system. The

bargaining unit member must also provide appropriate documentation for the leave, other than sick and personal leave, before it will be approved.

ARTICLE VI JOB SECURITY

A. Non-renewal of Limited Teaching Contract (Fair Dismissal)

1. Procedures applicable to all limited regular contract bargaining unit members, regardless of the length of service in the Bexley City Schools:
 - a. If the Superintendent/designee intends to recommend the non-renewal of a limited teaching contract, the bargaining unit member in question shall be given the reason(s) (see paragraph (2) below) for such a recommendation in writing. The bargaining unit member may be accompanied by a representative of his/her choice at the time the Superintendent/designee submits the reason(s) to the bargaining unit member.
 - b. Bargaining unit members whose limited contracts have been recommended by the Superintendent/designee for non-renewal shall be notified prior to official Board action, of the date when the Board intends to act on the Superintendent/ designee's recommendation.
 - c. If the Board acts not to renew a limited teaching contract which has been recommended for renewal by the Superintendent/designee, the Board shall give the bargaining unit member the written reasons for such action in executive session and the bargaining unit member may be accompanied by a representative of his/her choice in such session.
 - d. If the bargaining unit member referred to in paragraph (c.) is not present at the Board meeting when official action is taken to non-renew the limited teaching contract, the bargaining unit member will, upon request, be given the reason(s) for the Board's action in executive session no later than the next regular Board meeting. If the bargaining unit member does not attend that meeting, there shall be no further requirement of the Board to state its reason(s).
 - e. This Article shall not apply to supplemental, extended service or summer school contracts. A bargaining unit member who is hired to replace a bargaining unit member on a leave of absence of one (1) year or less shall be deemed employed only for the length of time stated in the original appointment action of the Board without further Board action or notice, and this Article shall not apply to

such a replacement bargaining unit member. A replacement bargaining unit member may be terminated during the term of the appointment pursuant to ORC 3319.16.

- f. A bargaining unit member who is hired to replace a bargaining unit member who resigns or whose position is otherwise vacated on or after July 10 shall be deemed employed only for the length of time stated in the original appointment action of the Board without further Board action or notice, and this Article shall not apply to such a replacement teacher. A replacement teacher may be terminated during the term of the appointment pursuant to ORC 3319.16.
- g. Paragraph (A)(1)(f) does not prohibit the Board of Education from issuing a limited regular contract to bargaining unit members hired for a position which becomes available on or after July 10, and paragraph (A)(1)(f) shall not apply to such bargaining unit members.

2. Reasons for Non-renewal

The reasons for non-renewal shall not be arbitrary or capricious, nor wholly unrelated to job performance.

3. Grievances for Non-renewal of Limited Teaching Contracts

- a. All grievances for the first three (3) consecutive school years of service under regular teaching contract shall be limited solely to procedural violations as set forth in paragraph (1) above.
- b. All grievances in the fourth year of service under a regular teaching contract and thereafter shall be limited solely to:
 - i. procedural violations as set forth in paragraph (1) above;
 - ii. a claim that the reasons for the non-renewal are arbitrary and capricious;
 - iii. a claim that there existed no good cause for the non-renewal
- c. Grievance is the exclusive remedy for any claimed violation of this Article VI.

4. Post-Non-renewal Procedure

A bargaining unit member who is non-renewed has the right to file a grievance concerning compliance with the evaluation procedures as well as compliance with this Section A. The grievance must be filed in writing with the Superintendent within ten (10) calendar days of the bargaining unit member's receipt of the written notice of non-renewal. The written grievance shall be considered a request for arbitration at Step III of the Grievance Procedure.

5. This Article supersedes and replaces ORC 3319.11(G)(1-7) for teachers in the bargaining unit.

B. Discipline

The purpose of discipline will be to promote a positive working environment. All discipline will be conducted privately. The bargaining unit member shall be afforded the right to a representative at any meeting that he/she presumes the outcome to be disciplinary in nature. All discipline will be for good cause.

C. Complaints

When a complaint is made by the parent of a student or any other member of the public concerning a bargaining unit member's conduct, service, character, personality, or other reason, to a Board member, central office administrator, building principal, or other supervisor, the following procedure shall be followed:

1. The person receiving the complaint will determine the validity and/or seriousness of the complaint. Depending upon this decision, the complaint may be disregarded or brought to the appropriate person in charge of the stated staff member.
2. If the complaint is referred to the building principal or supervisor, he/she will determine the validity and/or seriousness of the complaint. The principal or supervisor shall determine if the complaint should be disregarded or brought to the attention of the bargaining unit member at that time.
3. If the complaint is referred to the bargaining unit member, he/she will be given the identity of the complainant and the opportunity to discuss the details of the situation with his/her principal or supervisor. Together they will cooperatively discuss an appropriate response to the complainant and/or solution to the situation causing the complaint. The employee has a right to representation in a conference or interview that the employee reasonably believes could lead to discipline.

4. If the complaint is not referred to the bargaining unit member, then such complaint shall be disregarded/not to be placed in the personnel file of the bargaining unit member, and may not be used in any subsequent conference, evaluation, or other assessment of the bargaining unit member involved.
5. Nothing in this procedure limits or restricts the authority of the administration or Board to investigate professional misconduct and to make determinations or take actions based on the administration's investigation.

D. Sequence of Contracts

The Board, when issuing limited teaching contracts, shall act in accordance with the following sequence:

- | | | |
|----|--------------------------------------|---|
| a. | First contract | one (1) year limited contract |
| b. | Second contract | one (1) year limited contract |
| c. | Third contract | one (1) year limited contract |
| d. | Fourth contract and subsequent years | two (2) year limited contract unless eligible for a continuing contract |

The Board may hire a bargaining unit member who holds a continuing contract (or tenure) in another public school district on a two-year limited contract.

E. Notification of Job Openings

1. Notification of all vacancies for all teaching, building, administrative, and supplemental contract vacancies shall be emailed to bargaining unit members as they occur throughout the year. When a vacancy occurs in an elementary school the Principal first shall consult with current teachers assigned to that building with the necessary licensure to determine their interest in filling the position and make a decision whether to fill the vacancy with one of them. Resulting vacancies within the same building will be treated in the same way until all internal reassignments within the building have been made from the initial vacancy. The resulting vacancy after this process shall be subject to the posting requirements of this Section.
2. Emails shall be sent to all bargaining unit members during the period school is in session, and notice of vacancies shall be posted on the District's website or otherwise distributed electronically at other times.

Bargaining unit members may come to or telephone the Superintendent/designee's office to be informed of these vacancies.

Bargaining unit member who desire further information regarding position vacancies must contact the Superintendent/designee's office. A formal transfer application to a vacant position must be made in keeping with Division K of this Article.

3. When a vacancy occurs within the bargaining unit the administration shall not recommend to fill permanently such vacancy until ten (10) calendar days after the position is posted as set forth above. The Board need not wait for the ten (10) day posting period where the vacancy is filled at a Board meeting after July 10.

F. Voluntary Transfer

Each bargaining unit member who so notifies the Superintendent/designee within these ten (10) calendar days will have his/her request for transfer considered. The three (3) most senior bargaining unit members who apply will be considered and interviewed. One (1) of three (3) most senior applicants shall be transferred provided it is in the best interest of the District.

The Superintendent/designee will consult with each bargaining unit member whose request for transfer was not granted.

If the affected bargaining unit member so requests, he/she will be given written reason(s) why he/she was not voluntarily transferred. Such reason(s) shall neither be used to the detriment of that bargaining unit member nor be placed in his/her personnel file.

Supplemental vacancies shall follow the same procedure except five (5) days shall apply instead of ten (10).

G. Involuntary Transfer

1. Notification of Assignment

If a bargaining unit member is to be involuntarily transferred to another assignment the Superintendent/designee will personally contact the affected bargaining unit member by July 15 prior to school opening. If personal contact is not possible an email and a letter by regular U.S. mail will be sent to the affected bargaining unit member, postmarked no later than July 15. Bargaining unit members are responsible for giving written notification to the Superintendent/designee's office of the address and/or telephone number where they can be contacted during the summer when school is not in session if that address and/or telephone number is different from what is already on file. If an involuntary transfer becomes necessary after July 15, the Superintendent/ designee will personally

contact the affected bargaining unit member at the earliest possible date. If an involuntary transfer becomes necessary after July 31, the Superintendent/designee will take this factor into account during the bargaining unit member's evaluation the next school year.

2. Involuntary transfers shall not be made for arbitrary or capricious reasons. When the voluntary provision of this Article has not succeeded in filling a vacancy, an involuntary transfer may be made by the Superintendent/designee. The bargaining unit member certificated for the vacant position, and who has the least seniority will be transferred provided the transfer is in the best interest of the District. If the affected bargaining unit member so requests, he/she will be given written reasons(s) why he/she was involuntarily transferred. Such reason(s) shall neither be used to the detriment of that bargaining unit member nor be placed in his/her personnel file, unless it is for disciplinary reasons.

H. Continuing Contract Eligibility

The office of the Superintendent or designee will send a timely Districtwide email notifying all bargaining unit members that to be considered for a continuing contract, they must provide written notice to the Superintendent of Schools by October 1 of their intent to meet the statutory requirements in order to be considered for a continuing contract at the April meeting of the Board of Education.

The professional, permanent, or life certificate or equivalent professional education license must be on file with the Superintendent of Schools by March 31 for the bargaining unit member to be considered for continuing contract status in April.

Statutory requirements for continuing contract eligibility are set forth in Sections 3319.08 and 3319.11 of the Ohio Revised Code.

Bargaining unit members who do not provide written notice by October 1 and/or do not have transcripts of their thirty (30) graduate hours, or their professional, permanent, or life certificate or professional educator license/certificate on file by March 31, will not be eligible for continuing contract consideration until April of the following school year.

I. Service to Students

A bargaining unit member shall give the Superintendent written notice before providing educational services, including tutoring, to a school-age student residing in Bexley City School District. The notice shall include the student's name, address, general description of the services, and anticipated duration.

J. Required Training per O.R.C. 3319.073

The Board shall develop a program of in-service training per O.R.C. 3319.073. Thereafter, the Board shall inform members of the procedure and availability of its program. The program will be free to all bargaining unit members. Bargaining unit members must complete the required in-service training at the intervals specified in the law.

K. Licensure

Each member of the bargaining unit shall maintain all ODE licenses and endorsements that the member had in effect on June 29, 2015 as well as all ODE licenses and endorsements issued to a member after that date unless the bargaining unit member and Superintendent mutually agree that the license and/or endorsement may expire.

**ARTICLE VII
TERMS AND CONDITIONS**

A. Academic Freedom

The Bexley Board of Education believes that academic and professional freedom are essential to the teaching profession. The presentation and discussion of controversial issues in the classroom should be on an informative basis and relevant to classroom goals and objectives. Bargaining unit members should guard against giving their personal opinions on sectarian or political questions or any other controversial issues until the students have had the opportunity to find, collect, and assemble factual material on the subject, to interpret the data without prejudice; and to reconsider assumptions and claims and to reach their own conclusions. By refraining from expressing personal views before and during the period of research and study, the teacher is encouraging the students to search after truth and to think for themselves. The development of the ability to meet issues without prejudice and to withhold judgments while facts are being collected, assembled, weighed, and relationships seen before drawing inferences or conclusions, is among the most valuable outcomes of a free educational system.

The policy can best be described by listing three (3) basic rights of the students:

1. The right to study controversial issues which have political, economic or social significance on which, at his level, he should begin to have an opinion.
2. The right to study under competent instruction in an atmosphere free from bias and prejudice.

3. The right of access to all relevant information freely available in the school or public libraries.

Emotional criticism and the promotion of a cause within the classroom are inappropriate and unscholarly. The bargaining unit member's attitude should be that of the scholar which is truth-seeking, open-minded, and tolerant.

B. Closed School Days

When the Superintendent/designee deems it necessary to close some or all Bexley City Schools due to inclement weather conditions or situations which are potentially hazardous to the health or welfare of students or staff, the bargaining unit members shall not be required to report to duty and shall be so informed through the District notification system. However, on any of the first three (3) days in a school year when a school is closed for weather, calamity or other reasons, bargaining unit employees, to the extent possible, will use their time to complete state-required training, previously scheduled staff meetings, previously scheduled student conferences and to consult with students as needed. At the bargaining unit member's discretion, these activities may be completed remotely and/or at their home.

When emergency situations or energy-related conditions necessitate the temporary closing of one or more buildings, bargaining unit members may be required to report to duty at an alternate location. If an employee is absent and his/her county of residence is other than Franklin and is in a Level III emergency, but Bexley is open for school, the absence is excused and the employee may use available personal leave or sick leave or will be docked for the day.

C. Facilities for Bargaining Unit Members

1. The following facilities will be provided for each bargaining unit member:
 - a. A separate desk with lockable drawer space, or
 - b. A file cabinet with lockable drawer space.
 - c. A reserved off-street parking space will be provided for the use of those who are handicapped or otherwise infirmed, and for itinerant bargaining unit members who must travel between buildings during the contractual day.
2. In addition to those facilities, the following building facilities will be provided in each building for bargaining unit members:
 - a. lunchroom facilities not available to students,

- b. separate (men and women) restroom and lavatory facilities not available to students where possible within existing facilities,
- c. a faculty lounge,
- d. a telephone for bargaining unit members' use in an area as private as possible,
- e. bargaining unit members may use the school's telephone for long distance calls in the case of an emergency or for school purposes.

3. Room Temperature

Uncomfortable working areas limit the effectiveness of teaching and learning. Neither students nor bargaining unit members should be required to work prolonged periods of time in an environment that is physically, unreasonably uncomfortable. When such conditions exist, the bargaining unit member shall report the temperature of the room or area to the building principal. Adjustments or changes will be made to remedy or modify the temperature by the building custodial staff or district maintenance personnel within a reasonable length of time. If the condition cannot be corrected within a reasonable length of time, the bargaining unit member may request that the building principal attempt to relocate the class in a more favorable environment.

D. Length of Contractual Year

The length of the regular contractual year shall be no more than one hundred eighty-six (186) days, including the following six (6) days during which students are not in attendance:

- 1. Three (3) days before the opening of school with one (1) day to be used by bargaining unit members for planning and preparation, and two (2) days to be used for convocation, professional development and administrative directed building level start of the year preparations.
- 2. Two (2) days with one (1) day at the end of the first quarter and one-half (1/2) day at the end of the second and third quarters to be used by bargaining unit members for planning and preparation.
- 3. One (1) day to be used for professional development.

To the extent possible, bargaining unit members will also participate in beginning of the year open house or curriculum night activities.

E. Length of Staff Day

1. Contract Time

The contractual day of any bargaining unit member shall be eight (8) hours. The contractual day shall encompass a thirty-minute, duty-free lunch period.

2. Planning Time

Each elementary (grades K-5) bargaining unit member shall be provided during the student week at least two hundred ten (210) minutes of time for day-to-day preparation/grading each week during which no other duties shall be assigned. The two hundred ten (210) minutes shall be divided into periods of at least thirty (30) minutes of uninterrupted time and, if possible, shall be distributed with an attempt toward an equal distribution throughout the week.

Each secondary (Middle and High School) bargaining unit member shall be provided during the student day at least one (1) uninterrupted period of time for day-to-day preparation/grading during which no other duties shall be assigned each contractual day except in unusual circumstances. If an unusual circumstance exists, the affected bargaining unit member will be provided at least five (5) periods each week. The length of this period shall not be less than the length of a regular instructional period in that respective building.

3. Student Meetings

Building principals shall make every reasonable effort to employ substitutes to cover special and regular education teachers during the school day when teachers are needed to attend student meetings.

Bargaining unit members who are required to cover or attend special education meetings outside of their contract day shall be paid the workshop rate in Article XII(E).

4. Meeting Times

No teacher meetings or staff conferences will be held or required on Friday afternoon after the regular teacher workday (except for parent emergencies and supplemental duties).

F. School Calendar

The school calendar shall be no more than one hundred eighty-six (186) days which shall include at least six (6) paid days during which students are not in attendance as set forth in Article VII, Section D. In addition, at least five (5) calamity days will be built into the school calendar.

In January of each year a six (6) member calendar committee shall be appointed. The Superintendent/designee shall appoint three (3) members and the Association President shall appoint three (3) members. In keeping with the provisions of this Agreement, the committee shall study and make recommendations regarding the school calendar for the following two (2) years. All information and recommendations shall be submitted to the Superintendent/designee and to the Association President on or prior to February 28. No calendar may be adopted which is not in compliance with the provisions of this Agreement.

By October 31 of each school year, the Association President and the Superintendent will meet and mutually agree on how to complete schooling for students if there are more than three (3) calamity days in a school year. If the Association President and Superintendent do not agree, and school is closed for more than three (3) days for weather, calamity, or other reasons, the Superintendent shall consult with the BEA President about the scheduling of any future possible make-up days/hours for the teacher contract year.

The Board retains the final decision-making authority over selection of the school calendar, provided it is in compliance with the above procedures.

G. Scheduled Conference Days

The Board may provide up to four (4) half-day conference periods if needed during the regular school day. These conference periods are to be used exclusively for the use of bargaining unit members and the parents of students.

If the bargaining unit member has the conference(s) outside the normal school day, he/she will not be required to be on duty during the regularly scheduled conference periods.

H. Fee Authorization

The following procedure will be used for application and distribution of the fee authorization hours and funds:

1. The fee authorization hours and funds will be divided into three (3) equal units for distribution by semesters. Those hours and funds not used will

be carried over to the next semester. No more than the allocated number of hours or funds will be used in any one school year.

2. Each bargaining unit member must complete a written application form. This form must be received by the Central Office no later than the stated deadline.
3. If the demand for hours and funds is greater than the number allocated for a particular semester, the preference orders listed below will be utilized.

a. **PREFERENCE ORDER**

i. First Preference

That bargaining unit member shall be given preference who is taking a course as part of a degree-granting program and/or who by agreement of the Superintendent/designee is taking course work necessary for supplemental licensing in a new area of teaching. In the event that the demand for fee waivers exceeds supply, that bargaining unit member with highest seniority shall receive preference.

ii. Second Preference

That bargaining unit member shall be given preference who is taking a course that is not part of a degree-granting program and has not used a fee waiver in the last three (3) semesters. In the event that the demand for fee waivers exceeds supply, that bargaining unit member with highest seniority shall receive preference.

iii. Third Preference

That bargaining unit member shall be given preference who is taking a course that is not part of a degree-granting program and has not used a fee waiver in the last two (2) semesters. In the event that the demand for fee waivers exceeds supply, that bargaining unit member with highest seniority shall receive preference.

iv. Fourth Preference

That bargaining unit member shall be given preference who is taking a course that is not part of a degree-granting program and has not used a fee waiver in the last one (1) semester. In the event that the demand for fee waivers

exceeds supply, that bargaining unit member with highest seniority shall receive preference.

v. Fifth Preference

Any staff member who did not qualify for the previous four (4) preferences. In the event that the demand for fee waivers exceeds supply, that bargaining unit member with highest seniority shall receive preference.

b. GENERAL PROVISIONS

i. Fee waivers and paid hours shall be used in one of the following:

- a. in the bargaining unit member's area of certification, or
- b. in another area of certification being pursued by the bargaining unit member within the field of education, or hours approved by the Superintendent/ designee.

ii. The Board shall allocate fifty thousand dollars (\$50,000) for tuition reimbursement under this Section (H).

c. DISTRIBUTION PROCEDURE

i. For each bargaining unit member there shall be a limit of one (1) course per semester during the Autumn, Spring and Summer semester or the course rate as determined by OSU, whichever is applicable. Evidence of the completed course work shall be provided to the Board. If a bargaining unit member does not successfully complete the course he/she shall reimburse the Fee Authorization Fund.

ii. The amount of one (1) course per semester shall not apply where expiring fee waiver hours would go unused in the summer. A bargaining unit member must apply in writing for the one (1) additional summer fee waiver by a deadline established by the Superintendent based on final payment dates from the affected institutions. A bargaining unit member will be limited to a maximum of two (2) courses in a summer semester even with this exception.

iii. If any unused tuition reimbursement funds remain after June 1, then bargaining unit members may request one additional tuition reimbursement on or before June 15 for an additional

course. The remaining funds will be split equally among the requesting members up to the full cost of their course or the rate as determined by OSU.

- iv. A bargaining unit member who has been granted a fee waiver or tuition reimbursement must submit evidence of completion of the course at the end of the semester in which the course is completed rather than when requesting the next fee waiver, unless the fee waiver/tuition reimbursement form is due prior to completion of the previous semester.

I. Bargaining Unit Member Participation in the Selection of Chairpersons and Coordinators

The selection of elementary instructional level chairpersons and area coordinators, team leaders, secondary department chairpersons, and curriculum development staff members is an administrative function; however, the opinions and recommendations of bargaining unit members within the relevant area or department will be obtained relative to the selection of chairpersons. Appointments are for one-year terms, and a bargaining unit member may not serve more than four (4) consecutive terms.

J. Personnel Files

1. To the extent allowed by law, the official personnel file of each bargaining unit member shall be confidential and shall be maintained in the office of the Board.
2. A bargaining unit member shall have access to his/her personnel file upon request when a Central Office administrator or designee is present in the Central Office. A representative of a bargaining unit member shall have access to said bargaining unit member's personnel file when said bargaining unit member requests such access in writing to the Superintendent/designee or his/her designee.
3. A bargaining unit member shall be notified as soon as possible when there is a request to review his/her personnel file by a member of the public and what, if anything, was provided to the requesting person, and the name and address of the person requesting the file review, if known. Consistent with the right of the requesting person to inspect public records, the member whose file has been requested to be inspected, or his or her designee, shall have a reasonable opportunity to observe the inspection.
4. A bargaining unit member shall be entitled to a copy of any specific material(s) in his/her file upon written request.

5. Letters or materials anonymous to the bargaining unit member or reports partially or entirely based on sources anonymous to the bargaining unit member shall not be placed in a bargaining unit member's personnel file.
6. Information in the personnel file may be removed upon mutual agreement of the bargaining unit member and the administrator making the entry or by the bargaining unit member and the Superintendent/designee.
7. All material in the file shall be accurate, relevant, timely and appropriate.
8. Each bargaining unit member shall have the right to respond in writing to any material contained in the file which would be generally considered as detrimental to his/her personal or professional interest, and the response will be attached to the specific material.
9. Bargaining unit members shall be notified by school email within three (3) days after material that could be considered detrimental is placed in his or her personnel file.

K. Qualifications for Employment

The relationship of a prospective employee to an individual already employed in the District shall have no bearing upon consideration for employment. The Board will not require either through resolution, policy or in contracts, any residence requirement as a condition of employment, reemployment, advancement, promotion or transfer.

L. Teacher Advisors

Teacher Advisors for staff members new to Bexley City Schools, who have completed the Resident Educator program, shall receive a stipend of two hundred and fifty dollars (\$250), paid on November 20 each school year.

M. Hepatitis B

All bargaining unit members will be given the opportunity to be immunized for Hepatitis B at Board expense. New bargaining unit members shall be given the opportunity to be immunized in their first year of employment at Board expense.

N. Third Grade Reading Guarantee

The District will reimburse teachers the cost of successfully taking the test to obtain the necessary qualifications or credentials for the 3rd Grade Reading Guarantee under the following conditions:

1. The teacher must earn a passing score on his/her first attempt. Any teacher who is unsuccessful would then be responsible for any/all financial expenses related to retaking the test, should he/she chose to retake it.
2. The District will reimburse any teacher with either a 1-8th, K-3rd, 4-8th license/certificate as well as all intervention specialists. Any teacher earning a passing score on his/her first attempt must provide a copy of the necessary license or license endorsement to the treasurer for reimbursement.

O. Resident Educator Mentor

A Resident Educator Mentee is a teacher employed by the district under a resident educator license.

1. Other than a notation to the effect that a teacher served as a Resident Educator Mentor, the teacher's activities as the Resident Educator Mentor shall not be part of that staff member's evaluation.
2. Resident Educator Mentors shall not participate in the evaluation of any Resident Educator.
3. Resident Educator Mentors shall not be requested or directed to make any recommendation regarding the continued employment of the teacher.
4. No Resident Educator Mentor shall be requested or directed to divulge information from the written documentation, or confidential Resident Educator/Resident Educator Mentor discussions, except as required by law.
5. Stipend year one and year two—five hundred dollars (\$500.00) per mentee. Stipend year three and year four—two hundred and fifty dollars (\$250.00) per mentee. The stipends will be paid fifty percent (50%) on November 20 and fifty percent (50%) on June 20 of each school year.

P. Class Lists

Tentative class lists for the upcoming school year for elementary schools shall be published to bargaining unit members not later than the final day of the contract year. The bargaining unit member shall not publish, distribute or discuss the tentative class list with parents or students unless permission has been given by the building level administrator.

Q. Special Education Classes

When more than thirty-five percent (35%) of students on IEPs or 504 plans are assigned to any general class, the assigned teacher shall notify the principal. Thereafter, the teacher, administrator, and case manager shall meet and discuss how to meet the needs of the students in the class.

ARTICLE VIII REDUCTION IN FORCE

When by reason of declining student enrollment in a program, building, grade level(s), or District-wide, for other reasons set forth in ORC 3319.17, or for lack of funds, the Board of Education determines that it will be necessary to reduce the number of bargaining unit members, it may make a reasonable reduction. A "lack of funds" means the School District has a current or projected deficiency of funding in the amount of at least \$250,000 as certified by the State Auditor for the ensuing year to maintain current, or to sustain projected levels of staffing and operations. In making such reduction, the Board shall proceed to suspend contracts in accordance with the recommendation of the Superintendent/designee. The following provisions shall also apply:

1. The Superintendent shall notify the Association President of the reasons for any anticipated staff reductions. The Association President will be provided with the following prior to the Board acting on his/her RIF recommendation:
 - a. A current seniority list. The seniority list shall include contract status of all bargaining unit members, teaching field seniority, and all areas of certification.
 - b. A list of positions to be reduced and the reasons for such reductions and with the most recent final holistic evaluation rating for unit members.
2. The Superintendent shall recommend which positions shall be affected and which teachers shall be laid off. The Superintendent will use the following criteria in recommending which teachers are to be laid off:
 - a. The Board may make any reductions in force first through attrition, resignation or on approved leave of absence.
 - b. Limited contract teachers holding temporary certification will be reduced first.
 - c. Fully certificated limited contract teacher will be reduced next.
 - d. Continuing contract teachers shall be given preference so that they are the last persons suspended within the certification/license area to be reduced.
 - e. Accomplished and Skilled teachers and non-OTES evaluated employees shall be considered comparable and the order of layoff among them shall be on the basis of seniority and contract status within area of certification/licensure.

- f. No preference shall be given to any member based on seniority, except when deciding between members who have comparable evaluations.
 - g. In case of a tie, STRS service credit shall break ties.
 - h. In event of a tie STRS service credit, highest social security number beginning with the number to farthest right and proceeding left until tie is broken.
- 3. A unit member whose contract is suspended as a result of a RIF shall be given written notification, by hand delivery or certified or registered mail, that his/her employment will be suspended and the reasons for such suspension. This notification shall occur on or before June 30, prior to the year the suspension will take effect.
 - 4. A bargaining unit member whose contract will be suspended will have the right to displace any less senior bargaining unit member whose work he/she is certified/licensed to perform so long as the displacing member possesses a comparable or better evaluation than the member being displaced. Within ten (10) calendar days of the Board's action to implement a RIF, a bumping meeting, if necessary, shall be held for all affected employees.
 - 5. A bargaining unit member whose contract is suspended will be guaranteed the following rights:
 - a. The right to remain a member of all employee group insurance policies at the bargaining unit member's own expense after the contract is suspended.
 - b. The Board will accept, without reservation, the resignation of an affected bargaining unit member after July 10.

ARTICLE IX RECALL

- A.** The following procedures will be used in the recall process:
 - 1. Any member who was laid off shall have recall rights for a period of thirty six (36) months from the first school day of the next school year unless:
 - a. recall rights are waived in writing by the teacher;
 - b. a resignation is offered by the teacher; or
 - c. the teacher fails to accept the position to which he/she has been recalled.

2. All unit members whose contracts are suspended as a result of a RIF shall be placed on a list stating their seniority, final holistic evaluation rating, and subject(s) certified/licensed to teach.
3. A unit member on the recall list shall be offered a contract for positions for which he/she is certified/licensed, as set forth on said RIF list, as positions become available and in keeping with the certification/licensure, contract status, and the seniority provisions of the RIF procedure. Such teachers will be recalled in reverse order of layoff if/when there is a vacancy for which the teacher is certificated/licensed to perform the work in question.
4. A unit member who gains additional certifications/licenses while on the recall list will be credited at the time of submission to the Superintendent.
5. When an opening occurs, the Superintendent or designee shall send an email and certified letter to the unit member(s) certified/licensed for the position at their last known email and residential address to advise them of such position. Bargaining unit members on recall status shall keep the Superintendent/ designee informed of their current address, email address, name, and telephone number. Failure of the bargaining unit member to contact the Superintendent/designee to file acceptance in writing or email within seven (7) calendar days of the date of such mailing shall remove the bargaining unit member from recall status.
6. If a position(s) initially abolished is reinstated, this position(s) will be staffed first from the RIF list. Thereafter, voluntary transfers may be made to a position affected by the RIF after the position(s) has been offered to all properly certified/licensed unit members on the RIF list.
7. No unit members new to the District will be employed until all properly certified/licensed unit members on the list have been offered a contract for the position in accordance with the provisions of this Section.
8. No unit member whose contract has been suspended pursuant to this Article shall lose the right to recall by reason of having declined recall to a position that is less than full-time or, if the unit member was not employed full-time just prior to suspension of the member's contract, to a position requiring lesser percentage of full-time employment than the position the unit member last held while employed in the district.
9. Upon acceptance of the notice to resume active employment status, the unit member shall be entitled to the same contractual status which was held prior to the RIF including but not limited to all rights related to salary, fringe benefits, and seniority shall be fully restored.

ARTICLE X SENIORITY

- A. As used herein, the term seniority shall mean the longest period of continuing employment (including approved leaves of absence and time spent on RIF status) beginning with the date the Board initially approved the issuance of a regular contract to a bargaining unit member, except for bargaining unit members who have had an assignment in any Auxiliary Services position, whose seniority shall be determined without reference to or consideration of time spent in any Auxiliary Services position. The senior bargaining unit member is:
1. The one who has a valid continuing contract.
 2. The one who has the longer period of continuing employment (including approved leaves of absence and time spent on a RIF status) under that valid contract, except for bargaining unit members who have had an assignment in any Auxiliary Services position, whose seniority shall be determined without reference to or consideration of time spent in any Auxiliary Services position.
 3. The one who has a valid limited contract.
 4. The one who has the longer period of continuing employment (including approved leaves of absence and time spent on a RIF status) under that valid limited contract, except for bargaining unit members who have had an assignment in any Auxiliary Services position, whose seniority shall be determined without reference to or consideration of time spent in any Auxiliary Services position.

ARTICLE XI EVALUATION

A. Purpose

1. The purposes of teacher evaluation are:
2. To serve as a tool to advance the professional learning and practice of teachers individually and collectively in a school district.
3. To inform instruction.
4. To assist teachers and administrators in identifying and developing best educational practices in order to provide the greatest opportunity for student learning and growth.

- B. Teachers who spend at least fifty percent (50%) of their time providing student instruction shall be subject to this Section (H) of Article VI.

- C. Teachers who receive an overall final holistic rating of accomplished will be evaluated under Article XI at least once every three (3) years so long as the teacher submits a self-directed professional growth plan to the evaluator that focuses on specific areas identified in the observation and evaluation and the evaluator determines that the teacher is making progress on that plan. After the baseline rating in 2015-16, teachers in this group shall have their next evaluation years staggered so they do not all occur in the same future school year. On non-evaluative years, one (1) formal observation shall occur of at least thirty consecutive (30) minutes. Unless unforeseen and extenuating circumstances exist, the teacher and principal shall meet within fifteen (15) days to discuss the formal observation unless the teacher and evaluator mutually agree to reschedule.
- D. Teachers who receive an overall final holistic rating of skilled will be evaluated under Article XI at least once every two (2) years so long as the teacher and evaluator jointly develop a professional growth plan for the teacher that focuses on specific areas identified in the observations and evaluation and the evaluator determines that the teacher is making progress on that plan. After the baseline rating in 2015-16, teachers in this group shall have their next evaluation years staggered so they do not all occur in the same future school year. On non-evaluative years, one (1) formal observation shall occur of at least thirty consecutive (30) minutes. Unless unforeseen and extenuating circumstances exist, the teacher and principal shall meet within fifteen (15) teacher contract days to discuss the formal observation unless the teacher and evaluator mutually agree to reschedule.
- E. Teachers who receive an overall final holistic rating of developing or ineffective or are skilled with below expected growth data will be evaluated the following year.
- F. If Ohio Revised Code changes the frequency of required evaluations, then the school year following the effective date of change, the district will convert to the minimum frequency in which evaluations are required.

The Board may elect not to conduct an evaluation of a teacher who meets one of the following requirements:

1. Teachers who submit a notice of retirement that has been accepted by the Board by December 1.
2. Teachers who have been on approved leave for fifty percent (50%) or more of the workdays in a year.

G. Observations during an Evaluation Year

1. Schedule of Observations

A minimum of two (2) formal holistic observations shall be conducted with a minimum of one (1) observation to occur during the first semester and a minimum of another observation to occur during the second semester, unless unforeseen and extenuating circumstances exist or if the teacher and evaluator mutually agree to reschedule.

2. Observation Conference

- (a) A notice will be sent by the Evaluator to the teacher at least two (2) days prior to the formal observation.
- (b) Unless unforeseen and extenuating circumstances exist a post-observation conference shall take place within fifteen (15) teacher contract days following the formal observation or longer if mutually agreed upon. The post-conference discussion between the evaluator and teacher should focus on identified area(s) of support. The evaluator and teacher collaborate to make recommendations on the teacher's Professional Growth Plan or Improvement Plan. Teachers may bring additional evidence for the evaluator to consider. At the post-observation conference, a focus area(s) should be determined and progress on focus area(s) should be discussed.

Teachers shall be given the opportunity to provide evidence for the standards. At the post-observation conference teachers shall be provided an initial overall rating for that observation and the completed rubric

- (c) A teacher will be given the paperwork or it will be electronically transmitted, at least two (2) teacher contract days prior to the post-conference for each observation, unless unforeseen and extenuating circumstances exist.

H. Walkthroughs

The Evaluator shall conduct at least two (2) walkthroughs in each evaluation cycle but not more than four (4), but such limits of four (4) shall not apply if the teacher is on an improvement plan.

A walkthrough is a formative assessment that focuses on one (1) or no more than two (2) of the standards and/or areas of focus.

I. Evaluators

The person or evaluator who is responsible for assessing a teacher's performance shall be:

1. Principal, Assistant Principal, Special Education Coordinator, Director of Special Education.
2. In the event a teacher performs work under the supervision of more than a single evaluator, one evaluator shall be designated as the sole or only evaluator.
3. In the event of unforeseen and extenuating circumstances, the Superintendent may assign an additional or different evaluator employed by the Board to be responsible for assessing a teacher's performance.
4. The evaluator shall not be a bargaining unit member.
5. No later than September 30, each teacher shall be notified of the name and position of his/her evaluator.
6. The evaluator shall be licensed and credentialed before beginning an evaluation.

J. Schedule of Evaluation

1. For those teachers who are on limited or extended limited contracts pursuant to ORC 3319.11 and who are under consideration for nonrenewal, one (1) evaluation consisting of at least three (3) formal observations must be conducted by May 1 of the year their contract expires.
2. The evaluation cycle shall be completed no later than May 1, and the teacher being evaluated shall receive a written report of the results of said evaluation cycle, through OhioES Portal including the determined final holistic rating of teacher effectiveness, no later than May 10th.

K. Finalization of Evaluation

The district shall only enter into OhioES Portal the minimum amount of information required by the state which shall include the teachers' Final Holistic Rating.

L. Professional Growth Plans

Will be completed annually for the following teachers:

1. Teachers who receive a final holistic rating of teacher effectiveness as "Accomplished" will submit professional growth plans to the evaluator that focuses on specific areas identified in the observations and evaluation including during years they are not evaluated.

2. Teachers receive a final holistic rating of teacher effectiveness as “Skilled” will jointly develop professional growth plans with the evaluator that focuses on specific areas identified in the observations and evaluation including during years they are not evaluated.
3. Teachers receive a final holistic rating of teacher effectiveness as “Developing” who have above expected growth will complete professional growth plans that are guided by the assigned credentialed evaluator including during years they are not evaluated. A meeting will be held by the last teacher contract day to discuss evidence from the professional growth plan and discuss the teacher's new growth plan for the following school year.

M. Improvement Plans

Teachers will be placed on an Improvement plan in the following circumstances:

1. receive a final holistic rating of ineffective
2. and/or other reasons as determined by the evaluator.

N. Definition:

A “day” shall be considered a contractual day during the school calendar, excluding days when school may be closed for a calamity.

O. Challenges to Evaluation

If an employee believes the evaluator has violated the procedure or that the evaluator’s judgment or conclusion is arbitrary, discriminatory or capricious, the employee may file a written grievance in accordance with Article III of the grievance procedure of the parties’ contract directly to the Superintendent within (10) ten days of her/his receipt of their final rating for that particular year. Thereafter, a meeting shall be mutually arranged within ten (10) days after submittal. Within ten (10) days after the meeting, the Superintendent shall provide the grievant a written disposition on the grievance. Within ten (10) days after receipt of the Superintendent's disposition, the Association may submit a request to the Superintendent advancing the grievance to binding arbitration. “Days for purposes of this paragraph mean calendar days.

P. Staff Appraisal Instrument

The state evaluation shall be used for all bargaining unit members for which a state evaluation is available. All other bargaining unit members will be evaluated per the evaluation instruments found on the Bexley Network.

ARTICLE XII COMPENSATION

A. Salary and Index

1. The base salary shall be increased per the following schedule in accordance with the index inclusive of the 186 day set forth in (A)(3) below:

7/1/21	\$42,618
7/1/22	\$43,683
7/1/24	\$44,775

The salary schedules are attached as Appendix C and defined as follows:

Non-Degree – Staff members who do not hold a Bachelor's Degree.

B.A. – Staff members who hold Bachelor's Degree.

B.A. + 15 – Staff members who have completed 15 semester hours (23 quarter hours) after receiving a Bachelor's Degree and an initial State Certificate.

B.A. 150 – Staff members who hold a Bachelor's Degree and have completed 150 semester hours (225 quarter hours).

M.A. – Staff members who hold a Master's Degree.

M.A. + 15 – Staff members who hold a Master's Degree and have completed 15 graduate semester hours (23 quarter hours) after receiving the Master's Degree.

M.A. + 30 – Staff members who hold a Master's Degree and have completed 30 graduate semester hours (45 quarter hours) after receiving the Master's Degree.

M.A. + 45 – Staff members who hold a Master's Degree and have completed 45 graduate semester hours (69 quarter hours) after receiving the Master's Degree.

Ph.D – Staff members who hold a Doctor of Philosophy or Doctor of Education.

2. A unit member, new to the District, shall at a minimum receive service credit for each year of teaching service for at least their first five (5) years of full-time teaching service, thereafter, within the discretion of the Superintendent, up to a maximum of ten (10) years of teaching service

with each year consisting of at least one hundred twenty (120) days in a given year under a unit member's contract.

3. A bargaining unit member may advance across the salary schedule by providing the Treasurer with proof of educational credit per subparagraph 1 above. If the bargaining unit member provides proof by August 15, then the pay change would be effective with that school year and the adjustment will be made with the first pay in September, and if proof is provided by January 15, then the pay change would be effective January 1 and the adjustment will be made with the first pay in February.

B. Payroll Practices

1. Twenty-four (24) equal installments, September through August. Payment will be made on the fifth (5th) and twentieth (20th) of each month. However, first year teachers will be paid in twenty-five (25) installments over the August 20 through August 20 cycle. For new teachers who begin service in the month of August the employee portion of the August premium shall be deducted in its entirety from the August 20 pay.

2. Direct Deposit

Bargaining unit members are required to have their payroll checks directly deposited in a checking or savings account that is a member of the Federal Banking System. Funds will be available on the appropriate pay date. Members may have up to two (2) direct deposits.

A payroll stub with a payroll voucher will be provided electronically to all bargaining unit members.

- a. When a pay date falls on a Saturday, Sunday, holiday, or school or bank holiday, the salary checks shall be issued the last work day preceding the regular pay date.
- b. Pay for tutors, substitute teachers, overtime, summer school teachers, workshops, and other miscellaneous pay will be paid each pay date based on the cutoff date for submitting the information.
- c. Bargaining unit members will have all sick leave, and personal leave accruals posted on the first pay of the month. Days used will be posted to each pay as days are submitted.
- d. All payroll deductions shall be transmitted to the receiving agency or institution within one (1) day of pay day.

C. National Board Certification

Effective for the 2021-22 school year, teachers will no longer be eligible for the national board certification annual payment. However, all teachers who hold the national board certification as of the 2020-21 school year will continue to receive such benefit in the amount of \$500 annually as long as they maintain their certification. Additionally, a \$500 annual payment will be paid to teachers in addition to his or her current placement on the salary schedule who have or obtain a gifted and talented supplemental license or a teaching license with gifted and talented endorsement so long as the teacher maintains that licensure.

D. Hourly Home Tutoring

The home tutoring rate shall be \$29.70 effective August 1, 2021, \$30.44 effective August 1, 2022, and \$31.20 effective August 1, 2023.

E. Summer School Salary and Workshop Attendance/Kindergarten Screening

The salary paid to bargaining unit members, and only to bargaining unit members who are employed for summer school, shall be at the hourly rate of: (a) \$45.19 effective June 1, 2022, \$46.32 effective June 1, 2023, and \$47.48 effective June 1, 2024 for courses within the District's course of study and for other courses designated by the Superintendent. Whereas for other courses, the rate shall be \$28.65 effective June 1, 2022, \$29.37 effective June 1, 2023, and \$30.10 effective June 1, 2024.

Similarly, the hourly rate of compensation for bargaining unit members attending approved workshops or kindergarten screening(s) beyond the regular school day or contractual year shall be \$26.56 per hour effective June 1, 2022, \$27.22 effective June 1, 2023, and 27.90 effective June 1, 2024.

The hourly rates in this Section (E) shall be increased on June 1 in each subsequent year by the same percentage that the base salary increased at the beginning of that school year.

F. Class Coverage

If an administrator assigns a bargaining unit member to cover another bargaining unit member's class, the covering bargaining unit member shall be paid at a rate per hour or class period. That rate shall be \$26.37 effective July 1, 2021, \$27.03 effective July 1, 2022, and \$27.71 effective July 1, 2023. The principal will keep a record of times when each bargaining unit member has accepted such teaching responsibilities. Payment shall be made once a year, at the June 20 pay. Any bargaining unit member may have the right to refuse such request without recrimination.

G. Extended Time

Any Board-approved extended time assignment shall be paid at the individual bargaining unit member's regular per diem rate of pay.

H. Mileage Reimbursement

All bargaining unit members required to use a personal vehicle to perform assigned professional duties shall be reimbursed at the per mile IRS rate in effect. This includes, but is not limited to, itinerant bargaining unit members who travel between buildings during the school day, coaches who use their personal vehicles to transport students to or from athletic events and bargaining unit members who use their personal vehicles to transport students on field trips.

I. Severance Pay

1. Incentive for Non-Use of Sick Leave/Retirement Severance Pay

Upon moving into the retirement system, bargaining unit members shall be paid remuneration for their unused sick leave according to the following provisions:

- a. The amount to be paid to the bargaining unit member retiring shall be determined by multiplying the number of days credit by the daily rate of pay.
- b. The daily rate of pay shall be the bargaining unit member's salary at the time of retirement termination divided by the number of days in the contract year.
- c. The number of days of credit shall be one-fourth (1/4) of the number of accumulated days of unused sick leave to a maximum of sixty (60) days and one (1) day for every ten (10) days over 240 accumulated days. The mutual intent of this language is to include ten percent (10%) of the accumulated days over 240. Thus, if a retiring teacher has 268 accumulated days, the teacher would be entitled to 60 days of severance plus 2.8 days of severance for the days over 240.
- d. Beginning with the 2019-20 school year, provided the bargaining unit member gives notice of retirement by March 1 effective at the end of the school year, the bargaining unit member will also receive \$2,500.00 at the time the severance is paid out.

2. Termination Severance Pay

- a. Provided the bargaining unit member gives notice of resignation by March 1 effective at the end of the school year, upon leaving the Bexley School system after ten (10) years of service in the Bexley School system, bargaining unit members shall be paid remuneration for their unused sick leave according to the following provisions:
- b. The amount to be paid to the bargaining unit member terminating shall be determined by multiplying the number of days credit by the daily rate of pay.
- c. The daily rate of pay shall be the bargaining unit member's salary at the time of termination divided by the number of days in the contract year.
- d. The number of days of credit shall be one-fourth (1/4) of the number of accumulated days of unused sick leave to a maximum of twenty-six and one-quarter (26.25) days.

3. General Provisions

Severance pay will be paid to those bargaining unit members who are terminating their employment under these provisions with the Bexley City Schools, on January 10 following the calendar year in which the retirement became effective.

Receipt of payment of accrued but unused sick leave shall eliminate all sick leave credit accrued by the bargaining unit member.

4. IRS 403 Accumulated Leave Plan

All teachers who turn 55 or older in the calendar year in which they retire, will take part in an Accumulated Leave Plan that is offered by an approved annuity company.

- a. If a retiring member is a participant in an accumulated leave plan, an employer contribution shall be made on his/her behalf under the accumulated leave plan within sixty (60) calendar days of the participant's last workday in an amount equal to the lesser of:
 - i. The total amount of the Participant's Severance Pay; or
 - ii. The maximum contribution amount allowable under the terms of the accumulated leave plan.

- b. To the extent that an accumulated leave plan participant's severance pay exceeds the maximum amount allowable under the accumulated leave plan for a calendar year, the excess amount shall be payable to the accumulated leave plan in the following January, up to the maximum accumulated leave plan limits for that calendar year. If there is any remaining excess, it shall likewise be paid in subsequent calendar years; provided, however, that if any excess remains at the end of the fifth calendar year following the calendar year of retirement, the remainder shall be paid in cash to the retired employee.
- c. If the member is entitled to have a contribution paid to an accumulated leave plan and dies prior to such contribution being paid to the Plan, the contribution shall be paid to the estate of the deceased member.

J. Pickup of Retirement Contribution

- 1. Consistent with the provisions of Internal Revenue Service Rulings 77-462, 81-35, and 81-36, the Board shall pick up each bargaining unit member's mandatory contributions to the State Teachers' Retirement System on Ohio (STRS), provided that no bargaining unit member's total salary is increased by such pickup nor is the Board's total contribution to STRS increased by so doing.
- 2. The dollar amount to be designated as "picked up" by the Board:
 - a. shall equal the then-current percentage amount of the bargaining unit member's mandatory STRS contribution;
 - b. shall be credited by STRS as employee contributions under authority of Ohio Attorney General Opinion 82-097;
 - c. shall be included in computing final average salary;
 - d. shall not be reported by the Board as subject to current federal and state income taxes;
 - e. shall be reported by the Board as subject to city income taxes.
- 3. Each bargaining unit member will be responsible for compliance with Internal Revenue Service salary exclusion allowance regulations with respect to the "pickup" in combination with other tax-deferred compensation plans.

4. If the foregoing "pickup" provisions are nullified by subsequent Internal Revenue Service rulings, this provision of the Agreement shall be declared null and void.

K. Supplemental Salaries (SEE APPENDIX C)

1. A standing committee shall be formed to review and amend supplemental contracts (Appendix C).
 - a. The standing supplemental committee shall consist of no fewer than two (2) members and no more than three (3) members appointed by the Association President as well as no fewer than two (2) members and no more than three (3) members appointed by the Superintendent.
 - b. The standing supplemental committee shall meet as needed for the purpose of amending Appendix C as necessary. Any member of the committee may recommend amendments to Appendix C. This may include but is not limited to the amendment of positions and salaries.
 - c. All changes must be made by entering into a memorandum of understanding between the Association and the Board.
2. Supplemental salaries/stipends will be paid consistent with Appendix C provided the duties of the position have been completed in full. If the position has not been completed in full, then it will be paid on a prorated basis pursuant to the number of weeks completed for the term of the supplemental contract.

L. Benefits

1. Qualification for Participating in Health and Dental Insurance

Bargaining unit members who are contracted at less than twenty (20) hours per week may participate in group insurance (dental and health) at their expense. Bargaining unit members who are contracted for at least twenty (20) hours per week but for less than full-time shall have Board contribution to insurance benefits, inclusive of any HSA contributions, on a basis prorata to full-time. Bargaining unit members receiving full-time insurance benefits in January, 1991 shall continue to be treated as full-time for the duration of this Agreement for insurance fringe benefit purposes.

2. Dental Insurance

Upon proper application, the Board shall pay one hundred percent (100%) of the cost for single and family coverage of a dental health care insurance program. The benefits of any such program shall not be less than those in the Delta dental program proposed by the Board in the 2003 negotiations.

3. Group Life Insurance

Upon proper application, the Board shall pay one hundred percent (100%) of the monthly premium of a group life insurance policy for each bargaining unit member. Such policy shall provide for an equal amount of accidental death and dismemberment coverage. The face value of the policy will be equal to the regular salary a bargaining unit member earns rounded to the nearest thousand. No bargaining unit member will have less than a \$20,000 face value insurance policy. The policy will also provide a conversion clause to allow the individual at the time his/her employment ends with the Board to convert his/her coverage to an individual policy without requiring a physical examination.

4. Health Insurance

- a. The Board provides a High Deductible Health Savings Account (HSA) insurance plan for eligible bargaining unit members. The deductible amounts shall be the minimum required by the IRS regulations for HSA plans.
- b. For teachers newly employed by the Board who begin service in the month of August the employee portion of the August premium shall be deducted in its entirety from the second payroll in August.

5. The Board will pay 90% of the premiums. If the premium increases 0-9% in a year, the Board will pay 90% of the increase.

If the premium increases more than 9% in a year, the Board will pay 90% of the first 9% increase and 65% of any increase above 9%.

6. Beginning in January 2022, the Board will annually contribute to each participant's HSA account the following amounts:

January 2022 (lump sum)

Single Contribution \$700

Family Contribution \$1,400

January 2023 (divided and paid monthly)

Single Contribution \$700 (\$58.33 per month)

Family Contribution \$1,400 (\$116.66 per month)

January 2024 (divided and paid monthly)

Single Contribution \$700 (\$58.33 per month)

Family Contribution \$1,400 (\$116.66 per month)

For calendar year 2022, bargaining unit members hired after January 1 shall receive a pro-rated Board contribution based on the number of months in District employment during the initial year. Bargaining unit members who leave the insurance plan for any reason during the calendar year will reimburse the Board at the rate of one-twelfth of the Board contribution for every month that the bargaining unit member is no longer in the plan.

Until June 30, 2024, if the deductible amounts set by the IRS regulations for HSA plans increase by more than ten percent (10%) in any one year, then the Board shall contribute additional funds to the HSA accounts in the amount of 50% of any amount over the 10% increase.

Bargaining unit members who are contracted for at least twenty (20) hours per week but for less than full time, will receive Board contributions to insurance benefits (i.e., premium contributions) and HSA contributions on a basis pro rated to full-time.

7. IRS 125 Plan

- a. The Board shall apply that part of the bargaining unit member's salary which is the bargaining unit member's participation in the monthly health benefits premium so as to tax-shelter that participation. The Board shall comply with IRS and federal law requirements in doing so.
- b. The Board and Association will investigate establishing an expanded IRS 125 Plan.

8. Liability Insurance

The Board shall provide liability insurance for those bargaining unit members who must either convey students in a vehicle or must drive a vehicle in the course of performing their contractual duties. The insurance shall be in effect while bargaining unit members perform duties related to their assignments. This shall not include travel either to or from the bargaining unit member's residence and his/her work site, but does include travel between work sites during the contractual day. The limits of liability for this coverage shall not be less than \$100,000 each person, \$300,000 each accident bodily injury, and \$50,000 each accident property damage. The liability insurance shall be understood to be an additional

protection, not a substitute for personal vehicle insurance, and would only be involved when personal insurance is exhausted on specific claims. Vehicles owned or leased by the Board are fully covered by insurance.

9. Insurance Committee

A standing committee shall be established consisting of one (1) teacher from each building selected by the Association President, one (1) administrator selected by the Superintendent, and one (1) classified employee. The committee shall select its chair from within its membership no later than September 15. The committee shall set meetings as necessary. The duties of the committee shall be to review insurance plans, interview and recommend hiring of a consultant/broker and recommend changes in insurance coverage to the Board and Association who shall vote on implementation of the recommendations. The Board attorney and OEA Labor Relations Consultant shall be ex-officio non-voting members of the committee. The insurance committee will study medical insurance plans and get quotes from other companies.

10. Beginning and End of Coverage Related to Employment Dates

- a. Teachers who retire and whose retirement begins at the end of a school year (so long as they are in paid status at least half of May) shall continue to be eligible for the Board's contribution to their Bexley health insurance enrollment through July 31 of the year of retirement.
- b. Teachers who retire at other times of the school year (prior to June 1 or without working at least half of May) shall be continued on the District's health insurance only through the end of the month in which their last paid day occurs.
- c. Health insurance coverage for new teachers shall begin on their first work day of the contract year.

11. Background Checks and Certificate Fee

The Board will pay up to \$50 for the cost for state and federal background checks required by the Ohio Revised Code as to a unit member for renewal of licenses of bargaining unit members. Such payment will be made directly to the Bureau of Criminal Identification and Investigation once the unit member completes the background checks

M. Payment for Educational Option Instructional Plans or Independent Study

No teacher shall be required to provide educational option instruction or independent study.

N. LPDC Stipends

The LPDC members shall be paid as follows:

Chair \$300 per meeting for an annual
Maximum Amount of \$4,500.

Other Members \$250 per meeting for an annual
Maximum Amount of \$3,750.

O. High School and Middle School Stipend

A high school teacher and/or middle school teacher who is assigned to teach a sixth (6th) period of students for one semester or more shall be paid an additional \$3,000 per semester for the 2015-16 school year.

P. Nonresident Student Tuition

Bargaining unit members living outside the District may elect to have their children attend Bexley Schools by filing written notice with the Superintendent at a cost per student equal to the state formula tuition rate, minus \$2,000. The students shall be accepted and assigned by the Superintendent on a space available basis.

Q. Case Managers

The Board will allow each case manager the equivalent of two (2) days each year to be taken in no less than one-half (1/2) day increments, to be relieved of regular duties for the purpose of constructing IEPs. The Board will provide a substitute for the case manager who will report to his or her school for these days.

**ARTICLE XIII
EMPLOYMENT OF PREVIOUSLY RETIRED TEACHERS**

- A.** The Board may fill any certified vacancy with a previously retired certificated/licensed applicant (PRT) subject to the conditions provided below.
- B.** PRTs shall be awarded one to three-year contracts of employment that shall automatically expire at the end of the school year indicated on the contract without requirement for any performance evaluation and without any notice of non-renewal.
- C.** PRTs may be re-employed from year to year or for multiple years with Board approval, but shall not be eligible for continuing contract status. If rehired for the

following year(s), the PRT shall move to the next longevity step on the salary schedule column, subject to (G) below.

- D.** For purposes of Reduction in Force, PRTs shall not accrue seniority and shall have no right of recall. The Board will not employ a PRT for a position for which a teacher with recall rights has proper licensure.
- E.** PRTs are eligible for sick leave accumulation. PRTs shall not carry over any accumulated and unused sick leave from any prior public employment.
- F.** PRTs shall not be eligible to participate in a contractual retirement incentive program, if any, but will be eligible for severance pay upon separation from employment for unused sick leave at the rate of ten percent (10%).
- G.** Prior employment in the District is no guarantee of post-retirement employment or a particular assignment, if hired.
- H.** For purposes of salary schedule placement, a previously retired teacher may be granted up to ten (10) years' service credit upon initial reemployment, but the Board may elect to place a PRT on a higher years' service credit if it is to the advantage of the Board to attract such individual to the District. If rehired for the following year, the teacher shall move to the next longevity step on the salary schedule column. PRTs will be credited with all earned training and degrees for column placement purposes.
- I.** Rehired retirees shall not be entitled to participate in the District's group insurance plans. However, to the extent that rehired retirees are not eligible for primary coverage under a STRS health benefits plan, they will be eligible to enroll in the District's health benefits plan on the same terms as other bargaining unit members.
- J.** Tuition reimbursement will not be provided to PRTs.
- K.** PRTs will be entitled to all other contract benefits available to bargaining unit members unless otherwise limited by the specific provisions of this Article.
- L.** All PRTs currently employed by the District as of June 1, 2006 will continue with the contract agreement that was established with them by the Board. Their current contract will not be limited by any items in this Article.

ARTICLE XIV EFFECTS OF AGREEMENT

- A.** This Agreement represents the full understanding and commitment between the parties and replaces all previous agreements. This Agreement may be added to,

deleted from, or otherwise changed by an agreement properly signed by each party.

- B.** The Bexley Board of Education shall change its personnel policies and practices as may be necessary in order to give full force and effect to this Agreement. Should there be a conflict between this Agreement and any such policy or practice(s) then the terms of this Agreement shall prevail.
- C.** The printing and distribution of the Master Contract shall be done by the Bexley Education Association. The Board shall equally share the cost of such printing. The President of the BEA shall be provided with twenty-five (25) copies of the booklet. A copy of the Master Contract shall also be furnished to all new bargaining unit members upon employment by the Board of Education at the Board's expense.
- D.** Except as otherwise specifically provided, this contract shall be effective from July 1, 2021 through June 30, 2024.
- E.** The parties acknowledge that during the negotiations, which resulted in this contract, each had the opportunity to make proposals, and the understandings and agreements arrived at by the parties after the exercise of that opportunity are set forth in this contract. Therefore, for the life of this contract, the Board and the Association each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter covered in this contract.
- F.** The Board may make decisions within the scope of its management rights without prior negotiations with, or agreement of, the Association. However, the Board is required to give notice and the opportunity to bargain about the impact of management decisions on the wages, hours, terms and conditions of employment of employees in the unit.

IN WITNESS WHEREOF, we affix our signatures on this _____ day of _____, 20____.

BEXLEY EDUCATION ASSOCIATION

**BEXLEY CITY SCHOOL DISTRICT
BOARD OF EDUCATION**

President Date

President Date

Negotiating Team Member Date

Superintendent/designee Date

Negotiating Team Member Date

Treasurer Date

Negotiating Team Member Date

OEA Labor Relations Consultant Date

*Ratified by the Bexley Education Association on _____ and approved by the Board of Education on _____.

GRIEVANCE REPORT FORM

Grievance # _____

Name of Grievant: _____

Building: _____

A. Date of Occurrence: _____

B. Statement of Grievance: _____

_____C. Article and Section alleged to be violated: _____
_____D. Relief Sought: _____

Signature of Grievant_____
Date_____
Signature of Association President_____
DateSTEP ONE
(Immediate Supervisor)

Principal _____

Date Filed _____

Disposition of Supervisor: _____

Signature of Supervisor

Title

Date

STEP TWO
(Superintendent)

Superintendent _____

Date Filed _____

Disposition of Superintendent: _____

Signature of Superintendent

Date

STEP THREE

The Bexley Education Association and the grievant appeal the grievance to Grievance Mediation with the Federal Mediation and Conciliation Service.

STEP FOUR
(Request for Arbitration)

The Bexley Education Association requests arbitration of this grievance.

Association Representative

Date

Association request for arbitration received by the Superintendent's office on
_____, 20____.

Superintendent/Designee

APPENDIX B

BEXLEY CITY SCHOOL DISTRICT TEACHER SALARY SCHEDULE 2021/22 - 2.50% - Base = \$ 42,618

	YEAR	BA	BA15	BA-150	MA	MA+15	MA+30	MA+45	PHD
salary index	0	49,202 1.1545	49,202 1.1545	49,202 1.1545	50,076 1.1750	51,142 1.2000	53,273 1.2500	55,403 1.3000	57,534 1.3500
salary index	1	49,629 1.1645	49,671 1.1655	50,174 1.1773	52,305 1.2273	54,436 1.2773	56,567 1.3273	58,698 1.3773	60,829 1.4273
salary index	2	50,055 1.1745	51,333 1.2045	53,464 1.2545	55,595 1.3045	57,726 1.3545	59,857 1.4045	61,988 1.4545	64,119 1.5045
salary index	3	52,497 1.2318	54,628 1.2818	56,759 1.3318	58,890 1.3818	61,020 1.4318	63,151 1.4818	65,282 1.5318	67,413 1.5818
salary index	4	55,365 1.2991	57,496 1.3491	59,627 1.3991	61,758 1.4491	63,889 1.4991	66,020 1.5491	68,150 1.5991	70,281 1.6491
salary index	5	58,489 1.3724	60,620 1.4224	62,751 1.4724	64,882 1.5224	67,013 1.5724	69,143 1.6224	71,274 1.6724	73,405 1.7224
salary index	6	61,370 1.44	63,501 1.49	65,632 1.54	67,763 1.59	69,894 1.64	72,024 1.69	74,155 1.74	76,286 1.79
salary index	7	64,396 1.511	66,527 1.561	68,658 1.611	70,788 1.661	72,919 1.711	75,050 1.761	77,181 1.811	79,312 1.861
salary index	8	67,336 1.5800	69,467 1.6300	71,598 1.6800	73,729 1.7300	75,860 1.7800	77,991 1.8300	80,122 1.8800	82,253 1.9300
salary index	9	70,320 1.6500	72,451 1.7000	74,582 1.7500	76,712 1.8000	78,843 1.8500	80,974 1.9000	83,105 1.9500	85,236 2.0000
salary index	10	73,729 1.7300	75,860 1.7800	77,991 1.8300	80,122 1.8800	82,253 1.9300	84,384 1.9800	86,515 2.0300	88,645 2.0800
salary index	11	77,991 1.8300	80,122 1.8800	82,253 1.9300	84,384 1.9800	86,515 2.0300	88,645 2.0800	90,776 2.1300	92,907 2.1800
salary index	12	78,843 1.8500	80,974 1.9000	83,105 1.9500	85,236 2.0000	87,367 2.0500	89,498 2.1000	91,629 2.1500	93,760 2.2000
salary index	13	80,122 1.8800	82,253 1.9300	84,384 1.9800	86,515 2.0300	88,645 2.0800	90,776 2.1300	92,907 2.1800	95,038 2.2300
salary index	14	80,974 1.9000	83,105 1.9500	85,236 2.0000	87,367 2.0500	89,498 2.1000	91,629 2.1500	93,760 2.2000	95,891 2.2500
salary index	15	84,384 1.9800	86,515 2.0300	88,645 2.0800	91,203 2.1400	93,333 2.1900	95,464 2.2400	97,595 2.2900	99,726 2.3400
salary index	16	84,810 1.9900	86,941 2.0400	89,072 2.0900	91,629 2.1500	93,760 2.2000	95,891 2.2500	98,021 2.3000	100,152 2.3500
salary index	17	85,236 2.0000	87,367 2.0500	89,498 2.1000	92,055 2.1600	94,186 2.2100	96,317 2.2600	98,448 2.3100	100,578 2.3600
salary index	18	86,941 2.0400	89,072 2.0900	91,203 2.1400	96,317 2.2600	98,448 2.3100	100,578 2.3600	102,709 2.4100	104,840 2.4600
salary index	20	87,793 2.0600	89,924 2.1100	92,055 2.1600	98,141 2.3028	100,293 2.3533	102,445 2.4038	104,597 2.4543	106,750 2.5048
salary index	21	89,072 2.0900	91,203 2.1400	93,333 2.1900	99,432 2.3331	101,584 2.3836	103,736 2.4341	105,889 2.4846	108,041 2.5351
salary index	24	90,350 2.1200	92,481 2.1700	94,612 2.2200	100,723 2.3634	102,876 2.4139	105,028 2.4644	107,180 2.5149	109,332 2.5654
salary index	27	92,055 2.1600	94,612 2.2200	96,743 2.2700	103,306 2.4240	105,458 2.4745	107,610 2.5250	109,763 2.5755	111,915 2.6260
salary index	29	94,612 2.2200	97,169 2.2800	99,300 2.3300	105,714 2.4805	108,041 2.5351	110,193 2.5856	112,345 2.6361	114,498 2.6866

BEXLEY CITY SCHOOL DISTRICT

TEACHER SALARY SCHEDULE

2022/23 - 2.50% - Base = \$ 43,683

	YEAR	BA	BA15	BA-150	MA	MA+15	MA+30	MA+45	PHD
salary	0	50,432	50,432	50,432	51,328	52,420	54,604	56,788	58,972
index		1.1545	1.1545	1.1545	1.1750	1.2000	1.2500	1.3000	1.3500
salary	1	50,869	50,913	51,428	53,612	55,796	57,980	60,165	62,349
index		1.1645	1.1655	1.1773	1.2273	1.2773	1.3273	1.3773	1.4273
salary	2	51,306	52,616	54,800	56,984	59,169	61,353	63,537	65,721
index		1.1745	1.2045	1.2545	1.3045	1.3545	1.4045	1.4545	1.5045
salary	3	53,809	55,993	58,177	60,361	62,545	64,729	66,914	69,098
index		1.2318	1.2818	1.3318	1.3818	1.4318	1.4818	1.5318	1.5818
salary	4	56,749	58,933	61,117	63,301	65,485	67,669	69,853	72,038
index		1.2991	1.3491	1.3991	1.4491	1.4991	1.5491	1.5991	1.6491
salary	5	59,951	62,135	64,319	66,503	68,687	70,871	73,055	75,240
index		1.3724	1.4224	1.4724	1.5224	1.5724	1.6224	1.6724	1.7224
salary	6	62,904	65,088	67,272	69,456	71,640	73,824	76,008	78,193
index		1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
salary	7	66,005	68,189	70,373	72,557	74,742	76,926	79,110	81,294
index		1.511	1.561	1.611	1.661	1.711	1.761	1.811	1.861
salary	8	69,019	71,203	73,387	75,572	77,756	79,940	82,124	84,308
index		1.5800	1.6300	1.6800	1.7300	1.7800	1.8300	1.8800	1.9300
salary	9	72,077	74,261	76,445	78,629	80,814	82,998	85,182	87,366
index		1.6500	1.7000	1.7500	1.8000	1.8500	1.9000	1.9500	2.0000
salary	10	75,572	77,756	79,940	82,124	84,308	86,492	88,676	90,861
index		1.7300	1.7800	1.8300	1.8800	1.9300	1.9800	2.0300	2.0800
salary	11	79,940	82,124	84,308	86,492	88,676	90,861	93,045	95,229
index		1.8300	1.8800	1.9300	1.9800	2.0300	2.0800	2.1300	2.1800
salary	12	80,814	82,998	85,182	87,366	89,550	91,734	93,918	96,103
index		1.8500	1.9000	1.9500	2.0000	2.0500	2.1000	2.1500	2.2000
salary	13	82,124	84,308	86,492	88,676	90,861	93,045	95,229	97,413
index		1.8800	1.9300	1.9800	2.0300	2.0800	2.1300	2.1800	2.2300
salary	14	82,998	85,182	87,366	89,550	91,734	93,918	96,103	98,287
index		1.9000	1.9500	2.0000	2.0500	2.1000	2.1500	2.2000	2.2500
salary	15	86,492	88,676	90,861	93,482	95,666	97,850	100,034	102,218
index		1.9800	2.0300	2.0800	2.1400	2.1900	2.2400	2.2900	2.3400
salary	16	86,929	89,113	91,297	93,918	96,103	98,287	100,471	102,655
index		1.9900	2.0400	2.0900	2.1500	2.2000	2.2500	2.3000	2.3500
salary	17	87,366	89,550	91,734	94,355	96,539	98,724	100,908	103,092
index		2.0000	2.0500	2.1000	2.1600	2.2100	2.2600	2.3100	2.3600
salary	18	89,113	91,297	93,482	98,724	100,908	103,092	105,276	107,460
index		2.0400	2.0900	2.1400	2.2600	2.3100	2.3600	2.4100	2.4600
salary	20	89,987	92,171	94,355	100,593	102,799	105,005	107,211	109,417
index		2.0600	2.1100	2.1600	2.3028	2.3533	2.4038	2.4543	2.5048
salary	21	91,297	93,482	95,666	101,917	104,123	106,329	108,535	110,741
index		2.0900	2.1400	2.1900	2.3331	2.3836	2.4341	2.4846	2.5351
salary	24	92,608	94,792	96,976	103,240	105,446	107,652	109,858	112,064
index		2.1200	2.1700	2.2200	2.3634	2.4139	2.4644	2.5149	2.5654
salary	27	94,355	96,976	99,160	105,888	108,094	110,300	112,506	114,712
index		2.1600	2.2200	2.2700	2.4240	2.4745	2.5250	2.5755	2.6260
salary	29	96,976	99,597	101,781	108,356	110,741	112,947	115,153	117,359
index		2.2200	2.2800	2.3300	2.4805	2.5351	2.5856	2.6361	2.6866

BEXLEY CITY SCHOOL DISTRICT

TEACHER SALARY SCHEDULE

2023/24 - 2.50% - Base = \$ 44,775

	YEAR	BA	BA15	BA-150	MA	MA+15	MA+30	MA+45	PHD
salary	0	51,693	51,693	51,693	52,611	53,730	55,969	58,208	60,446
index		1.1545	1.1545	1.1545	1.1750	1.2000	1.2500	1.3000	1.3500
salary	1	52,140	52,185	52,714	54,952	57,191	59,430	61,669	63,907
index		1.1645	1.1655	1.1773	1.2273	1.2773	1.3273	1.3773	1.4273
salary	2	52,588	53,931	56,170	58,409	60,648	62,886	65,125	67,364
index		1.1745	1.2045	1.2545	1.3045	1.3545	1.4045	1.4545	1.5045
salary	3	55,154	57,393	59,631	61,870	64,109	66,348	68,586	70,825
index		1.2318	1.2818	1.3318	1.3818	1.4318	1.4818	1.5318	1.5818
salary	4	58,167	60,406	62,645	64,883	67,122	69,361	71,600	73,838
index		1.2991	1.3491	1.3991	1.4491	1.4991	1.5491	1.5991	1.6491
salary	5	61,449	63,688	65,927	68,165	70,404	72,643	74,882	77,120
index		1.3724	1.4224	1.4724	1.5224	1.5724	1.6224	1.6724	1.7224
salary	6	64,476	66,715	68,954	71,192	73,431	75,670	77,909	80,147
index		1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
salary	7	67,655	69,894	72,133	74,371	76,610	78,849	81,088	83,326
index		1.511	1.561	1.611	1.661	1.711	1.761	1.811	1.861
salary	8	70,745	72,983	75,222	77,461	79,700	81,938	84,177	86,416
index		1.5800	1.6300	1.6800	1.7300	1.7800	1.8300	1.8800	1.9300
salary	9	73,879	76,118	78,356	80,595	82,834	85,073	87,311	89,550
index		1.6500	1.7000	1.7500	1.8000	1.8500	1.9000	1.9500	2.0000
salary	10	77,461	79,700	81,938	84,177	86,416	88,655	90,893	93,132
index		1.7300	1.7800	1.8300	1.8800	1.9300	1.9800	2.0300	2.0800
salary	11	81,938	84,177	86,416	88,655	90,893	93,132	95,371	97,610
index		1.8300	1.8800	1.9300	1.9800	2.0300	2.0800	2.1300	2.1800
salary	12	82,834	85,073	87,311	89,550	91,789	94,028	96,266	98,505
index		1.8500	1.9000	1.9500	2.0000	2.0500	2.1000	2.1500	2.2000
salary	13	84,177	86,416	88,655	90,893	93,132	95,371	97,610	99,848
index		1.8800	1.9300	1.9800	2.0300	2.0800	2.1300	2.1800	2.2300
salary	14	85,073	87,311	89,550	91,789	94,028	96,266	98,505	100,744
index		1.9000	1.9500	2.0000	2.0500	2.1000	2.1500	2.2000	2.2500
salary	15	88,655	90,893	93,132	95,819	98,057	100,296	102,535	104,774
index		1.9800	2.0300	2.0800	2.1400	2.1900	2.2400	2.2900	2.3400
salary	16	89,102	91,341	93,580	96,266	98,505	100,744	102,983	105,221
index		1.9900	2.0400	2.0900	2.1500	2.2000	2.2500	2.3000	2.3500
salary	17	89,550	91,789	94,028	96,714	98,953	101,192	103,430	105,669
index		2.0000	2.0500	2.1000	2.1600	2.2100	2.2600	2.3100	2.3600
salary	18	91,341	93,580	95,819	101,192	103,430	105,669	107,908	110,147
index		2.0400	2.0900	2.1400	2.2600	2.3100	2.3600	2.4100	2.4600
salary	20	92,237	94,475	96,714	103,108	105,369	107,630	109,891	112,152
index		2.0600	2.1100	2.1600	2.3028	2.3533	2.4038	2.4543	2.5048
salary	21	93,580	95,819	98,057	104,465	106,726	108,987	111,248	113,509
index		2.0900	2.1400	2.1900	2.3331	2.3836	2.4341	2.4846	2.5351
salary	24	94,923	97,162	99,401	105,821	108,082	110,344	112,605	114,866
index		2.1200	2.1700	2.2200	2.3634	2.4139	2.4644	2.5149	2.5654
salary	27	96,714	99,401	101,639	108,535	110,796	113,057	115,318	117,579
index		2.1600	2.2200	2.2700	2.4240	2.4745	2.5250	2.5755	2.6260
salary	29	99,401	102,087	104,326	111,064	113,509	115,770	118,031	120,293
index		2.2200	2.2800	2.3300	2.4805	2.5351	2.5856	2.6361	2.6866

**BEXLEY CITY SCHOOL DISTRICT
SUPPLEMENTAL CONTRACTS**

Effective July 1, 2021

K. Supplemental Salaries

1 Athletic Supplemental Salary Schedule - School Year

Effective July 1, 2021				
		<u>H.S. Head</u>	<u>H.S. Assistant & M.S. Head</u>	<u>M.S. Assistant</u>
Class I	Start	2,926	2,195	1,645
H.S. Cheerleader Coach - Fall	4th Yr.	3,761	2,821	2,116
H.S. Cheerleader Coach - Winter	7th Yr.	4,597	3,448	2,586
H.S. Golf / Tennis	10th Yr.	5,433	4,075	3,057
Class II	Start	4,179	3,134	2,350
H.S. Baseball / Softball	4th Yr.	5,015	3,762	2,821
H.S. Cross Country / Track	7th Yr.	5,851	4,388	3,291
H.S. Field Hockey / Soccer	10th Yr.	6,687	5,015	3,762
H.S. Swimming / Volleyball				
H.S. Wrestling				
H.S. Lacrosse				
Class III	Start	5,433	4,075	3,057
H.S. Basketball	4th Yr.	6,687	5,015	3,762
H.S. Football	7th Yr.	7,941	5,955	4,467
	10th Yr.	8,777	6,583	4,937

K. Supplemental Salaries -

2 Athletic Supplemental Salary Schedule - Summer

The Summer Supplemental Salary Schedule is for teams approved by the Ohio High School Athletic Association to conduct practice sessions for a maximum of ten (10) days in the summer. The salary and step are based on the following year.

Example - Summer of 2021 uses salary effective for the 21/22 year and the step for the 21/22 year.

Effective Summer 2021				
		<u>H.S. Head</u>	<u>H.S. Assistant & M.S. Head</u>	<u>M.S. Assistant</u>
Class I	Start	293	219	164
H.S. Cheerleader Coach - Fall	4th Yr.	376	282	211
H.S. Cheerleader Coach - Winter	7th Yr.	460	345	259
H.S. Golf / Tennis	10th Yr.	543	408	305
Class II	Start	418	314	236
H.S. Baseball / Softball	4th Yr.	502	376	282
H.S. Cross Country / Track	7th Yr.	585	439	330
H.S. Field Hockey / Soccer	10th Yr.	669	501	376
H.S. Swimming / Volleyball				
H.S. Wrestling				
H.S. Lacrosse				
Class III	Start	543	408	305
H.S. Basketball	4th Yr.	669	501	376
H.S. Football	7th Yr.	794	596	447
	10th Yr.	878	658	494

NOTE: All High School assistant coaches shall be paid at 75% of the Head Coach
All head coaches of 7th and 8th grade programs shall be paid at 75% of the H.S. Head Coach
All Assistant M.S. Coaches shall be paid 56.25% of the H.S. Head Coach

**BEXLEY CITY SCHOOL DISTRICT
SUPPLEMENTAL CONTRACTS**

Effective July 1, 2022

K. Supplemental Salaries

1 Athletic Supplemental Salary Schedule - School Year

				<u>Effective July 1, 2022</u>		
				<u>H.S. Head Coach</u>	<u>H.S. Assistant & M.S. Head</u>	<u>M.S. Assistant</u>
<u>Class I</u>		Start		2,999	2,249	1,686
H.S.	Cheerleader Coach - Fall	4th Yr.		3,855	2,891	2,168
H.S.	Cheerleader Coach - Winter	7th Yr.		4,712	3,534	2,651
H.S.	Golf / Tennis	10th Yr.		5,569	4,177	3,133
<u>Class II</u>		Start		4,284	3,213	2,409
H.S.	Baseball / Softball	4th Yr.		5,141	3,856	2,891
H.S.	Cross Country / Track	7th Yr.		5,997	4,498	3,374
H.S.	Field Hockey / Soccer	10th Yr.		6,854	5,141	3,856
H.S.	Swimming / Volleyball					
H.S.	Wrestling					
H.S.	Lacrosse					
<u>Class III</u>		Start		5,569	4,177	3,133
H.S.	Basketball	4th Yr.		6,854	5,141	3,856
H.S.	Football	7th Yr.		8,139	6,104	4,579
		10th Yr.		8,996	6,747	5,061

K. Supplemental Salaries -

2 Athletic Supplemental Salary Schedule - Summer

The Summer Supplemental Salary Schedule is for teams approved by the Ohio High School Athletic Association to conduct practice sessions for a maximum of ten (10) days in the summer. The salary and step are based on the following year.
Example - Summer of 2022 uses salary effective for the 22/23 year and the step for the 22/23 year.

				<u>Effective Summer 2022</u>		
				<u>H.S. Head Coach</u>	<u>H.S. Assistant & M.S. Head</u>	<u>M.S. Assistant</u>
<u>Class I</u>		Start		300	225	168
H.S.	Cheerleader Coach - Fall	4th Yr.		386	289	216
H.S.	Cheerleader Coach - Winter	7th Yr.		471	354	266
H.S.	Golf / Tennis	10th Yr.		557	418	313
<u>Class II</u>		Start		428	321	242
H.S.	Baseball / Softball	4th Yr.		514	386	289
H.S.	Cross Country / Track	7th Yr.		600	450	338
H.S.	Field Hockey / Soccer	10th Yr.		685	514	386
H.S.	Swimming / Volleyball					
H.S.	Wrestling					
H.S.	Lacrosse					
<u>Class III</u>		Start		557	418	313
H.S.	Basketball	4th Yr.		685	514	386
H.S.	Football	7th Yr.		814	610	458
		10th Yr.		900	675	506

NOTE: All High School assistant coaches shall be paid at 75% of the Head Coach
All head coaches of 7th and 8th grade programs shall be paid at 75% of the H.S. Head Coach
All Assistant M.S. Coaches shall be paid 56.25% of the H.S. Head Coach

**BEXLEY CITY SCHOOL DISTRICT
SUPPLEMENTAL CONTRACTS**

Effective July 1, 2023

K. Supplemental Salaries

1 Athletic Supplemental Salary Schedule - School Year

Effective July 1, 2023				
		H.S. Head Coach	H.S. Assistant & M.S. Head	M.S. Assitant
Class I	Start	3,074	2,306	1,728
H.S. Cheerleader Coach - Fall	4th Yr.	3,952	2,964	2,223
H.S. Cheerleader Coach - Winter	7th Yr.	4,830	3,623	2,717
H.S. Golf / Tennis	10th Yr.	5,708	4,282	3,211
Class II	Start	4,391	3,293	2,469
H.S. Baseball / Softball	4th Yr.	5,269	3,952	2,964
H.S. Cross Country / Track	7th Yr.	6,147	4,610	3,458
H.S. Field Hockey / Soccer	10th Yr.	7,026	5,269	3,952
H.S. Swimming / Volleyball				
H.S. Wrestling				
H.S. Lacrosse				
Class III	Start	5,708	4,282	3,211
H.S. Basketball	4th Yr.	7,026	5,269	3,952
H.S. Football	7th Yr.	8,343	6,257	4,693
	10th Yr.	9,221	6,916	5,187

K. Supplemental Salaries -

2 Athletic Supplemental Salary Schedule - Summer

The Summer Supplemental Salary Schedule is for teams approved by the Ohio High School Athletic Association to conduct practice sessions for a maximum of ten (10) days in the summer. The salary and step are based on the following year.
Example - Summer of 2023 uses salary effective for the 23/24 year and the step for the 23/24 year.

Effective Summer 2023				
		H.S. Head Coach	H.S. Assitant & M.S. Head	M.S. Assitant
Class I	Start	307	230	172
H.S. Cheerleader Coach - Fall	4th Yr.	395	296	222
H.S. Cheerleader Coach - Winter	7th Yr.	483	363	272
H.S. Golf / Tennis	10th Yr.	571	429	321
Class II	Start	439	330	248
H.S. Baseball / Softball	4th Yr.	527	395	296
H.S. Cross Country / Track	7th Yr.	615	461	347
H.S. Field Hockey / Soccer	10th Yr.	703	527	395
H.S. Swimming / Volleyball				
H.S. Wrestling				
H.S. Lacrosse				
Class III	Start	571	429	321
H.S. Basketball	4th Yr.	703	527	395
H.S. Football	7th Yr.	834	626	470
	10th Yr.	922	691	519

NOTE: All High School assistant coaches shall be paid at 75% of the Head Coach
All head coaches of 7th and 8th grade programs shall be paid at 75% of the H.S. Head Coach
All Assistant M.S. Coaches shall be paid 56.25% of the H.S. Head Coach

K. 3(a)

Supplemental Salaries - Academic Supplements Schedule

		<u>7/1/2021</u>	<u>7/1/2022</u>	<u>7/1/2023</u>	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL
Class I	Start	4,179	4,284	4,391			Newspaper
	4th Yr.	5,015	5,141	5,269			Yearbook
	7th Yr.	5,851	5,997	6,147			Marching Band Head Director
	10th Yr.	6,269	6,426	6,586			Choral
Class II	Start	2,926	2,999	3,074		Yearbook	In - the - Know Student Council
	4th Yr.	3,761	3,855	3,952			
	7th Yr.	4,597	4,712	4,830			
	10th Yr.	5,015	5,141	5,269			
Class III	Start	2,090	2,142	2,195		Newspaper	Robotics Team Marching Band Assistant Director Orchestra H.S. Theater Production Support Jazz Band
	4th Yr.	2,926	2,999	3,074		Community Project - 8th grade	
	7th Yr.	3,761	3,855	3,952		Choral (.5 FTE) 6th Grade	
	10th Yr.	4,179	4,284	4,391		Choral (.5 FTE) 7th & 8th Grade	
						Jazz Band	
						Theatre Production 4 @ 0.5 FTE	
Class IV	Start	1,254	1,285	1,317	Safety Patrol Student Council News Show Coordinator Elem Theatre Production Support - Total 2 FTE	Student Council	National Honor Society (0.5) Environmental Club Concert Band Head Director
	4th Yr.	2,090	2,142	2,195			
	7th Yr.	3,343	3,427	3,513			
	10th Yr.	3,761	3,855	3,952			
Class V	Start	418	428	439		Robotics Club In - the - Know Math Counts	Lamplighter AdvisorArt Club / Key Club Graduation Advisor (fmr 12th grade adv) Prom Advisor (fmr 11th grade adv)Concert Band Assistant Director
	4th Yr.	836	857	878			
	7th Yr.	1,254	1,285	1,317			
Class VI	Start	418	428	439			Club Advisor with Board approval
	4th Yr.	502	514	527			
	7th Yr.	543	557	571			

Bexley City School District Academic Stipend Schedule

Building	Description	7/1/2021 Amount	7/1/2022 Amount	7/1/2023 Amount
Elementary	Building Tech Advisor	\$ 3,731	\$ 3,824	\$ 3,920
Elementary	Content Leads	\$ 2,132	\$ 2,185	\$ 2,240
Elementary	Grade Level Chair	\$ 2,132	\$ 2,185	\$ 2,240
Elementary	Staff Professional Development Committee	\$ 533	\$ 546	\$ 560
Middle School	6th Grade Camp	\$ 1,919	\$ 1,967	\$ 2,016
Middle School	Building Tech Advisor	\$ 3,731	\$ 3,824	\$ 3,920
Middle School	Department Chairs	\$ 2,132	\$ 2,185	\$ 2,240
Middle School	Staff Professional Development Committee	\$ 533	\$ 546	\$ 560
Middle School	Team Leaders	\$ 3,731	\$ 3,824	\$ 3,920
High School	Building Tech Advisor	\$ 3,731	\$ 3,824	\$ 3,920
High School	Cum Laude	\$ 1,066	\$ 1,093	\$ 1,120
High School	Department Chairs	\$ 3,731	\$ 3,824	\$ 3,920
High School	Staff Professional Development Committee	\$ 533	\$ 546	\$ 560
District	Curriculum Development	\$ 3,198	\$ 3,278	\$ 3,360
District	School Climate Committee	\$ 3,198	\$ 3,278	\$ 3,360
District	Area Coordinators	\$ 3,198	\$ 3,278	\$ 3,360

INDEX

A

Academic Freedom.....	29
Alternative Procedure, Negotiation	3
Assault Leave	19
Association Rights	7

B

Background Checks.....	56
Bargaining Unit, Definition	1
Bargaining Unit Member Participation in the Selection of Chairpersons and Coordinators	36
Beginning of Coverage Related to Employment Dates.....	56
Benefits.....	53
Board Meetings.....	7
Bulletin Boards.....	8

C

Calendar, School	33
Case Managers	57
Certificate Fee	56
Challenges, Evaluation	46
Child Care Leave	18
Class Coverage	49
Class Lists	38
Closed School Days	30
Complaints.....	25
Conference Days, Scheduled	33
Conflict with Law	1
Continuing Contract Eligibility	28
Contract Time	32
Contractual Year, Length.....	31
Contributions, Sick Leave Bank.....	14
Court Leave	20

D

Day, Definition	46
Dental Insurance.....	54
Direct Deposit	48
Directory Information	8
Disability Leave.....	17
Discipline	25
Distribution Procedure, Fee Authorization	35
Donated Days, Use of, Sick Leave Bank	15

E

Educational Option Instruction Plans, Payment.....	56
Effects of Agreement	58
Employment, Previously Retired Teachers	57
End of Coverage Related to Employment Dates.....	56
Evaluation	42
Evaluators.....	45
Extended Time.....	50

F

Facilities for Bargaining Unit Members	30
Failure of Mediation	2
Fair Dismissal	23
Family and Medical Leave	19
Family Members Attending Bexley City Schools.....	12
Fee Authorization.....	33
Final Agreement, Negotiation	3
Finalization, Evaluation	45
Formal Procedure, Grievance.....	5

G

General Provisions, Fee Authorization	35
General Provisions, Severance Pay ...	51
General Teacher's Meetings.....	8
Grievance, Definition	4
Grievance, Non-Renewal of Limited Teaching Contracts	24
Grievance Report Form	61
Group Life Insurance	54

H

Health Insurance.....	54
Hepatitis B	37
High School and Middle School Stipend.....	57
Hourly Home Tutoring.....	49

I

IRS 125 Plan.....	55
IRS 403 Accumulated Leave Plan	51
Improvement Plans.....	46
Inability to Reach Agreement.....	2
Incentive, Non-Use of Sick Leave/ Retirement Severance Pay	50
Independent Study, Payment.....	56
Individual Rights	11
Informal Procedure, Grievance	5
Information, Board Meetings.....	7
Information, Negotiation.....	3
Initial Session, Negotiations.....	3
Insurance Committee.....	56
Involuntary Transfer.....	27
Item Agreement, Negotiation	3

J

Joint Labor-Management Committee.....	12
--	----

L

LPDC Stipends	57
Leave Procedures.....	22
Leaves of Absence, General Provisions	12
Length of Contractual Year	31
Length of Staff Day	32
Liability Insurance	55
Licensure	29
Long Term Unpaid Leaves of Absence	22

M

Management Rights.....	7
Matters Subject to Negotiations	3
Meeting Times	32
Mileage Reimbursement.....	50
Military Leave.....	18
Military-Related Leaves of Absence ...	22

N

National Board Certification	49
Negotiating a Succeeding Contract	2
Negotiations, Matters Subject.....	3
Non-Renewal, Limited Teaching Contract.....	23
Nonresident Student Tuition	57
Notice, Board Meeting	8
Notice to Bargain	2
Notification of Assignment, Involuntary Transfer	27
Notification of Job Openings	26

O

Observation Conference	44
Observations, during Evaluation Year	44

P

Participation, Board Meeting.....	8
Payment, Educational Option	
Instruction Plans or Independent	
Study.....	56
Payroll Deductions.....	9
Payroll Practices.....	48
Personal Leave.....	15
Personnel Files.....	36
Pickup, Retirement Contribution	52
Planning Time.....	32
Policies and Procedures, Benefits	53
Post-Non-Renewal Procedure	25
Preference Order, Fee	
Authorization.....	34
Previously Retired Teachers,	
Employment.....	57
Procedure, Grievance.....	5
Professional Association Leave	9
Professional Development	
Planning Committee.....	11
Professional Growth Plans	45
Professional Leave	16
Purpose, Evaluation.....	42

Q

Qualification, Participating Health	
and Dental Insurance.....	53
Qualifications, Employment	37

R

Reasons, Non-Renewal.....	24
Recall.....	40
Recognition.....	1
Reduction in Force.....	39
Release Time, Negotiation	3
Religious Leave	16
Renewal of Licenses.....	56
Representation, Negotiation	2
Required Training per	
O.C.R. 3319.073.....	29
Resident Educator Mentor	38
Rights, Grievant and Association.....	4

S

Sabbatical Leave	20
Salary and Index.....	47
Schedule, Evaluation	45
Schedule, Observations.....	44
Scheduled Conference Days	32
School Building, Use of, Association	8
School Calendar	33
School Equipment, Use of,	
Association.....	9
School Mail	8
Seniority.....	42
Sequence of Contracts	26
Severance Pay	50
Service to Students.....	28
Short Term Unpaid Leaves of	
Absence	22
Sick Leave	13
Sick Leave Bank.....	14
Staff Appraisal Instrument	46
Staff Day, Length	32
Step I, Formal Procedure, Grievance ...	5
Step II, Formal Procedure, Grievance ..	5
Step III, Formal Procedure,	
Grievance.....	6
Step IV, Formal Procedure,	
Grievance	6
Stipend, LPDC.....	57
Stipend, High School	
and Middle School.....	57
Summer School Salary	49
Supplemental Salaries.....	53, 66

T

Teacher Advisors.....	37
Teacher Professional Organization	
(TPO) Supplemental Contracts	10
Teacher Salary Schedule	47, 63
Termination Severance Pay	51
Third Grade Reading Guarantee	37
Time Limits, Grievance	4
Transaction, Association Business	9
Transfer	27

U

Unpaid Leaves of Absence22

V

Voluntary Transfer27

W

Walkthroughs.....44

Withdrawal, Grievance.....7

Workshop Attendance49