
Big Walnut Education Association

TENTATIVE AGREEMENT

- *Only proposed CBA modifications are included herein. Any proposed additions are listed in **Bold font**. Any proposed deletions are listed ~~as strikethrough text~~. Any articles not appearing in this packet shall be included in the successor agreement as current contract language.*
- *This is a comprehensive proposal. Thus, all proposals in this packet are made with and in consideration of the totality of the entire proposal.*

ARTICLE I – RECOGNITION

- A. The Big Walnut Education Association, affiliated with the Ohio Education Association, and the National Education Association, hereinafter referred to as the Association, is recognized by the Big Walnut Local Board of Education, hereinafter referred to as the Board, as the exclusive and sole bargaining agent for members of the bargaining unit.
- B. Bargaining Unit - The bargaining unit shall comprise all classroom teachers, counselors, special teachers, and all certificated, Educational Support Personnel as defined by the State of Ohio Department of Education: counselors; library media specialists; school nurse; visiting teachers; social workers; elementary art, music and P.E. This provision shall not include hourly certificated personnel including, but not limited to, home instructors, substitute teachers, Superintendents, principals, assistant principals, teaching principals, and other supervisory and administrative personnel of the district. The exception to this provision is a substitute teacher as defined in Article XXIII, Vacancies and Transfers, Section (C) (4) shall be included in the bargaining unit.
- C. "Member" Defined – The term "member," when used hereinafter in this Negotiated Agreement, shall refer to all employees represented by the Association in the Bargaining Unit as determined in Article 1, Recognition.
- D. **Recognition of the Union shall continue in full force and effect until such time as a challenging employee organization is successful in gaining exclusive representative status in adherence to Ohio law.**
- E. **New Bargaining Member Orientation: the District shall provide an annual orientation for all newly hired staff members prior to the start of the school year.**
- F. **The District shall provide electronic notice to the Association President and Vice President of the date, time and location of the new staff orientation.**
- G. **The Association shall be provided not less than sixty (60) uninterrupted minutes of time to communicate with potential new members at each new staff orientation. Only potential new members shall stay during this portion of the orientation.**

ARTICLE VI – PRINCIPAL’S ADVISORY COMMITTEE

A. Purpose

~~As a means~~ **The Principal’s Advisory Committee (PAC) provides an opportunity for staff** to provide ongoing communication between the Principal and his/her staff **input and collaborate with the building principal on continuously improving the culture, instruction, and student experience within the building,** ~~in an effort towards providing quality education by the school for the community it serves, a~~ **A PAC** ~~Principal’s Advisory Committee~~ shall be formed in each building that will meet as often as deemed necessary by the parties, but not less than every month excluding June, ~~and~~ July and August.

ARTICLE VII - CLASS SIZE

- A. The Board shall employ no fewer classroom teachers than required by the state statutes or the state minimum standards.
- B. The ratio of teachers to pupils on a district-wide basis shall be at least one full time equivalent classroom teacher per 25 pupils in average daily membership. Said ratio shall be calculated in accordance with Section 3317.02 and 3317.023 of the Revised Code.
- C. The ratio of teachers to pupils in kindergarten through fourth grade on a district-wide basis shall be at least one full time equivalent classroom teacher per 25 pupils in average daily membership. Said ratio shall be calculated in accordance with Section 3317.02 and 3317.023 of the Revised Code. Understanding that class sizes cannot always be reduced at all grade levels at the same time, the Board and the Association recognize that it is in the best interest of the pupils and the bargaining unit members to initially strive to reduce class sizes at the lower grade levels and proceed to the higher grade levels as financial circumstances permit.

The Board believes that class sizes should not be larger than necessary to maximize the learning experience for pupils, taking into account the available classroom space, staff, financial resources and scheduling needs. Class size should also take into account the ~~special needs of handicapped pupils~~ **any students with special needs who are** mainstreamed into regular education classes, and any additional educational needs presented by pupils who are repeating the class, and pupils who may have additional educational needs as reflected on a Section 504 plan.

The Board will seek to reach the following class size goals to the extent reasonably feasible with 25 students in grades K-3, 27 students in grades 4-8, and 29 students in grades 9-12.

The class size number for purposes of this provision shall include mainstreamed special education students (if one full period or more).

- D. The Superintendent or his/her designee shall provide to the Association President, if requested, projections, in writing, of class sizes and teaching load lists prior to each school year. All class size projections shall be based upon projected fall enrollment. If at any time the projected or actual size of a class(es) exceeds the goals set forth in this Section, the Superintendent or his/her designee and the Association President, ~~at the request of either party,~~ shall meet and discuss the situation, **at the request of either party.**
- E. It is mutually recognized that the presence of ~~special-needs-students~~ **with special needs** can have an impact on the appropriate class size and the workload of the regular classroom teacher. A good faith effort will be made and documented in writing by the building administration to adjust class size where appropriate, taking into account, among other factors, the number of ~~special-needs-students~~ **with special needs**, the nature of

the disabilities, the class size prior to mainstreaming, and the extent of support and assistance being provided by the ancillary staff members.

- F. All classes that exceed the aspirational goals will be brought before a class size committee prior to the regularly scheduled September Board of Education meeting, or as requested by a member. The committee will be comprised of the teacher affected, the BWEA building representative, the BWEA President, the building principal, and two other district administrators. This committee will work to develop a plan of action that could include additional staff. These recommendations will be forwarded to the Superintendent and a decision will be determined within 10 school days.

ARTICLE IX - NON-TEACHING DUTIES

- A. Members may be required by the building principal to attend meetings outside the regular ~~eight (8)~~ **seven and one-half (7.5)** hour school day, provided such meeting does not exceed ~~one-half (1/2)~~ hour **forty-five (45) minutes** beyond the regular ~~eight (8)~~ **seven and one-half (7.5)** hour day. Only one (1) one such meeting may be scheduled per month that exceeds the ~~eight (8)~~ **seven and one-half (7.5)** hour day.
- B. Members shall attend the "Open House(s)" and/or "curriculum night(s)" appropriate to their building assignments. Compensatory time off will be provided to those members required to attend an open house and/or "curriculum night(s)" on a day that is not a scheduled work day. An Open House and/or "curriculum night(s)" scheduled in the evening of a work day, will count as one (1) of the functions required under Section C.
- C. Members shall not be required to chaperone or attend more than **three (3)** functions per year which are scheduled outside of the regular ~~eight (8)~~ **seven and one-half (7.5)** hour school day. Functions for which members have been granted compensatory time off shall not be counted as one of the **three (3)** functions. Members may request approval from their principal to count another evening event toward the **three (3)** required school functions. If more than **three (3)** approved functions are attended the member may receive flex time **to be used at a time mutually agreed upon with their building administrator, provided their professional responsibilities are fulfilled.** ~~to be used with the agreement of the principal.~~ Attendance at any other such school functions outside of regular school hours shall be on a voluntary basis, **by stipend,** and/or by supplemental contract. No administrator or supervisor shall mark the attendance or absence of any member at any voluntary function.

Annually, on or before the first member work day in September, each building principal shall notify the staff of the name and anticipated date of each of the functions that the member is expected to chaperone or attend for the school year. Attendance and/or chaperoning at the **three (3)** functions shall not be scheduled to include more than a ~~six~~ **six (6)** hour commitment per school year.

- D. **In addition to the allowances above, members may be required to participate in up to twenty (20) hours per year of meetings, outside the member work day, not to exceed an eight (8) hour day unless mutually agreed upon, such as pre- and post-observation conferences, ETR/IEP meetings, and other meetings deemed necessary by the District. This time shall not count toward any allowable compensatory time off for members unless it exceeds an eight (8) hour total day. Additionally, meetings for which a member receives additional pay, shall not count toward the twenty (20) hours referenced herein. Members have the responsibility of substantiating these hours, if the need arises.**

E. Members shall have the opportunity to participate in curriculum, textbook and course of study committees.

EF. Participation on all **district or building level** committees is voluntary. When staff members volunteer to serve on a **district or building level** committee they may apply for and receive CEU's approved by the LPDC if available for such service. In addition, members may be granted up to four (4) in-service hours which shall apply to their optional in-service hours provided a plan is submitted for approval to the Superintendent or his/her designee and is approved. The plan must demonstrate how the experience contributes to the member's professional growth.

GF. Curriculum Development

1. The Board recognizes that member involvement in the planning and implementation of curriculum development is desirable.
2. Any special study committees needed will operate within the time constraints as outlined in Article XII entitled, "Teacher Facilities and Conditions."
3. All course or program changes desired for the following school year should be submitted to the Board no later than the regular meeting of the Board in December.

HG. A member who volunteers to engage in the overnight supervision of pupils as part of a co-curricular assignment and who is not otherwise compensated for the activity will be paid one hundred fifty dollars (\$150) per day. The Washington DC trip coordinator(s) and the Outdoor Education School coordinator(s) will be paid \$500 per event. **\$1,000 total and the Outdoor Education School coordinator(s) will be paid \$500 total for each trip to be split among the coordinator(s).**

IH. No member will be required to perform an invasive medical or other support service (such as but not limited to changing diapers) required by a ~~special education~~ student **with special needs** if the performance of such service does not reasonably fall within the member's existing competence and training.

ARTICLE XI - MEMBER EVALUATION

A. Purpose

1. To assess a member's work performance.
2. To help the member to achieve improved knowledge and skills in performance of the work assignment.
3. To constitute the basis for personnel decisions including advancement, reassignment, continuing contract status, or contract non-renewal, reduction in force or termination.

B. Evaluation Committee

The Association and the Board agree to a joint Evaluation Committee for the purpose of creating, revising and monitoring the components of the system for the evaluation of members as defined in Article I, Recognition in the Big Walnut Local Schools. The components of the evaluation system to be developed by the committee include but are not limited to an evaluation framework, procedures, processes, and all forms and other tools that are used by the member's evaluator or that an evaluated member is required to complete as part of the evaluation per Article XI, Definitions, Section C Evaluation System.

1. Composition
 - a. The evaluation committee shall be comprised of no less than one (1) Association member from each building appointed by the Association president and no less than one (1) committee member per building appointed by the Board or its designee.
 - b. Association committee members will serve for a minimum of one full school year. Consecutive terms are permissible.
 - c. Association committee members shall be representative of elementary, secondary and specialty areas within the district.
 - d. The evaluation committee will remain intact for the duration of this contract. The committee can be dissolved if the evaluation committee recommends such action and the recommendation is ratified by the Board and Association per Article IV, Negotiations Procedures, Section (D), Agreement.

2. Operational Procedures

- a. The evaluation committee shall be chaired jointly by an evaluation committee member from the Association and an evaluation committee member from the Board.
- b. Evaluation committee members will receive training in the state adopted Evaluation Framework model on an on-going, as-needed basis.
- c. The evaluation committee will establish by mutual agreement a meeting calendar and timeline for work completion.
- d. Evaluation committee agendas will be developed jointly by the co-chairpersons of the evaluation committee.
- e. At the initial evaluation committee meeting each year, the evaluation committee will develop the ground rules and voting procedures by which the evaluation committee will operate. These will be written, approved, reviewed, and modified annually only with the approval of all evaluation committee members.
- f. At each evaluation committee meeting, the group will select an individual to act as the official recording scribe for that meeting.
- g. Minutes of the evaluation committee meetings will be distributed to evaluation committee members, the Association President and the District Superintendent within five (5) school days following meetings of the evaluation committee.
- h. The evaluation committee may establish subcommittees to assist with the work.
- i. Subcommittees will be jointly appointed by the Superintendent/designee and the Association President/designee.
- j. The evaluation committee shall be authorized to utilize consultant(s) (examples are but not limited to Educational consultants, software consultants, credentialing trainers, etc.) as it deems appropriate. The cost, if any, will be borne by the Board.

3. Compensation

- a. Association members of the evaluation committee will receive release time for evaluation committee work and training including but not limited to the

development, implementation, revision and monitoring of the evaluation system.

~~4. Secretarial Support~~

- ~~a. The Big Walnut Local Schools will provide secretarial support and assistance to the evaluation committee. Responsibilities may include but are not limited to note taking, copying, committee notification, communications, distribution of materials and other duties as needed.~~

54. Committee Authority

- a. The evaluation committee shall not have the authority to negotiate wages, hours or terms and conditions of employment.
- b. The evaluation committee is responsible to jointly, revise and monitor the member evaluation system. The components of the new evaluation system to be revised by the evaluation committee include but are not limited to an evaluation framework, procedures, processes, definitions, all forms and other tools.

65. Adoption and Revision of Evaluation System

- a. Recommendations for any needed modifications to the evaluation system will be formally suggested in writing by the evaluation committee to the association president and superintendent no later than September 1 of that school year in order to be implemented for that academic year. The evaluation committee will include the specific rationale for recommended changes.
- b. All modifications to the adopted evaluation system will be subject to ratification by the Board and the Association per Article IV, Negotiations Procedures.
- c. The obligation for mid-term bargaining for changes in the evaluation system will be triggered by employer changes to the Board adopted Big Walnut Local Schools Evaluation Policy affecting terms and conditions of employment not addressed during negotiations of this contract.
- d. In the event of legislative action by the Ohio General Assembly that materially affects this topic, the parties to the Agreement agree to reconvene bargaining to make the appropriate adjustments required per Article IV, Negotiations Procedures.

C. Evaluation Procedures

1. For the term of this contract, members shall be evaluated using the evaluation tools developed and approved by the Evaluation Committee. (~~see appendix ____~~)
2. All observations shall be made openly. No member shall be observed for purposes of evaluation without the full knowledge of the member. No observations shall be conducted by the use of electronic surveillance, unless the evaluation document authorizes the use of such equipment or the member has consented to such use.
3. Teachers are authorized and required to raise any objections to the evaluation procedure (but not the evaluator's judgment or conclusions) through the grievance procedure. The Board may reevaluate any teacher filing objections to the evaluation procedure and the reevaluation, if properly done, will cure any defects.
4. The evaluation timeline and procedures will be established by the Evaluation Committee annually and communicated to all members no later than September 30 for that school year.

ARTICLE XII - TEACHER FACILITIES AND CONDITIONS

- A. Each member shall have unassigned time included within the framework of the eight ~~7.5~~ hour school **work** day, in addition to a thirty (30) consecutive minute, uninterrupted duty free lunch barring unforeseen or extenuating circumstances.
1. Members assigned to the intermediate, middle or high school buildings, excluding traveling members, shall have no less than forty-three (43) consecutive, **duty-free** minutes of preparation time per day **within the student day**.
 2. Members assigned to an elementary building or traveling members, shall have no less than fifty (50) minutes **duty-free** preparation time per day, which may include student-free time when physical education, art and music classes are being taught by a special teacher. These members shall not be required to be available during their preparation time.
 3. If a member ~~loses~~ **is required by the administrator to lose preparation** conference-time or has to stay after the contractual workday for **meetings such as** IEP or ETR meetings **(beyond time noted in Article IX, Item D)**, the member will receive flex time to be used at a time mutually agreed upon with their building administrator, provided their professional responsibilities are fulfilled.
 4. Traveling member shall be defined as: a member with assignments in more than one building.
 5. The preparation time set out in Article XII, Teacher Facilities and Conditions, Section (A) (1) and (2) above may include time spent in member initiated work related activities.
- B. Members shall be able to work in the building during time other than the regular school **work** hours, **but within reasonable limitations set and communicated by the District**.
- C. The following member facilities shall be provided:
1. A serviceable desk, ~~and~~ **and** chair ~~(and filing cabinet will be provided if requested)~~ for each member.
 2. A member work area containing equipment and supplies to aid in the preparation of instructional materials.
 3. Space in each classroom and/or work area in which members may store instructional materials and supplies.

4. An appropriately furnished room to be used as a ~~faculty lounge~~**staff dining area**, which may be additionally used as a member work area.
5. Restroom facilities separate from the student restrooms.
6. A copy machine ~~(and as available), fax and computer facilities located for convenient use by members~~**and other appropriate technology equipment related to job function(s).**

- D. An area of the school parking lot will be designated for member parking.
- E. In each school building, there will be an extension telephone that members may use in private for school-related work. Members will not be expected to perform duties that require the use of a telephone when a telephone is not available.

F. Professional Dress and Appearance

Members are expected to dress in a professional manner appropriate to the subject matter being taught. Occasional casual dress days in each building will be determined by the building administrator. Members, who after reasonable written notice, refuse to conform to the requirements of this provision, may be subject to discipline.

G. Tuition Free/Open Enrollment

Full time members who do not reside in the District may open enroll their children as pupils, subject to the following conditions:

1. Each Member desiring to open enroll a non-resident pupil under this Article shall make application to the District for enrollment not later than March 1 of the first year of enrollment. Such members shall notify the District by March 1 of each year after the first year of enrollment of the member's desire to continue the enrollment of a nonresident child enrolled during the previous year. Children of members will be enrolled before any other students from outside of the District are considered. Members will pay any tuition charges for preschool and all-day kindergarten if such program fees are charged to residents of the District.
2. Members must designate their building preference for enrollment by March 1 of each school year, and their children will be assigned accordingly. Members that do not indicate a building preference by March 1 will be considered for enrollment in the building of preference, but will not be guaranteed. The Board will annually send a notice to members regarding this program.
3. The Board will adopt the resolution required by Ohio Revised Code 3313.64. This Article shall be administered in accordance with applicable provisions of Ohio law.

4. Should open enrollment cease to exist, members will still be offered tuition free enrollment.

H. As a condition of employment, members will be required to sign the Computer Use Agreement contained in Appendix D of this Negotiated Agreement.

I. Environmental Concerns

As used in this provision, "Environmental Concerns" means concerns about extremes of temperature in a classroom, lighting, air quality and health related concerns, and other aspects of the teaching environment affecting the ability of members to teach and students to learn. ~~Each building~~ **The District** will, annually, develop and publish in the ~~building teacher~~ **district staff** handbook, the appropriate means of notification for building environmental concerns both in the case of immediate issues and long-term environmental issues. ~~In addition, a multi-part form will be developed for use in notifying the building principal of environmental issues, which form will include space for notifying the member of the administration's disposition.~~

The administration will make reasonable efforts to address the environmental concern. ~~Members will be notified within ten (10) school days of the disposition of environmental concerns which are reported on the form.~~

J. Conferences, meetings or conversations regarding discipline of members shall be conducted in a private and professional manner.

ARTICLE XIII - ASSOCIATION RIGHTS

- A. There will be no reprisals of any kind taken against any member by reason of membership or participation in any of its lawful activities.
- B. Representatives of the Association will have access to all school buildings and to all members, provided that the exercise of this right does not interfere with the educational program.
- C. The Board will, upon reasonable request, provide the Association with any public documents and/or data which will assist it in developing intelligent, accurate, informed and constructive programs on behalf of members.
- D. ~~The Association will be provided with copies of minutes of official Board meetings. A copy of the official~~ **Board** agenda will be given **emailed** to the Association at the time it is distributed to the Board members. **The Association will be provided with access to minutes of official Board meetings.**
- E. **Association Delegate Leave**
 - 1. No more than three (3) delegates representing the Association shall be granted leave with pay to attend meetings of the OEA Representative Assembly. Such leave shall not exceed two (2) days per elected delegate in a school year. One day of Delegate leave may also be used by the Association President for Association purposes. In addition to the one (1) day of Delegate leave, the Association President or designated delegate may use up to two (2) additional days of paid leave from any available professional leave for Association purposes. Any expense incurred by such delegate(s) shall not be the obligation of the Board.
 - 2. To conduct Association business, the Association President shall be granted release time from duties equivalent to one (1) class period per day without loss of pay.
- F. The Association will have the right to use the school buildings without cost at reasonable times for meetings. The date, time, and section of the building to be used will be cleared on the calendar of the principal of that building.
- G. The Association will have the right to use school facilities and equipment, including computers, printers and other duplicating equipment, public address equipment and audio visual equipment when such use does not interfere with the regular school use. Such use shall be on school premises and any costs for expendable items shall be paid by the Association.
- H. The Association will have the right to use inter-school mail and the member mailboxes. The Association has the right to place organizational materials in all members'

mailboxes. Copies of all such material may be shown to the building principal, but approval from the principal will not be required.

- I. The Association will have the right to have a letter prepared by the Association informing members new to the district that the Association is recognized as the exclusive bargaining agent for all members in the district.
- J. The rights and privileges granted to the Association by this article will not be granted to any other member's group or organization which purports to represent any member or group of members covered by this Negotiated Agreement.

K. Payroll and Member Authorized Deductions

- 1. The Board agrees to deduct from the salaries of members, dues and assessments for the Association and/or any combination of such organizations, as said members may individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to such organization or organizations. Members shall authorize deductions in writing utilizing the forms provided by the Association for such purposes. Members who wish to discontinue continuing payroll deductions shall notify the Association in writing and the Association shall transmit the request to the Board by October 1. Any portion of the annual association dues owed at the conclusion of a bargaining unit member's employment shall be deducted from the final pay. If the amount of the last payroll check is insufficient to cover the balance of the dues owed, collection of any remaining amount shall be the Association's sole responsibility.
- 2. ~~Effective July 1, 2012~~ All paychecks will be electronically deposited into an account designated by the member and each member will receive notification of his/her pay by email.
- 3. The Association agrees to indemnify the Board for any cost and/or liability incurred as a result of the implementation and enforcement of paragraph one (1) above provided that:
 - a. The Board shall give written notice within ten (10) days of receipt of any claim made or action filed against the employer by a member of the bargaining unit for which indemnification may be claimed.
 - b. The Association shall reserve the right to designate counsel to represent and defend the employer;
 - c. The Board agrees to (1) give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding, (2) permit the Association or its affiliates to intervene as a party if it so desires, and/or (3) to not oppose the Association or its affiliates' application to file briefs amicus curiae in the action;

- d. The action brought against the Board must be a direct consequence of the Board's good faith compliance with the dues deduction provision of the negotiated agreement herein; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) or misapplies such provision herein.
4. The Association will certify to the Board, through its Treasurer, in writing, the current amount of its membership dues by October 1 of each year.
5. Deductions referred to in Section 1 above will be made in equal installments over twenty (20) pay periods. The Board will not be required to honor for any month's deduction any authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which deductions are to be made.
6. **Association Membership: Association membership is annual with the membership year being September 1 through August 31. Once a member enrolls, such membership shall be continuous thereafter for each subsequent membership year, unless the individual cancels his/her membership.**
7. **Membership Cancellation: Any individual who wishes to cancel their membership must notify the Association Treasurer in writing between August 1 and August 31. A member may cancel their membership outside of the aforementioned cancellation period but shall be responsible for all remaining dues and assessments of the current membership year and by such cancellation acknowledges that he/she is foregoing any rights specifically reserved to members of the Association. The Association will notify the District Treasurer within five (5) calendar days of any membership cancellation which occurs outside the cancellation period noted herein.**

~~L. — Fair Share Fee~~

~~1. — Payroll Deduction for Fair Share Fee~~

~~The Board shall deduct from the pay of members of the bargaining unit who elect not to become or to remain members of the Association, a fair share fee for the Association's representation of such nonmembers during the term of this Negotiated Agreement. The fee shall represent that portion of Association dues allocable to negotiating and administering the collective bargaining agreement and shall not exceed 100% of the unified dues of the Association.~~

~~2. — Notification of the Amount of Fair Share Fee~~

~~Notice of the amount of the annual fair share fee, shall be transmitted by the Association to the Treasurer of the Board no later than December 15 of each year during the term of this Negotiated Agreement for the purpose of determining amounts to be payroll deducted, and the Board agrees to promptly transmit all amounts deducted to the Association. All fair share fee payers so notified shall have until January 14 of each year to file with the OEA an application for an immediate advance reduction pursuant to Section (5) below.~~

3. ~~Schedule of Fair Share Fee Deductions~~

a. ~~All Fair Share Fee Payers~~

~~Payroll deduction of such fair share fees shall begin at the second payroll period in January except that no fair share fee deductions shall be made for bargaining unit members employed after October 31 until such bargaining unit member has been employed sixty (60) calendar days.~~

b. ~~If a staff member's employment ends, if he/she goes on an unpaid status before all six (6) payrolls remaining in that school year, the unpaid balance will be deducted from his/her final payroll check for that school year. If the amount of the last payroll check is insufficient to cover the balance of the fee due, collection of any remaining amount shall be the Association's sole responsibility. Following completion of each deduction, the Board's Treasurer shall remit the amount which was deducted to the Association Treasurer in check form made payable to "The Big Walnut Education Association." A list of the staff members for whom deductions were made will be included with the check showing the amount deducted for each staff member.~~

4. ~~Procedure for Rebate~~

~~The Association represents to the Board that an internal rebate procedure has been established in accordance with Section 4117.09(C) of the Ohio Revised Code and that a procedure for challenging the amount of the representation fee has been established and will be given to each member of the bargaining unit who does not join the Association and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitutions of the United States and the State of Ohio.~~

5. ~~Entitlement of Advance Reduction~~

~~Upon timely demand as defined in Section 2 above, non-members may apply to the OEA for an immediate advance reduction of the fair share fee pursuant to the internal procedure adopted by the Association. The advance reduction shall be the proportionate amount of monies expended for partisan political or~~

~~ideological purposes not germane to the Association's work in the realm of collective bargaining.~~

~~6. Indemnification of Employer~~

~~The Association agrees to defend and indemnify the Board for any cost, demands, claims, suits or liability incurred as a result of the implementation and enforcement of this provision provided that:~~

- ~~a. The Board shall give written notice within ten (10) work days of any claim made or action filed against the employer by a non-member for which defense and indemnification may be claimed;~~
- ~~b. The Association shall reserve the right to designate counsel to represent and defend the employer;~~
- ~~c. The Board agrees to (1) give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding, (2) permit the Association or its affiliates to intervene as a party if it so desires, and/or (3) to not oppose the Association or its affiliates' application to file briefs amicus curiae in the action;~~
- ~~d. The Board acted in good faith compliance with the fair share fee provision of this Agreement; however, there shall be no defense or indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) or misapplies such fair share fee provision herein.~~

ARTICLE XV - SICK LEAVE

- A. Each full-time certificated member employed by the Board shall be entitled to sick leave accumulated at the rate of one and one-fourth (1 1/4) days per month for a total of 15 days per year. Accumulation of unused sick leave shall not exceed two hundred sixty (260) days.

Those members who have accrued the maximum 260 sick leave days at the beginning of a school year can take up to fifteen (15) additional sick leave days per year that will not be charged against the original 260 days. Members taking sixteen (16) or more sick leave days shall have those sick leave days deducted from their original 260 days. Accrual to reach the maximum 260 days resumes the next school year.

- B. Only sick leave may be used for absence due to personal illness, injury, exposure to contagious diseases, absence for the purpose of keeping appointments with any doctors, dentists, or for any other medically related purpose, or death, involving either the member or the member's immediate family. Such sick leave may be used in either full or half day increments and shall be documented on the Employee Leave Request Form, Appendix E, **or paperless equivalent**. The Superintendent or his/her designee shall approve the use of long term, extended (beyond twenty [20] days) sick leave.

After five (5) consecutive days of sick leave, the Board shall request and the member provide a written doctor's excuse for the use of sick leave, if medical attention is required. Falsification of a statement is grounds for suspension or termination of employment.

- C. The Association and Board acknowledge that sick leave is made available for purposes of the illness of a member, family member as defined in this Negotiated Agreement or other authorized purposes as set forth herein. Sick leave abuse is prohibited by law and is contrary to the interests of the Association, the Board and the District. Any member who is suspected of sick leave abuse may be required to attend a conference with the administration. Such member will be entitled to be accompanied by an Association representative, if requested. Sick leave usage for which no adequate explanation has been provided may be subject to comment on the member's evaluation.

The sick leave form provided by the Board will not require the disclosure of any physician's name who was visited.

D. Illness in the Immediate Family

The immediate family shall be defined as spouse, mother, father, child, sister, brother, mother-in-law, father-in-law, grandparent, step-parent, step-child; any person with standing in the place of any of the foregoing; and any person residing in the home of the member for whose care the member has responsibility.

E. Death in the Immediate Family

In addition to those individuals in Section D above, the immediate family shall be defined as niece, nephew, aunt, uncle, sister-in-law, brother-in-law, daughter-in-law, son-in-law, and grandchild.

In the event of death in the immediate family a member may use up to three (3) consecutive sick leave days unless special circumstances (such as travel distance or funeral responsibilities) require additional days.

- F. Members who have accumulated sick leave of less than five (5) days shall be advanced that number of days necessary to bring the accumulation to five (5) days, ~~if needed pursuant to Revised Code 3319.141,~~ **given that any advancement of days can be earned back by the end of the contract period.**

- G. For emergencies or extraordinary circumstances, the administration may grant sick leave above the inclusions of this policy. The member shall state in writing the details of the case.

H. Sick Leave Bank

1. Sick Leave Bank

The Sick Leave Bank Committee will activate a sick leave bank on an "as needed" basis. The Treasurer will be notified at least two pay dates prior to being requested to pay additional sick leave to a member utilizing the sick leave bank. No more than twenty (20) days of sick leave may be awarded a member at any one time, provided that a member may request a hearing for additional days. The Association leadership shall be responsible for the solicitation and collection of the donated days and providing the information to the District Treasurer. Individual contributions may be up to a maximum of five (5) days per request.

During the term of the Negotiated Agreement, the parties agree that the operation of the sick leave bank may be varied by written Memorandum of Understanding signed by the President of the Association and the Superintendent or his/her designee. The Sick Leave Bank Committee will annually review the operation of the sick leave bank during each year of this Negotiated Agreement.

2. Participation in Sick Leave Bank Benefits

Bargaining unit members are eligible for a loan of sick leave if all of the following conditions have been satisfied:

- a. The member has exhausted his or her accumulated and unused sick leave together with any advancement of sick leave as defined in Article XV (F).

- b. The member is not eligible for disability retirement under the regulations of the State Teachers Retirement System.
- c. The member is suffering from serious personal illness, or injury, or requires additional sick leave due to the serious health impairment of a family member (as defined in Article XV (D)) of a sufficiently severe nature as to warrant extraordinary relief as determined by the Sick Leave Bank Committee and otherwise approved as provided in this Section.

A member who has exhausted a loan of sick leave may request and receive an additional loan of sick leave days from the sick leave bank upon the approval of the Sick Leave Bank Committee.

3. Application for Sick Leave Bank Benefits

Qualified members may apply for a ~~loan~~ **donation** from the sick leave bank. Application shall be made to the Sick Leave Bank Committee. The Sick Leave Bank Committee may either approve the recommendation as submitted, approve a fewer number of days or reject the application.

No grievance may be brought challenging any action of the Sick Leave Bank Committee, the Superintendent or his/her designee granting, modifying or denying any request for the advancement of sick leave days under this section.

4. Sick Leave Bank Committee

The Sick Leave Bank Committee shall consist of two Association members designated by the President of the Association and two representatives appointed by the Superintendent plus the Superintendent or his/her designee. The Sick Leave Bank Committee shall consider individual requests for the advancement of sick leave from the sick leave bank. It shall include a determination of whether or not the criteria for the advancement of sick leave set forth in the Section have been satisfied. A separate Sick Leave Bank Committee may be designated for each individual request, as determined by the Superintendent or his/her designee and Association President.

ARTICLE XVI - LEAVE PROVISIONS

A. Illness Disability Leave

Upon written request, accompanied by a written statement of support from his/her physician, a member shall be granted a leave of absence, without pay, for a period not to exceed two consecutive school years, for personal illness or disability. Such leave may be extended at the discretion of the Board. Further, however, the Board may require, and/or shall support, the member's application for "Disability Retirement Status" with the State Teachers Retirement System of Ohio (STRS) prior to, and as a condition of, the granting of such leave.

B. Family and Medical Leave Act

The Board and the Association, on its own behalf and on behalf of the members of the bargaining unit each reserve any and all rights that they are provided under the Family and Medical Leave Act of 1993 ("FMLA") 29 USC Sections 2601 through and including 2654. The Board may designate any paid sick leave or other qualified leave provided in this negotiated agreement as FMLA leave and otherwise exercise such rights as it may have under the FMLA and Regulations enacted thereunder with respect to such leave.¹

C. Pregnancy Leave

In addition to all other leave available, up to six consecutive weeks' of accrued paid sick leave will be available to members immediately after the birth or adoption of a child which will be counted toward the twelve weeks of FMLA leave. Unless such leave is extended due to illness, any extension of that leave beyond six weeks will be unpaid leave.

D. Leave of Absence

1. Upon written request of a member ~~who has completed five or more school years with the Big Walnut Local School District,~~ the Board may grant a leave of absence, without pay, for a period of not more than one (1) school year, **and not less than one month thirty (30) consecutive work days** of consecutive leave, for educational, professional, maternity or compelling personal, family or emergency reasons, provided that a qualified replacement may be employed to fill the vacancy thereby created. Leaves of absence will not be granted for recreational or vacation purposes, or for the purpose of seeking or taking other full-time permanent employment. No more than 5% of the members of the bargaining unit shall be granted such leave concurrently. Teachers applying for a sabbatical

¹ The FMLA permits qualified employees to receive up to twelve weeks of unpaid leave per year for personal or family medical reasons. FMLA leave is unpaid leave except that the Board must, during the period of the leave, continue to pay the same contribution to the staff member's health insurance contributions as was paid during the time of the staff member's active employment.

leave shall meet the additional requirements of 3319.131 of the Revised Code. **Leave taken under this provision shall only occur one time per school year. Extenuating circumstances may be considered by the Superintendent or his/her designee.**

~~2. Upon the written request of a member who has completed less than five (5) school years with the Big Walnut Local School District, the Board may grant the leave of absence without pay.~~

23. The term of the leave shall be scheduled, to the extent possible, to cause the least disruption to the educational program. The member shall advise the Board of the commencement of the leave as far in advance as possible, preferably forty (40) days prior to the start of the leave. Unless otherwise specified, all leaves will terminate at the beginning of the next ensuing school year. Any teacher on leave of absence must notify the Board by March 15 of his/her intent to either return or not return to service at the beginning of the next school year. **If the leave begins after March 15, the member must notify the Board no later than the last work day of the school year.** Failure to notify of intent to return will be deemed abandonment of employment and such position will be considered open.

34. No member shall return to service prior to the expiration date of such leave without the approval of the Superintendent or his/her designee. Any member who does not return to service at the stated termination date of such leave shall be deemed as having abandoned his/her contract and all rights and privileges of employment shall thereupon be extinguished.

45. Upon return from leave, a member of the instructional staff shall be given an assignment consistent with his/her area of certification.

E. Upon the granting of leave as set forth in subsection A, C and D above, the following conditions shall be applied:

1. The member will receive information on COBRA and the portability of any supplemental life insurance.

2. The premium of any such group insurance plan shall be paid entirely by the member.

3. **While there is no accumulation of leave during a Leave of Absence, any**The **previously** accumulated and unused sick leave to the credit of the teacher shall be restored upon the member's return to active service.

F. Parental Leave

Upon written request, a member shall be granted a leave of absence with pay for a period not to exceed five (5) weekdays immediately after the birth of a child. ~~If both parents are members employed by the Board, only one such parent shall be eligible for leave under this provision.~~

G. Jury Duty

A member, upon written request to the Superintendent or his/her designee, shall be granted leave for the number of days or partial days needed to accept and serve on jury duty. The member shall receive his/her normal pay during jury service. A leave form shall be submitted when the member becomes aware of the need to use Jury Duty Leave. The member may also retain all compensation and expenses received from serving as a juror.

ARTICLE XXI - SCHOOL CALENDAR

- A. To promote input from the professional staff in the development of the school calendar, ~~each year~~ a committee of members, one from each building as designated by the Association, will meet with the Superintendent or his/her designee to review the proposed calendar. These representatives will survey the members in their buildings and will assist the Superintendent or his/her designee with development of the school calendar.
- B. The Superintendent or his/her designee shall also submit for the committee's review, a priority list of school makeup days in case such days are needed. Any calendar adjustments after the school year begins will be at the discretion of the Board and the Administration.
- C. The professional school calendar for the Big Walnut Schools shall be a maximum of 185 days which includes three teacher workdays (opening of school, end of first semester, and end of second semester), one administrative day, and 182 days during which schools will be open for instruction with pupils in attendance, which may include up to three (3) days for professional meetings of teachers, and up to two (2) days for parent-teacher conferences and reporting. Up to five (5) calamity days may be granted each year when school is closed due to weather or other calamity that do not have to be made up. If more than five (5) calamity days are used, all days in excess of the first five (5) will be made up, without additional compensation, with either student instructional days and/or professional development days, unless the Board approves a shorter minimum school year.

ARTICLE XVII – PERSONAL LEAVE

- B. Personal leave must be requested upon the Employee Leave Request Form, Appendix E, and presented to the building principal or his/her designee three (3) days prior to the requested leave day. Exceptions to this three (3) day limitation may be made at the discretion of the Superintendent.

Upon submission of the Employee Leave Request Form, Appendix E, **or paperless equivalent**, the Superintendent or his/her designee shall approve the application.

1. No more than five percent (5%) of the certificated members in any building shall be granted personal leave at the same time; any fraction shall be rounded off to the next highest whole number. In case of conflict, requests will be honored on a first-come, first-serve basis.
2. The Building Principal may adjust the limitation on the number of leaves granted within his/her building as conditions merit.
3. Fraudulent use of personal leave shall result in a deduction of pay. Subsequent fraudulent use of personal leave may result in other disciplinary action as may be deemed appropriate.

ARTICLE XXII - TEACHER EMPLOYMENT

- A. Any agreement to act as supervisor for extra-curricular activities for which additional compensation is to be paid shall be by **stipend or** supplemental contract. Payment for such **supplemental** services shall be provided in the supplemental salary schedule. No member shall be required to supervise extra-curricular activities without compensation except for those provided for in Article IX. All extra-curricular activities, with or without compensation, must be approved by the Board.
- B. The minimum sequence of limited contracts will be as follows: 1-1-2-3 (number of years for which contract is issued). Those members who received their initial teaching license before January 1, 2011 and who qualify will be considered for a continuing contract at the end of three (3) years of service as prescribed by law; provided, however, that nothing herein shall require the Board to grant a continuing contract during the term of an eligible member's limited contract. Those members who receive their initial teaching license on or after January 1, 2011 and qualify will be considered for a continuing contract at the end of seven (7) years of service as prescribed by law; provided, however, that nothing herein shall require the Board to grant a continuing contract during the term of an eligible member's limited contract. If this 7-year requirement, as mandated in R.C. 3319.08 (D) (3), is modified by subsequent legislation, the parties agree to adopt those legislatively adopted changes. Those members who have had a continuing contract in another school district in Ohio may be given a continuing contract at the end of two (2) years. However, the Superintendent may at the time of employment or at any time within such two (2) year period declare any of these members eligible for a continuing contract.
- C. All members who want to be considered for a continuing contract must notify the Superintendent in writing that the member wants to be considered for a continuing contract by October 1 of the school year in which the Board would make the decision the following ~~April~~**May**. This applies to all members regardless of the length of contract the member currently holds. A member may be eligible for consideration for a continuing contract during the term of a multi-year contract. For those members who request consideration for a continuing contract during the term of a multi-year contract, if the Board does not grant a continuing contract the member will serve out the balance of the multi-year contract before the member is eligible again for consideration for a continuing contract.

FAIR DISMISSAL

D. Non-Renewal or Termination of Teaching Contracts

- 1. Except as provided herein, termination of a member's employment shall be effected in accordance with the requirements and procedures established by Chapter 3319 of the Ohio Revised Code.
- 2. Non-renewal of ~~the first and second~~ **a one- or two-year** limited contract shall be effected in accordance with the version of Revised Code Section 3319.11 that

was in effect immediately prior to July 1, 1989. The Board is not required to give a reason or reasons or to afford a meeting in connection with the non-renewal and such non-renewal is not subject to the grievance procedure. However, upon request, a member whose contract has been non-renewed shall be afforded a meeting with the Superintendent or his/her designee to discuss the non-renewal.

3. Probationary Limited Contract

A member who has completed either a one (1) year or a two (2) year limited contract and who will be offered an additional contract of employment may be reemployed under a one (1) year probationary limited contract. The reason for the recommendation of a probationary contract will be communicated to the member prior to the award of the probationary contract. Probationary contracts will not be subject to "Just Cause" and may be non-renewed under the same provisions as are applicable to the first and second limited contracts. If a member is re-employed under a limited contract at the end of the probationary contract, the contract will be for **one (1) year if the probationary contract was issued following the first one (1) year contract**, two (2) years if the probationary contract was issued following the second one (1) year limited and for three (3) years if the probationary contract was issued following a two (2) year limited contract. Not more than two (2) probationary contracts may be issued to a bargaining unit member, only one (1) of which may be issued following the issuance of a two (2) year contract. This Article shall supersede and take the place of any and all provisions of the version of R.C. Sections 3319.11 and 3319.111 which became effective on July 1, 1989.

4. ~~Non-Renewal of the Fourth~~ **Initial Three-Year** Limited Contract

If the local Superintendent or his/her designee recommends the non-renewal of a unit member's ~~Fourth~~ **initial three year** Limited Contract, the local Superintendent or his/her designee will, upon the request of the member provide the member with a written statement of reason or reasons for the recommendation. The member may request a meeting with the Board in executive session. Such meeting must be requested in writing to the local Superintendent or his/her designee not later than two calendar days prior to the date of the Board meeting. At such meeting the member (or his or her representative) will be provided a reasonable opportunity to explain why the member should be reemployed. No further action shall be required of the Board following the meeting nor shall there be any right to grieve or appeal any non-renewal action under this section to the Common Pleas Court.

E. Just Cause for Non-Renewal or Termination of Limited and Continuing Contracts

1. Non-renewal of limited teaching contracts after the fourth consecutive limited teaching contract (excluding any probationary contract) in the Big Walnut Local School District shall be for just cause.
2. Members on continuing contracts will be subject to the same evaluation procedures in place for members employed under limited employment contracts. Failure of a member to improve job-related deficiencies, as identified through the evaluation procedure, may be considered as "just cause" for the termination of that member's continuing employment contract. Prior to any action to consider termination of a continuing teaching contract the member will be provided written notice of the deficiencies upon which such consideration is based and an opportunity to meet with the Board in executive session to respond to those deficiencies. At such meeting it will be the responsibility of the member to identify the reason or reasons why the teaching contract should not be terminated.

In the event that the Board shall proceed to consider the termination of a continuing teaching contract for just cause, the issue will, at the written request of the member no less than ten days after notice of Board action of termination, be considered as having been initiated at level three of the grievance procedure. In the event the issue of termination is advanced to Arbitration, the Arbitrator shall consider and rule on the issue of just cause for the termination of contract applying the "just cause" standard for termination of employment in the private sector, without regard to the standards applicable to termination for "good and just cause" as set forth in Revised Code Section 3319.16. The Arbitration will be conducted in accordance with this Negotiated Agreement.

The non-renewal and termination procedures contained in this Article are intended to be exclusive and shall supersede any and all non-renewal and termination procedures and provisions contained in the Ohio Revised Code, except as delineated below.

The right to cause consideration of the termination of a continuing teaching contract based on a "just cause" standard of review shall not be considered a waiver or limitation upon the right of the Board to consider and act upon the termination of such contract pursuant to Revised Code Section 3319.16 for any one or more of the grounds set forth therein. Any such termination will be conducted in accordance with the provisions of Revised Code Section 3319.16.

~~F. Individual/Small Group Teachers & Special Assignment Teachers~~

- ~~1. Definitions~~

~~As used in this section "Individual/Small Group teacher" means members certified for and assigned to positions as Learning Disability tutors (hereafter, "ISG Teachers"). Special Assignment Teachers means members assigned to positions as instructors other than ISG Instructors (hereafter referred to as "Special Assignment Teachers"). ISG Teachers and Special Assignment Teachers are members of the bargaining unit.~~

~~The Board and Association agree that the designation of members formerly designated as "ISG Instructors" and "Special Assignment tutors" to "ISG Teachers" and "Special Assignment Teachers" is prospective only, beginning on June 30, 1997 and thereafter. The designation is not intended to and does not create a claim to any additional compensation by or on behalf of any member formerly designated as an "ISG Instructor" or "Special Assignment Tutor" for any period prior to June 30, 1997.~~

G. Part-Time Teachers

1. ~~Part-time members employed by the Board after June 30, 1997 will be employed under one year limited contracts that will be issued from year to year based on funding, satisfactory performance and need. Such contracts may be non-renewed at the end of any year in the same fashion as the non-renewal of an initial one year limited contract. Such non-renewal will not be subject to the "just cause" requirements for non-renewal of limited contracts regardless of length of service.~~
2. ~~Part-time members will be advanced one year on the salary schedule for each year of service and will receive Board contribution to insurance benefits based on the percent of their teaching assignment. For example, a member with a half-time teaching assignment would receive one-half of the board contribution to insurance benefits. If a part-time teaching assignment is increased to a full-time assignment and the part-time member is employed in the full-time position, the member will receive a limited teaching contract at the beginning of the contract sequence that the member would have enjoyed had the part-time member been employed as a full-time member.~~
3. ~~Part-time members shall earn leave benefits on a pro-rated basis relative to full-time members.~~
4. ~~High school/middle/intermediate schools members who work five (5) or more periods a day shall receive a planning period. Elementary school members who work nineteen (19) or more hours per week shall receive a planning period.~~

- H. Any reference to teacher certification in this Agreement shall also include teacher licensure.

ARTICLE XXIV - INSURANCE AND ANNUITIES

- A. The Board will pay 85% of the Board approved Hospitalization/Major Medical premium for single individuals and family coverage. Beginning January 1, 2013~~2020~~, the plan will be ~~Med Option 6 with Rx Option 2~~ **a High Deductible Health Savings Plan (HDHP) with deductibles set at the IRS minimum levels (\$1,400/\$2,800 for individuals and families, respectively for the 2020 calendar year) and will index to meet the IRS requirements for a HDHP. A summary of the Plan Document shall be included as a Summary of Benefits in Appendix F. Through the life of this Agreement, the Board may offer additional plan options for health insurance. However, any change in benefits within the main health insurance plan shall be made by mutual agreement between the Board and the Association.**
- B. The Board will pay the premium for a \$30,000 term life insurance policy for each member.
- C. The Board will pay fifty (50) percent of the Group Dental Plan premiums. The balance of the premiums will be paid by the individual member.
- D. The parties agree that it is in the best interest of the District and the Association to secure a health care plan for members that provides for the best health care available at a reasonable price.
- E. The Board shall have sole authority to negotiate terms and conditions of insurance benefits and premiums with, and to select carriers of, groups insurance plans; and the Board may change such carriers at any time it deems such change will accrue to the financial benefit of either the Board or members, provided that such change(s) in carriers will not result in any reduction in, or loss of, benefits to unit members which they enjoy now or may enjoy under any succeeding benefit plan. The Association shall be notified thirty (30) calendar days in advance of any proposed change in carrier(s).
- F. A joint management/association insurance committee shall stand and be charged with the on-going evaluation of plan benefits and to assure the best, most cost-effective program is offered to members. The Committee shall meet as frequently as needed. The insurance committee will **regularly** convene during the 2003-2004 school year with a goal to reduce total health insurance costs.
- G. Where spouses are employed by the Board, coverage shall be limited to either one (1) family plan for both or dual single plans. These members must take dual single coverage when they have no remaining dependents.
- H. ~~A summary of the Plan Document shall be included as a Summary of Benefits in Appendix F.~~ **The Board will provide a Health Savings Account for all covered employees funded in the amount of \$700, which amount shall be available in January, 2020, and \$300, which amount shall be available in January 2021.**

ARTICLE XXV - SALARY

- A. The base salary shall be as follows: Base salary shall be increased in ~~2016-2017~~**2019-2020** by ~~2~~ **4.0%** ~~3.0%~~; ~~2017-2018~~**2020-2021** shall be increased by ~~2~~**3.0%**; ~~2018-2019~~ shall be increased by ~~2.0%~~. Members will advance steps in each school year, if eligible. **All 2019 salary increases shall be retroactive to July 1, 2019. All retroactive pay shall be received in the next regularly scheduled pay by the third regularly scheduled pay after Negotiated Agreement ratification by the Association and approval by the Board.**

B. Salary Schedule Movement

Changes made before October 15 of each year will advance the member to the appropriate column with retroactive pay to the beginning of that contractual year. Changes made by January 15 of any year will advance the member to the appropriate column with the new pay rate to take effect February 1 of that contractual year. ~~Submissions for changes must be accomplished by a transcript or letter from a faculty member indicating successful completion of the coursework.~~

Courses used for movement on the salary schedule must go through an approval process. Members must submit an electronic or paper approval form to the Tuition Reimbursement Coordinator.

The requesting member and Tuition Reimbursement Coordinator will be contacted in a timely manner by the Superintendent/Designee if the validity of any course is in question. The member will be given the opportunity for further explanation.

As indicated on such form, the hours shall be approved only if the scope and content of the coursework will assist the professional staff member in the development of his/her teacher growth, improvement of his/her teaching, or in obtaining a new license or endorsement.

Submissions for changes must be accomplished by a transcript or letter from a faculty member indicating successful completion of the coursework.

SALARY INDEX

2016-2017

Step	-BA	-BA+15	-BA+30	-MA	-MA+15	-MA+30
0	1.000	1.080	1.120	1.160	1.240	1.280
1	1.045	1.125	1.165	1.205	1.285	1.325
2	1.090	1.170	1.210	1.250	1.330	1.370
3	1.135	1.215	1.255	1.295	1.375	1.415
4	1.180	1.260	1.300	1.340	1.420	1.460
5	1.225	1.305	1.345	1.385	1.465	1.505
6	1.270	1.350	1.390	1.430	1.510	1.550
7	1.315	1.395	1.435	1.475	1.555	1.595
8	1.360	1.440	1.480	1.520	1.600	1.640
9	1.405	1.485	1.525	1.565	1.645	1.685
10	1.450	1.530	1.570	1.610	1.690	1.730
11	1.495	1.575	1.615	1.655	1.735	1.775
12	1.540	1.620	1.660	1.700	1.780	1.820
13	1.585	1.665	1.705	1.745	1.825	1.865
14	1.630	1.710	1.750	1.790	1.870	1.910
15	1.675	1.755	1.795	1.835	1.915	1.955
16	1.720	1.800	1.840	1.880	1.960	2.000
17	1.765	1.845	1.885	1.925	2.005	2.045
18	1.765	1.845	1.885	1.970	2.050	2.090
19	1.765	1.845	1.885	2.015	2.095	2.135
20	1.810	1.890	1.930	2.060	2.140	2.180
21	1.810	1.890	1.930	2.060	2.140	2.180
22	1.810	1.935	1.975	2.105	2.185	2.225
23	1.810	1.935	1.975	2.105	2.185	2.225
24	1.810	1.935	1.975	2.105	2.185	2.225
25	1.900	2.025	2.065	2.195	2.275	2.315
26	1.900	2.025	2.065	2.240	2.320	2.360

SALARY INDEX

~~2017-2018 and 2018-2019~~ 2019-2020 and 2020-2021

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	1.000	1.080	1.120	1.160	1.240	1.280	1.320
1	1.045	1.125	1.165	1.205	1.285	1.325	1.365
2	1.090	1.170	1.210	1.250	1.330	1.370	1.410
3	1.135	1.215	1.255	1.295	1.375	1.415	1.455
4	1.180	1.260	1.300	1.340	1.420	1.460	1.500
5	1.225	1.305	1.345	1.385	1.465	1.505	1.545
6	1.270	1.350	1.390	1.430	1.510	1.550	1.590
7	1.315	1.395	1.435	1.475	1.555	1.595	1.635
8	1.360	1.440	1.480	1.520	1.600	1.640	1.680
9	1.405	1.485	1.525	1.565	1.645	1.685	1.725
10	1.450	1.530	1.570	1.610	1.690	1.730	1.770
11	1.495	1.575	1.615	1.655	1.735	1.775	1.815
12	1.540	1.620	1.660	1.700	1.780	1.820	1.860
13	1.585	1.665	1.705	1.745	1.825	1.865	1.905
14	1.630	1.710	1.750	1.790	1.870	1.910	1.950
15	1.675	1.755	1.795	1.835	1.915	1.955	1.995
16	1.720	1.800	1.840	1.880	1.960	2.000	2.040
17	1.765	1.845	1.885	1.925	2.005	2.045	2.085
18	1.765	1.845	1.885	1.970	2.050	2.090	2.130
19	1.765	1.845	1.885	2.015	2.095	2.135	2.175
20	1.810	1.890	1.930	2.060	2.140	2.180	2.220
21	1.810	1.890	1.930	2.060	2.140	2.180	2.220
22	1.810	1.935	1.975	2.105	2.185	2.225	2.265
23	1.810	1.935	1.975	2.105	2.185	2.225	2.265
24	1.810	1.935	1.975	2.105	2.185	2.225	2.265
25	1.900	2.025	2.065	2.195	2.275	2.315	2.355
26	1.900	2.025	2.065	2.240	2.320	2.360	2.400

SALARY SCHEDULE
EFFECTIVE AUGUST 1, 2016

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
0	\$37,028	\$39,990	\$41,471	\$42,952	\$45,915	\$47,396
1	\$38,694	\$41,657	\$43,138	\$44,619	\$47,581	\$49,062
2	\$40,361	\$43,323	\$44,804	\$46,285	\$49,247	\$50,728
3	\$42,027	\$44,989	\$46,470	\$47,951	\$50,914	\$52,395
4	\$43,693	\$46,655	\$48,136	\$49,618	\$52,580	\$54,061
5	\$45,359	\$48,322	\$49,803	\$51,284	\$54,246	\$55,727
6	\$47,026	\$49,988	\$51,469	\$52,950	\$55,912	\$57,393
7	\$48,692	\$51,654	\$53,135	\$54,616	\$57,579	\$59,060
8	\$50,358	\$53,320	\$54,801	\$56,283	\$59,245	\$60,726
9	\$52,024	\$54,987	\$56,468	\$57,949	\$60,911	\$62,392
10	\$53,691	\$56,653	\$58,134	\$59,615	\$62,577	\$64,058
11	\$55,357	\$58,319	\$59,800	\$61,281	\$64,244	\$65,725
12	\$57,023	\$59,985	\$61,466	\$62,948	\$65,910	\$67,391
13	\$58,689	\$61,652	\$63,133	\$64,614	\$67,576	\$69,057
14	\$60,356	\$63,318	\$64,799	\$66,280	\$69,242	\$70,723
15	\$62,022	\$64,984	\$66,465	\$67,946	\$70,909	\$72,390
16	\$63,688	\$66,650	\$68,132	\$69,613	\$72,575	\$74,056
17	\$65,354	\$68,317	\$69,798	\$71,279	\$74,241	\$75,722
18	\$65,354	\$68,317	\$69,798	\$72,945	\$75,907	\$77,389
19	\$65,354	\$68,317	\$69,798	\$74,611	\$77,574	\$79,055
20	\$67,021	\$69,983	\$71,464	\$76,278	\$79,240	\$80,721
21	\$67,021	\$69,983	\$71,464	\$76,278	\$79,240	\$80,721
22	\$67,021	\$71,649	\$73,130	\$77,944	\$80,906	\$82,387
23	\$67,021	\$71,649	\$73,130	\$77,944	\$80,906	\$82,387
24	\$67,021	\$71,649	\$73,130	\$77,944	\$80,906	\$82,387
25	\$70,353	\$74,982	\$76,463	\$81,276	\$84,239	\$85,720
26	\$70,353	\$74,982	\$76,463	\$82,943	\$85,905	\$87,386

SALARY SCHEDULE EFFECTIVE AUGUST 1, 2019

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	\$39,680	\$42,854	\$44,442	\$46,029	\$49,203	\$50,790	\$52,378
1	\$41,466	\$44,640	\$46,227	\$47,814	\$50,989	\$52,576	\$54,163
2	\$43,251	\$46,426	\$48,013	\$49,600	\$52,774	\$54,362	\$55,949
3	\$45,037	\$48,211	\$49,798	\$51,386	\$54,560	\$56,147	\$57,734
4	\$46,822	\$49,997	\$51,584	\$53,171	\$56,346	\$57,933	\$59,520
5	\$48,608	\$51,782	\$53,370	\$54,957	\$58,131	\$59,718	\$61,306
6	\$50,394	\$53,568	\$55,155	\$56,742	\$59,917	\$61,504	\$63,091
7	\$52,179	\$55,354	\$56,941	\$58,528	\$61,702	\$63,290	\$64,877
8	\$53,965	\$57,139	\$58,726	\$60,314	\$63,488	\$65,075	\$66,662
9	\$55,750	\$58,925	\$60,512	\$62,099	\$65,274	\$66,861	\$68,448
10	\$57,536	\$60,710	\$62,298	\$63,885	\$67,059	\$68,646	\$70,234
11	\$59,322	\$62,496	\$64,083	\$65,670	\$68,845	\$70,432	\$72,019
12	\$61,107	\$64,282	\$65,869	\$67,456	\$70,630	\$72,218	\$73,805
13	\$62,893	\$66,067	\$67,654	\$69,242	\$72,416	\$74,003	\$75,590
14	\$64,678	\$67,853	\$69,440	\$71,027	\$74,202	\$75,789	\$77,376
15	\$66,464	\$69,638	\$71,226	\$72,813	\$75,987	\$77,574	\$79,162
16	\$68,250	\$71,424	\$73,011	\$74,598	\$77,773	\$79,360	\$80,947
17	\$70,035	\$73,210	\$74,797	\$76,384	\$79,558	\$81,146	\$82,733
18	\$70,035	\$73,210	\$74,797	\$78,170	\$81,344	\$82,931	\$84,518
19	\$70,035	\$73,210	\$74,797	\$79,955	\$83,130	\$84,717	\$86,304
20	\$71,821	\$74,995	\$76,582	\$81,741	\$84,915	\$86,502	\$88,090
21	\$71,821	\$74,995	\$76,582	\$81,741	\$84,915	\$86,502	\$88,090
22	\$71,821	\$76,781	\$78,368	\$83,526	\$86,701	\$88,288	\$89,875
23	\$71,821	\$76,781	\$78,368	\$83,526	\$86,701	\$88,288	\$89,875
24	\$71,821	\$76,781	\$78,368	\$83,526	\$86,701	\$88,288	\$89,875
25	\$75,392	\$80,352	\$81,939	\$87,098	\$90,272	\$91,859	\$93,446
26	\$75,392	\$80,352	\$81,939	\$88,883	\$92,058	\$93,645	\$95,232

SALARY SCHEDULE
EFFECTIVE AUGUST 1, 2017

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	\$37,769	\$40,791	\$42,301	\$43,812	\$46,834	\$48,344	\$49,855
1	\$39,469	\$42,490	\$44,001	\$45,512	\$48,533	\$50,044	\$51,555
2	\$41,168	\$44,190	\$45,700	\$47,211	\$50,233	\$51,744	\$53,254
3	\$42,868	\$45,889	\$47,400	\$48,911	\$51,932	\$53,443	\$54,954
4	\$44,567	\$47,589	\$49,100	\$50,610	\$53,632	\$55,143	\$56,654
5	\$46,267	\$49,289	\$50,799	\$52,310	\$55,332	\$56,842	\$58,353
6	\$47,967	\$50,988	\$52,499	\$54,010	\$57,031	\$58,542	\$60,053
7	\$49,666	\$52,688	\$54,199	\$55,709	\$58,731	\$60,242	\$61,752
8	\$51,366	\$54,387	\$55,898	\$57,409	\$60,430	\$61,941	\$63,452
9	\$53,065	\$56,087	\$57,598	\$59,108	\$62,130	\$63,641	\$65,152
10	\$54,765	\$57,787	\$59,297	\$60,808	\$63,830	\$65,340	\$66,851
11	\$56,465	\$59,486	\$60,997	\$62,508	\$65,529	\$67,040	\$68,551
12	\$58,164	\$61,186	\$62,697	\$64,207	\$67,229	\$68,740	\$70,250
13	\$59,864	\$62,885	\$64,396	\$65,907	\$68,928	\$70,439	\$71,950
14	\$61,563	\$64,585	\$66,096	\$67,607	\$70,628	\$72,139	\$73,650
15	\$63,263	\$66,285	\$67,795	\$69,306	\$72,328	\$73,838	\$75,349
16	\$64,963	\$67,984	\$69,495	\$71,006	\$74,027	\$75,538	\$77,049
17	\$66,662	\$69,684	\$71,195	\$72,705	\$75,727	\$77,238	\$78,748
18	\$66,662	\$69,684	\$71,195	\$74,405	\$77,426	\$78,937	\$80,448
19	\$66,662	\$69,684	\$71,195	\$76,105	\$79,126	\$80,637	\$82,148
20	\$68,362	\$71,383	\$72,894	\$77,804	\$80,826	\$82,336	\$83,847
21	\$68,362	\$71,383	\$72,894	\$77,804	\$80,826	\$82,336	\$83,847
22	\$68,362	\$73,083	\$74,594	\$79,504	\$82,525	\$84,036	\$85,547
23	\$68,362	\$73,083	\$74,594	\$79,504	\$82,525	\$84,036	\$85,547
24	\$68,362	\$73,083	\$74,594	\$79,504	\$82,525	\$84,036	\$85,547
25	\$71,761	\$76,482	\$77,993	\$82,903	\$85,924	\$87,435	\$88,946
26	\$71,761	\$76,482	\$77,993	\$84,603	\$87,624	\$89,135	\$90,646

SALARY SCHEDULE EFFECTIVE AUGUST 1, 2020

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	\$40,870	\$44,140	\$45,774	\$47,409	\$50,679	\$52,314	\$53,948
1	\$42,709	\$45,979	\$47,614	\$49,248	\$52,518	\$54,153	\$55,788
2	\$44,548	\$47,818	\$49,453	\$51,088	\$54,357	\$55,992	\$57,627
3	\$46,387	\$49,657	\$51,292	\$52,927	\$56,196	\$57,831	\$59,466
4	\$48,227	\$51,496	\$53,131	\$54,766	\$58,035	\$59,670	\$61,305
5	\$50,066	\$53,335	\$54,970	\$56,605	\$59,875	\$61,509	\$63,144
6	\$51,905	\$55,175	\$56,809	\$58,444	\$61,714	\$63,349	\$64,983
7	\$53,744	\$57,014	\$58,648	\$60,283	\$63,553	\$65,188	\$66,822
8	\$55,583	\$58,853	\$60,488	\$62,122	\$65,392	\$67,027	\$68,662
9	\$57,422	\$60,692	\$62,327	\$63,962	\$67,231	\$68,866	\$70,501
10	\$59,262	\$62,531	\$64,166	\$65,801	\$69,070	\$70,705	\$72,340
11	\$61,101	\$64,370	\$66,005	\$67,640	\$70,909	\$72,544	\$74,179
12	\$62,940	\$66,209	\$67,844	\$69,479	\$72,749	\$74,383	\$76,018
13	\$64,779	\$68,049	\$69,683	\$71,318	\$74,588	\$76,223	\$77,857
14	\$66,618	\$69,888	\$71,523	\$73,157	\$76,427	\$78,062	\$79,697
15	\$68,457	\$71,727	\$73,362	\$74,996	\$78,266	\$79,901	\$81,536
16	\$70,296	\$73,566	\$75,201	\$76,836	\$80,105	\$81,740	\$83,375
17	\$72,136	\$75,405	\$77,040	\$78,675	\$81,944	\$83,579	\$85,214
18	\$72,136	\$75,405	\$77,040	\$80,514	\$83,784	\$85,418	\$87,053
19	\$72,136	\$75,405	\$77,040	\$82,353	\$85,623	\$87,257	\$88,892
20	\$73,975	\$77,244	\$78,879	\$84,192	\$87,462	\$89,097	\$90,731
21	\$73,975	\$77,244	\$78,879	\$84,192	\$87,462	\$89,097	\$90,731
22	\$73,975	\$79,083	\$80,718	\$86,031	\$89,301	\$90,936	\$92,571
23	\$73,975	\$79,083	\$80,718	\$86,031	\$89,301	\$90,936	\$92,571
24	\$73,975	\$79,083	\$80,718	\$86,031	\$89,301	\$90,936	\$92,571
25	\$77,653	\$82,762	\$84,397	\$89,710	\$92,979	\$94,614	\$96,249
26	\$77,653	\$82,762	\$84,397	\$91,549	\$94,818	\$96,453	\$98,088

SALARY SCHEDULE
EFFECTIVE AUGUST 1, 2018

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	\$38,524	\$41,606	\$43,147	\$44,688	\$47,770	\$49,311	\$50,852
1	\$40,258	\$43,340	\$44,880	\$46,421	\$49,503	\$51,044	\$52,585
2	\$41,991	\$45,073	\$46,614	\$48,155	\$51,237	\$52,778	\$54,319
3	\$43,725	\$46,807	\$48,348	\$49,889	\$52,971	\$54,511	\$56,052
4	\$45,458	\$48,540	\$50,081	\$51,622	\$54,704	\$56,245	\$57,786
5	\$47,192	\$50,274	\$51,815	\$53,356	\$56,438	\$57,979	\$59,520
6	\$48,925	\$52,007	\$53,548	\$55,089	\$58,171	\$59,712	\$61,253
7	\$50,659	\$53,741	\$55,282	\$56,823	\$59,905	\$61,446	\$62,987
8	\$52,393	\$55,475	\$57,016	\$58,556	\$61,638	\$63,179	\$64,720
9	\$54,126	\$57,208	\$58,749	\$60,290	\$63,372	\$64,913	\$66,454
10	\$55,860	\$58,942	\$60,483	\$62,024	\$65,106	\$66,647	\$68,187
11	\$57,593	\$60,675	\$62,216	\$63,757	\$66,839	\$68,380	\$69,921
12	\$59,327	\$62,409	\$63,950	\$65,491	\$68,573	\$70,114	\$71,655
13	\$61,061	\$64,142	\$65,683	\$67,224	\$70,306	\$71,847	\$73,388
14	\$62,794	\$65,876	\$67,417	\$68,958	\$72,040	\$73,581	\$75,122
15	\$64,528	\$67,610	\$69,151	\$70,692	\$73,773	\$75,314	\$76,855
16	\$66,261	\$69,343	\$70,884	\$72,425	\$75,507	\$77,048	\$78,589
17	\$67,995	\$71,077	\$72,618	\$74,159	\$77,241	\$78,782	\$80,323
18	\$67,995	\$71,077	\$72,618	\$75,892	\$78,974	\$80,515	\$82,056
19	\$67,995	\$71,077	\$72,618	\$77,626	\$80,708	\$82,249	\$83,790
20	\$69,728	\$72,810	\$74,351	\$79,359	\$82,441	\$83,982	\$85,523
21	\$69,728	\$72,810	\$74,351	\$79,359	\$82,441	\$83,982	\$85,523
22	\$69,728	\$74,544	\$76,085	\$81,093	\$84,175	\$85,716	\$87,257
23	\$69,728	\$74,544	\$76,085	\$81,093	\$84,175	\$85,716	\$87,257
24	\$69,728	\$74,544	\$76,085	\$81,093	\$84,175	\$85,716	\$87,257
25	\$73,196	\$78,011	\$79,552	\$84,560	\$87,642	\$89,183	\$90,724
26	\$73,196	\$78,011	\$79,552	\$86,294	\$89,376	\$90,917	\$92,458

ARTICLE XXVI - SUPPLEMENTAL SALARY

- A. The following salary schedule for supplemental contracts shall not require the award or continuation of any supplemental contract or position in any year. The Board may add additional supplemental positions and provide for the compensation of those positions as it determines necessary. All supplemental contracts will specify a beginning and ending date; such contracts will expire on the ending date without further Board action to non-renew the contract and without additional notice to the member.
- B. Upon recommendation of building administrators in consultation with building Principal Advisory Committees (PAC) and approval of the Superintendent or his/her designee, stipends or other monetary or non-monetary rewards may be authorized by the Board for building or district committee services by members. Such stipends or other committee rewards will, when feasible, be established prior to the commencement of committee service, but stipends may be established and paid after service has been provided. The amount of any such stipend or reward may vary with the nature and extent of committee service and the award and stipend in any year may not be precedent for any future year. Stipend awards may be approved for members serving as mentor teachers, but any available grant funds will be used to compensate mentors before the application to any Board funds.
- C. ~~Not later than May 1 of each year, the principal's advisory committee in each building will submit recommendations to the Superintendent or his/her designee, as to those supplemental positions on the supplemental salary schedule to be filled for that building for the coming year. All supplemental positions to be filled or added will be posted as follows: (1) by posting a notice of the vacancy on the Central Office main door and (2) by posting the notice of the vacancy on the website and District email. All such postings will remain for at least five (5) working days. The decision to fill or not fill any supplemental position for any years is reserved to the Board.~~

SALARY SCHEDULE: SUPPLEMENTAL CONTRACTS

2019-2010 BASE: BA-0 EFFECTIVE: August 1, 2016 **2019**

2020-2021 BASE: BA-0 EFFECTIVE: August 1, 2017 **2020**

~~BASE: BA-0 EFFECTIVE: August 1, 2018~~

Supplemental payments for work performed prior to ratification shall be retroactive and reflect base adjustments.

ARTICLE XXXII - CONTRACT MAINTENANCE

A. Waiver of Negotiations

The Board and the Association acknowledge that during negotiations resulting in this Negotiated Agreement, each party had the right and the opportunity to make demands and proposals with respect to any matter and that this Negotiated Agreement was arrived at by the parties after the exercise of that right and opportunity. The Board and the Association shall voluntarily waive during the life of this Negotiated Agreement, said rights and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter irrespective of whether such matters or subject is specifically referred to or covered in this Negotiated Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time negotiations were being conducted or at the time the party signed this Negotiated Agreement.

B. No Strike Clause

The Association and any and all of its members shall not cause, engage in, or sanction any strike, slow-down or any other such concerted action against the Big Walnut School District for the term of this Agreement

C. Severability

If any provision of this Negotiated Agreement, or any application of the provisions of this Negotiated Agreement, or any agreement reached under its terms, conflicts with any federal or state law, regulation, ruling or order, now or hereafter enacted or issued, such provisions, applications or agreements shall be inoperative until brought into compliance, but the remaining provisions hereof shall remain in effect.

D. Midterm Bargaining

If midterm bargaining is conducted, the parties shall commence negotiations with a written request. If negotiations are conducted they shall commence within twenty (20) workdays. If agreement is not reached within twenty (20) workdays of the commencement of such negotiations, the parties shall proceed with the impasse procedures set forth in Article IV, including the Association's express reservation of its right to strike in regard to the midterm bargaining issues.

E. Duration of Negotiated Agreement

This Negotiated Agreement shall become effective 12:00:01 a.m., July 1, ~~2016~~**2019** and shall continue in full force and effect until 11:59:59 p.m., June 30, ~~2019~~**2021**, except for those individual items otherwise noted.

APPENDIX C

BIG WALNUT LOCAL SCHOOL DISTRICT SUPPLEMENTAL SALARY SCHEDULE

ATHLETICS							
GROUP NAME	YEAR 0	YEAR 1-2	YEAR 3-4	YEAR 5-6	YEAR 7-8	YEAR 9-10	YEAR 11+
ATHLETIC GROUP 1 Head Basketball (B/G) Head Football	15%	16%	17%	18%	19%	20%	21%
ATHLETIC GROUP 2 Head Baseball Head Cheer Head Lacrosse Head Soccer (B/G) Head Softball Head Track (B/G) Head Volleyball Head Wrestling Assistant Varsity Basketball Assistant Varsity Football Head Cheerleader	11%	12%	13%	14%	15%	16%	17%
ATHLETIC GROUP 3 Assistant Basketball Head Cross Country Assistant Football Athletic Facilities Coordinator Assistant Cheerleader Head Golf Head Tennis Head Golf Head Cross Country	9%	10%	11%	12%	13%	14%	15%
ATHLETIC GROUP 4 Assistant Baseball Assistant Cheer Assistant Cross Country Assistant Golf Assistant Lacrosse Assistant Soccer Assistant Softball Assistant Swim Assistant Tennis Assistant Track	7%	8%	9%	10%	11%	12%	13%

ATHLETICS							
GROUP NAME	YEAR 0	YEAR 1-2	YEAR 3-4	YEAR 5-6	YEAR 7-8	YEAR 9-10	YEAR 11+
Assistant Volleyball							
Assistant Wrestling							
Assistant Cheerleading (Fr.)							
Assistant Girls Tennis (JV)							
Assistant Baseball (Varsity)							
Assistant Softball (Varsity)							
Assistant Boys Tennis (JV)							

CO-CURRICULAR							
GROUP NAME	YEAR 0	YEAR 1-2	YEAR 3-4	YEAR 5-6	YEAR 7-8	YEAR 9-10	YEAR 11+
<u>CO-CURRICULAR GROUP 1</u> Band Director	15%	16%	17%	18%	19%	20%	21%
<u>CO-CURRICULAR GROUP 2</u> Assistant Band Director	11%	12%	13%	14%	15%	16%	17%
<u>CO-CURRICULAR GROUP 3</u> Yearbook (High School) Student Council High School	9%	10%	11%	12%	13%	14%	15%
<u>CO-CURRICULAR GROUP 4</u> Band Assistant Drama per Performance (maximum of 3 per year) Drill Team Percussion Instructor Flag Corp Building Tech Coordinator Show Choir (High School) Department Heads (High School) Department Heads (Middle School) (HS/MS) Junior Class Advisor Senior Class Advisor	7%	8%	9%	10%	11%	12%	13%
<u>CO-CURRICULAR GROUP 5</u> Eagles' First Flight Stage Manager Show Choir (Middle School) Orchestra (Middle School) Lead Teacher (Elementary) Eagles' First Flight	4%	5%	6%	7%	8%	9%	10%
<u>CO-CURRICULAR GROUP 6</u> Newspaper (High School) National Honor Society (High School) Science Fair Odyssey of the Mind Student Council (Middle School) Mock Trial (High School) Musical Assistant (High School per performance) LPDC Chairperson Race to the Top	3%	4%	5%	6%	7%	8%	9%

CO-CURRICULAR (CONTINUED)

GROUP NAME	YEAR 0	YEAR 1-2	YEAR 3-4	YEAR 5-6	YEAR 7-8	YEAR 9+	YEAR 11+
<u>CO-CURRICULAR GROUP 7</u> Newspaper (Middle School) Sophomore Class (Advisor) Freshman Class (Advisor) Spanish Club (Advisor) French Club (Advisor) German Club (Advisor) Student Council (Elementary) Performing Art (Elementary/ Middle School/ Intermediate) Art Club (Middle School) Power of the Pen Math Counts Odyssey of the Mind Assistant Yearbook (Middle School) Principal Advisory Representative Committee* LPDC Member* LEO Club SOAR	2%	3%	4%	5%	6%	7%	8%

SUMMARY OF BENEFITS

Plan Name	BC-Q8 MOD3 (HSA) Rx Plan:
Product	Choice + Insurance *
Option	Replace Opt 1
Plan Offering	Dual Option
Multiple Option with: HRA or HSA	HSA
Benefits*	Network Single/Family
Office Copay (PCP/SPC)	PCP N/A, SPC N/A
Hospital Copays	OP N/A, IP N/A
UC/ER/Major Diag Copay	UC N/A, ER N/A, MD N/A
Other	ENRP
Deductible	1400/2800 (Non-Embedded)
Coinsurance	90%
Out-of-Pocket	\$3000/6000
Pharmacy	\$10/30/60; 2.5x MO Integ med/rx
	Out of Network Single/Family
Deductible	\$3000/6000 (Non-Embedded)
Coinsurance	70%
Out of Pocket	\$6000/12000

Pharmacy copays will only apply after the deductible has been satisfied on HSA plans with integrated medical/pharmacy deductibles.

Deductibles and out-of-pocket maximums will index as applicable to maintain IRS requirements for a High Deductible Health Plan (HDHP).