

# **NEGOTIATED AGREEMENT**



**between the**

**ALLIANCE EDUCATION ASSOCIATION**

**and the**

**ALLIANCE CITY BOARD OF EDUCATION**

**July 1, 2022 - June 30, 2025**

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## **ARTICLE I - RECOGNITION AND NEGOTIATIONS PROCEDURES**

### **A. Recognition**

1. The Alliance City Board of Education hereinafter referred to as the “Board,” hereby recognizes the Alliance Education Association, an affiliate of the National Education Association and the Ohio Education Association, herein referred to as the “Association,” as the sole and exclusive bargaining agent for all certificated personnel employed under a teaching contract in the District hereinafter referred to as “teachers” in the District. Administrators, supervisory staff, substitute teachers, summer school teachers, adult education teachers, tutors, and hourly personnel (except for Associate Degreed pre-school teachers) are specifically excluded from the bargaining unit. “Supervisory staff” are those individuals as defined in 4117.01(F). “Supervisor” means any individual who has the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline teachers; to responsibly direct them; to adjust their grievances; or to effectively recommend such action.

Nothing contained herein shall abridge the right of an individual teacher, or groups of teachers, to present their views and recommendations to the Board of Education regarding any subject.

#### **2. Challenge Procedures**

Any challenge to the recognized Association as defined in this Agreement shall be in accordance with the appropriate provisions of Sections 4117 ORC.

### **B. Negotiating Procedures**

#### **1. Requests for Negotiations**

If either of the parties desires to negotiate items which are proper subjects for negotiation, it shall notify the other party in writing after January 15th and no later than sixty (60) days prior to the expiration date of the Agreement.

Notification in writing from the Association shall be addressed to the Superintendent and from the Board shall be addressed to the President of the Association.

A copy of the request for negotiations shall be forwarded to the State Employment Relations Board (SERB) along with a Notice to Negotiate as required by the rules and regulations of SERB.

On the twentieth (20th) day, or an agreed date after the issuance of such notice, the parties will meet and exchange proposals.

2. Scope of Bargaining

All matters pertaining to wages, hours or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of the Collective Bargaining Agreement are subject to collective bargaining between the parties.

3. Negotiation Meetings

- a. Time and date of negotiation meetings shall be mutually agreed upon and, until negotiations are concluded, either party may require at each meeting a decision on the date and time of a subsequent meeting. All meetings shall be scheduled during the hours of 8:00 a.m. and 6:30 p.m., Monday to Friday, unless agreed otherwise.
- b. Meetings shall be at reasonable intervals and time to avoid, as nearly as is practicable, conflict and interference with school and employment schedules.
- c. Either party may recess for caucuses of reasonable length at any time.
- d. Where unforeseen circumstances make it impossible for the chief negotiator of either team to be in attendance, or cause him/her to be late, it shall be the duty of that team to notify the other as promptly as possible and both sides shall thereupon agree to the time for the next negotiating session.
- e. "Days" shall mean teacher workdays for the entire article.
- f. Negotiating meetings between the two negotiating teams shall be closed to the public and press.

4. Representation

Representation at negotiation meetings shall be limited to five (5) representatives of the Board, of which at least four (4) shall be Board members and/or employees of the Board of Education, and five (5) representatives of the Association, of which at least four (4) shall be teachers of the Alliance City Schools. All negotiations shall be conducted exclusively between said teams. Representatives of the

Board and the Association shall participate in negotiations freely without fear of penalty, sanction, reprisal or recrimination.

5. Information

Both parties shall furnish each other, upon reasonable request, all available information pertinent to the issue under negotiation and not privileged by law. The expense of providing such information shall be borne by the party requesting it and such party shall initial for receipt of the requested items.

6. News Releases

Periodic progress reports may be issued during negotiations by either party to the teachers, administrators and members of the Board of Education.

7. Agreement

Tentative agreement on negotiation items shall be reduced to writing and initiated by the representatives of each party, but such initialing shall not be construed as final agreement, and either party may revise an initiated agreement up until all items have been agreed to by the respective negotiating teams.

The Final Tentative Agreement reached through negotiation shall be reduced to writing and submitted to the Association, for approval by secret ballot. Upon approval by the Association, the agreement shall be submitted to the Board for approval at the next regularly scheduled meeting, or at a special meeting set within two (2) weeks of ratification, whichever is later. If approved, the agreement shall then be signed on behalf of both parties.

8. Dispute Resolution

If agreement is not reached thirty (30) days prior to the expiration of the Agreement, either party or the parties jointly may request a fact-finding panel composed of three (3) persons. The Board and the Association will each appoint a representative. The Chairperson shall be selected from a panel provided by the American Arbitration Association in accordance with its rules.

The cost of each party's representative shall be borne by the respective party. The cost for the services of the Chairperson shall be divided equally between the parties.

The fact-finding panel, acting by a majority of its teachers, shall transmit its findings of fact and recommendations to both parties no later than fourteen (14) days after its appointment unless there is a mutually agreed upon extension.

Not later than seven (7) days after the findings are received, the Board and the Association by a three-fifths (3/5) vote of their respective total memberships may reject the recommendations. If neither rejects, the recommendations shall be binding on both parties.

If agreement is not reached, the Association shall have the right to implement ORC 4117.14, Section D2.

## **ARTICLE II - ASSOCIATION RIGHTS AND RESPONSIBILITIES**

- A. The Association shall have the following sole and exclusive organizational rights:
1. Have use of school buildings under the same terms and conditions as any school organization.
  2. Be permitted to transact official Association business on school property before school, during lunch periods and after school provided such business shall not in any way interfere or interrupt instructional programs and/or assigned duties of teachers. All business must be conducted by duly authorized representatives of the Association.
  3. Have use of bulletin boards in the faculty lounge.
  4. Have use of teacher mailboxes for Association communications.
  5. Have use of inter-school mail for Association communications.
  6. Be entitled to, upon request of the Association President, a copy of the Alliance Board of Education agenda, minutes, financial data and one set of updated Board policies.
  7. Be granted ten (10) teacher days, however, the number of days will be increased based upon mutual agreement between the Superintendent and the Association President, excused with pay and fringe benefits for Association business. The Association shall reimburse the Board of Education for the full cost of substitute teachers. Requests for these meetings shall be submitted in writing to the Superintendent of Schools five (5) days prior to the meeting, and be limited to full day blocks of time.

8. Be entitled to payroll deductions for OEA FCPE contributions upon a teacher's written authorization.
9. Abuse of any of these rights may result in withdrawal by the Superintendent.

**B.** The Association will be entitled to payroll deduction of Alliance Education Association and affiliate dues.

**C. Grants/Waivers**

In the event, the District, individual schools, or individual departments obtain grants or waivers that affect working conditions or items in the Negotiated Agreement, the Association shall be informed of such grants or waivers. If Association support or signature is required for a grant or waiver submission, the Association will be given a minimum of ten (10) days notice and a draft of the submission before the document is submitted. The Superintendent will, upon request, meet with the Association to discuss the effect such grants or waivers have upon working conditions or items in the Negotiated Agreement.

**D. Representation Rights**

For any meeting with a teacher which involves investigation of teacher conduct or imposition of discipline, the President or another available officer of the Association will be released from duty, with pay, if representation by the Association is requested by the teacher.

**ARTICLE III - EVALUATION**

- A.** An electronic copy of the evaluation procedure and ORC 3319.111 and ORC 3319.112 shall be posted on the Alliance City Schools' website by October 1<sup>st</sup>.
- B.** All formal classroom observations shall be openly conducted with the full knowledge of the teacher. One formal classroom observation shall occur with at least twenty-four (24) hours advance notice to the teacher.
- C.** Nothing in this Article shall deny any teacher any of the rights or remedies available under Ohio Revised Code 3319.11 or 3319.111 regarding, but not limited to, the Board's duty to give notification to the individual being non-renewed on or before June 1<sup>st</sup>. The teacher shall have the right to request one additional observation conducted by another administrator if the teacher's rating is "needs improvement".



**D.** Teachers who believe they are eligible for Continuing Contract status must notify the Superintendent's Office in writing no later than September 15<sup>th</sup> of the school year in which they request to be evaluated for Continuing Contract status. To be considered eligible for evaluation for Continuing Contract status, the teacher must have on file in the Superintendent's Office the appropriate teacher licensure and official transcripts no later than March 1 of the school year in which they request evaluation for the Continuing Contract status.

**E.** Evaluations shall be conducted by a credentialed administrator employed by the district or employed by the ESC and assigned at least 50% of the time to Alliance.

The first observation shall occur on or before December 31<sup>st</sup>. The second observation shall occur on or before March 31<sup>st</sup> and the third observation, if required, shall occur on or before May 1<sup>st</sup>.

**F.** The teacher may request one postponement per school year if personal circumstances occur and if such a delay would not cause the administration to miss a deadline. The teacher must get approval from the evaluator.

**G.** After each formal observation, the Administrator who made the observation shall provide access to or provide the teacher a copy of the observation report/form. The administrator shall conduct a conference with the teacher to discuss the formal observation within *ten (10)* school days of the observation. The teacher shall be provided access to the completed formal observation form on or before the start of any post-observation conference. A professional conversation will take place between the evaluator and the teacher during the post-observation conference providing the teacher with feedback on the observed lesson and identifying areas of reinforcement and refinement and make recommendations for improvement. If the teacher is absent during the ten (10) day window, the administration shall schedule the conference for a reasonable date following his/her return, and this shall be deemed to comply with the deadline for the occurrence of the post-observation conference.

**H.** In the case of either an evaluatee's or evaluator's long-term absence, the evaluator's replacement shall continue the evaluation process and timelines may be extended by written mutual agreement of the evaluator and evaluatee. In the case of the evaluatee's absence, the evaluation process and timelines shall be extended by mutual agreement of the evaluator and evaluatee. If no mutual agreement is reached, the Association President and the Superintendent or their designees shall mutually establish new written evaluation timelines.

- I.** No video recordings shall be utilized during any observations, walkthroughs or evaluations unless both the teacher and administrator agree.
- J.** The teacher shall have the right to make a written response to any observation/evaluation report to be placed in the teacher's personnel file. The response shall be received within seven (7) work days of receipt of the observation/evaluation report. All written responses shall be attached to the final summative evaluation and be placed in the teacher's personnel file.
- K.** One (1) teacher shall not evaluate another teacher.
- L.** Mentors assigned to teachers under an Improvement or Remediation Plan status shall not have an evaluative role. The mentor's role is to support the growth of the teacher. Other than a notation to the effect that a teacher served as a Mentor Teacher, the teacher's activities as a Mentor Teacher shall not become part of that teacher's evaluation. A Mentor Teacher shall not be requested or directed to make any recommendation regarding high stakes decisions of the mentee.
- M.** The association and the board agree to establish a standing joint committee for the sole purpose of assessing and reviewing, and making recommendations to the Superintendent regarding the many facets of SGMs, evaluation procedures for those not covered by OTES, walk through forms, possible teacher training and remediation plans and providing professional development on SGMs for the teachers of Alliance City Schools as well as training on the evaluation procedures. The committee will meet and make recommendations to the Superintendent for any required modifications to the evaluation procedures as required by the Ohio Revised Code and the Ohio Administrative Code.
- N.** The committee's charge is to assist in developing, maintaining, and suggesting to the Superintendent changes regarding the issues in the above paragraph.
  - 1. Committee Composition
    - a. The committee shall be comprised of up to five (5) teachers appointed by the association president who equally represent the buildings, and up to five (5) administrators appointed by the Superintendent. In addition, each party may appoint one (1) ad hoc non-voting teacher to assist and/or attend committee meetings.

- b. The terms of teachers on the committee shall be for a period of no less than two (2) years unless a teacher leaves the district, retires, requests that the association removes him/her from the committee, is no longer able to serve due to unforeseen circumstances, or is removed by action of the association.
  - c. At the conclusion of the teacher's term, or removal therefrom, the association will appoint a successor.
2. Committee Operation
- a. The committee shall be chaired jointly by a committee member from the association and a committee member from administration.
  - b. The committee shall establish by mutual agreement a meeting calendar.
  - c. Committee agendas will be developed jointly by the co-chairs of the committee.
  - d. At the initial meeting, the committee shall develop the ground rules by which the committee shall operate, review them at each meeting, and update them thereafter as needed.
  - e. All decisions of the committee shall be achieved by consensus.

Members of the committee shall receive release time or compensation at \$25.00 per hour for work outside the contractual work day for committee work and training.

**O. Finalization of Evaluation**

Response to Evaluation

The teacher shall have the right to make a written response to the evaluation and to have it attached to the evaluation report to be placed in the teacher's personnel file.

**P. Mentor/Entry Year Committee**

- 1. The composition will consist of two (2) teachers appointed by the Association President and two (2) administrators/designees appointed by the Superintendent.

2. The function(s) of this committee will be to implement, and revise the Resident Educator Program as mandated by law. The Resident Educator committee will provide a list of all teachers who are trained to be mentors to the Superintendent and Association President no later than June 1<sup>st</sup> of each year. Revisions to such list shall be provided to the Superintendent and Association President no later than September 1<sup>st</sup> of each year.
3. Mentors will receive an appropriate supplemental stipend for duties performed in addition to their regular teaching assignment. Entry Year teachers required to attend District meetings outside the school day shall be paid \$25.00/hr. A mentor shall be reviewed in performance of their duties as a mentor. Such review shall not be part of the mentor's or entry year teacher's evaluation, as referenced in Article III A-D.
4. Selection: Mentors will be trained, experienced (minimum five (5) years' experience in the field), and certificated/licensed teachers. Attempts will be made to secure a mentor in the same assigned building as the resident educator. If this is not possible, a mentor from another building in the district or a person outside the district will be selected.
5. Responsibilities:
  - a. Evaluation:
    - 1) It is not the responsibility of the mentor to formally or informally evaluate the resident educator's teaching performance.
    - 2) The responsibility for the evaluation process will remain with the administration.

NOTE: If either the mentor or resident educator believes the partnership is not beneficial to the process, they may request a replacement. This request will be presented to the program coordinator who will review options and report back to the mentor/resident educator.

6. Mentors will be paid at a rate of 1.30 of the "Mentor" supplemental salary schedule if he/she has two (2) mentees.

## **ARTICLE IV - GRIEVANCE PROCEDURE**

### **A. Grievance Defined**

A “grievance” is a complaint by a teacher, groups of teachers, or the Association involving the violation, misinterpretation or misapplication of any of the provisions of this Agreement.

- B.** All grievances shall be filed at the "lowest possible level." The lowest possible level means that level of the grievance procedure at which the administrator deciding the grievance has authority to make a decision.
- C.** The fact that a teacher files a grievance shall not be recorded in his/her personnel file or in any file used in the transfer, assignment, or promotion process; nor shall such fact be used in any recommendation for reemployment or recommendation for other employment; nor shall the grievant, the Association or its officers or teachers of the district be placed in jeopardy or be the subject of reprisal or discrimination for having followed or participated in this grievance procedure.

### **D. Party In Interest**

The lodging of any grievance shall be the exclusive right of the grievant.

The grievance procedure begins with the grievant and may move up through the various levels of Administration. Beginning at Step One, the grievant may request representation by the Association.

- E.** “Days” shall mean workdays throughout this Article unless school is not in session, in which case “days” shall mean calendar days..

### **F. Procedure**

#### **Informal**

Within thirty (30) days of the time a grievance arises, the grievant will present the grievance to his/her Immediate Supervisor during non-teaching hours. Within five (5) days after presentation of the grievance, the Immediate Supervisor shall give his/her answer orally to the grievant.

#### **Step One**

- a. Within five (5) days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and lodged with the Immediate Supervisor on the form provided.

- b. The "Statement of Grievance" shall name the teacher involved, shall state the facts giving rise to the grievance, shall identify by appropriate reference all the provisions of this Agreement alleged to have been violated, shall state the contention of the grievant with respect to these provisions, and shall indicate the specific relief requested.
- c. Within five (5) days after receiving the grievance, the Immediate Supervisor shall communicate his/her answer in writing to the grievant.

### Step Two

- a. Within ten (10) days after receiving the decision of the Immediate Supervisor, an appeal from the decision may be made to the Superintendent. It shall be in writing and accompanied by a copy of the decision at Step One.
- b. No later than ten (10) days after receiving the appeal, the Superintendent shall investigate the grievance and give a written response to the grievant and the Association President.

### Step Three

If the grievant is not satisfied with the disposition at Step Two and wishes to proceed with his/her grievance, he/she must secure approval of the Association's Grievance Committee to appeal to arbitration. Within five (5) days of the receipt of the written decision at Step Two, the Association may request that the grievance shall be referred to a disinterested third party for arbitration. Such request shall be in writing. Not later than ten (10) days after such notice is given, representatives of the Board and of the Association shall meet to select the third party; if unable to agree, either party or the parties jointly shall petition in writing the American Arbitration Association to provide a list of seven (7) names. An arbitrator shall be selected in accordance with AAA rules. The person so selected shall hold the necessary hearings promptly and issue his/her findings and recommendations in writing. Decisions of the arbitrator shall be binding on both parties.

The arbitrator shall not have authority to add to, subtract from, modify, change or alter any of the provisions of this Collective Bargaining Contract, nor add to, detract from or modify the language therein in arriving at his/her decision concerning any issue presented that is proper within the limitations expressed herein. Nor shall the

arbitrator have any authority to rule contrary to the law of the State of Ohio unless provided to the contrary by ORC 4117.

The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching his/her decision.

The arbitrator shall not interfere with management prerogatives involving the Board's discretion, nor limit or interfere in any way with the powers, duties and responsibilities of the Board under its policies, applicable law, including ORC 4117.08, and rules and regulations having the force and effect of law, except where limited or restricted by the terms of this Agreement.

The cost for arbitration shall be paid by the loser.

#### **G. Time Limits**

1. Any grievance not advanced from one step to the next within the time limits of that step, shall be deemed resolved at the previous step.
2. If the grievance procedure is initiated near the end of the school year, the number of days in the grievance steps may be reduced by mutual agreement.
3. A grievance may be withdrawn by the grievant at any step without prejudice.
4. Before a grievance is taken to arbitration, the Association has the option of withdrawing its support and the grievance procedure stops.

### **ARTICLE V - INSURANCE**

In order to be eligible for insurance, a teacher must be contracted for at least thirty (30) hours per week.

If both husband and wife work in the district and have no dependents only two single plans (health, dental) will be provided. If the teacher has dependents, only one family plan (health, dental) will be provided.

Teachers may not be paid cash in lieu of insurance benefits.

Coverage: See Plan Booklet for COG adopted coverage information

## **Medical**

- A. 2022-2023 The Board will pay 82% of the premium and the teacher will pay 18% for full time teachers.

2023-2024 The Board will pay 81% of the premium and the teacher will pay 19% for full time teachers.

2024-2025 The Board will pay 80% of the premium and the teacher will pay 20% for full time teachers.

B. **Stark County Schools Council**

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of the Stark County Schools Council (COG). The Board shall provide health, dental and life insurance through the COG. The coverage shall be the standardized COG specifications.

C. **Preferred Provider - Doctors/Hospitals**

1. The parties agree that one or more Preferred Provider Organization (PPO) programs for hospital and physicians' services shall be provided through the Stark County Council of Governments (COG) Health Insurance Program. Anyone, as of August 1, 2009, who has the traditional Mutual Health Program instead of the PPO, may continue such participation.
2. The selection of the PPO(s), the types of benefits/programs, or any changes therein, shall be mutually determined by the representative of the COG and the Stark County OEA office representative.

D. **Preferred Provider - Prescription Drugs**

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

1. The program will be available to teachers and their dependents who have "primary" coverage under the District's insurance.
2. The teacher will pay the 20% co-payment to the provider and the remaining 80% will be direct billed to the insurance company. If



the yearly maximum has been reached, provisions will be made to refund the teacher's 20% co-payment.

3. The deductible will be waived.
4. The list of covered expenses shall be agreed upon by the COG and the Stark County OEA office representative.
5. Mail order prescription: Mail order must be used for maintenance drugs in order for the insurance provisions to apply.
6. Generic: Generic drugs must be substituted where applicable in order for the insurance provisions to apply.

### **Life Insurance**

The Board shall provide term life and accidental death and dismemberment coverage in the amount of \$70,000 for each teacher.

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

### **Dental Insurance**

The Board shall provide dental coverage and pay 90% of the premium.

### **Section 125-Tax Shelter**

Tax sheltering of the individual's contribution for health costs, unreimbursed medical expenses and dependent coverage will be provided, under IRS Section 125.

All COG employers must offer the IRS Section 125 tax shelter provided through the COG. If a teacher elects to utilize any of the IRS 125 benefits, the administrative cost shall be shared equally between the teacher and the employer.

### **Premium Holiday**

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

### **Spousal Coverage**

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

### **Same Sex Marriage**

If state law recognizes same sex marriage, the COG plan specifications will be modified to include those individuals.

### **Enrollment**

A teacher whose contract is non-renewed or who resigns at the end of the school year will receive insurance coverage through June, July, and August.

## **ARTICLE VI - LEAVES**

Each teacher who has used or donated any combination of sick and/or personal time that totals 3 or less days shall be reimbursed on the following schedule:

- Zero (0) days of Sick Leave and Zero (0) days of Personal Leave during the school year shall receive One Thousand Dollars (\$1,000).
- Any combination of One (1) or Two (2) days of Sick Leave and/or Personal Leave during the school year shall receive Five Hundred Dollars (\$500.00).
- Any combination of Three (3) days of Sick Leave and/or Personal Leave during the school year shall receive Two Hundred-Fifty Dollars (\$250.00).

To be eligible, a teacher must have been employed for the full school year. Half-time teachers shall receive one-half ( $\frac{1}{2}$ ) of the above amounts.

This pay shall be issued in a separate check no later than July 1.

**A. Assault Leave**

1. A teacher of Alliance City Schools who, without fault, must be absent due to physical disability resulting from an assault which occurs in the course of Board employment while on duty on school grounds during school hours or where required to be in attendance at a school sponsored function shall be eligible for assault leave.

Assault leave shall be granted for the period of physical disability not to exceed one-hundred eighty (180) school days upon the teacher's delivering to the Superintendent a signed statement indicating the nature of the injury, the date of its occurrence, the identity of the individual(s) causing the assault and the facts surrounding the assault. If medical attention is required, the teacher shall supply a certificate from a licensed physician stating the nature of the disability and its anticipated duration.

2. Full payment for assault leave, less Worker's Compensation, shall not exceed the teacher's per diem rate of pay exclusive of supplementary pay and will not be approved for payment unless and until the statement and certificate, as provided above, are submitted to the Superintendent. Falsification of either the signed statement or a physician's certificate is grounds for suspension or termination of employment under Section 3319.16 of the Ohio Revised Code.
3. Where the teacher exhausts his/her assault leave, he/she may use sick leave for the period of physical disability. If sick leave and the assault leave provided for herein become exhausted, the teacher may apply for further assault leave. Whether such additional assault leave is granted shall be determined solely by the Board in its discretion. Where the assaulted teacher becomes eligible for benefits under the State Teachers' Retirement System because of any disability or because of age or where the teacher's employment by the Board ceases for any reason whatsoever, this leave provision shall no longer apply and any assault leave payments shall automatically terminate.

**B. Child Care Leave**

A teacher who is the parent of the child needing care may request, and shall be granted, a child care leave of absence without pay or benefits on the conditions set forth in this policy.

1. The teacher shall have been employed for at least one (1) full year by the Alliance Board of Education.

2. Child care leave may start at the end of the use of FMLA. Each teacher shall be eligible for child care leave for the remainder of the school year and may be granted up to two (2) additional consecutive semesters of child care leave. These requests must be submitted to the Superintendent by June 15th.
3. A written request for child care leave must be filed with the Superintendent at least thirty (30) days before the anticipated delivery date. The request shall state the duration of the requested child care leave [end of semester or end of school year]. Once child care leave is elected by filing a request, the teacher cannot return prior to the stated expiration date of the leave except by mutual agreement of the teacher and Superintendent. A teacher who fails to file a timely request under this paragraph waives their right to child care leave; however, the Superintendent could still grant a child care leave at his/her discretion.
4. Upon return from child care leave, the teacher shall be placed in a position for which they are certified with the same contractual status which was held prior to the leave.
5. When the group insurance policy permits, a teacher on child care leave may continue to participate in those benefits which are provided to other teachers by payment in advance of the group rate for such benefits.
6. If a Reduction in Force (RIF) takes place while the teacher is on leave, the teacher's position is subject to the RIF policy.
7. A teacher who adopts a child, provided the child is one year of age or less at the time of adoption, shall be entitled to child care leave under the conditions stated in this Section. In the case of adoption, reference in this Article to delivery or delivery date shall be deemed to refer to the arrival of the child in the teacher's home.

#### **C. Sick Leave**

1. Sick leave shall be granted in compliance with Ohio Revised Code Section 3319.141. Routine doctor, dental and/or other health service provider visits, which are not an emergency or related to a current illness or injury, should be scheduled on non-work days, if possible. If you are submitting an absence to see a doctor or for a doctor's appointment for yourself or a family member, you must furnish the following information in the "notes to administrator" section of your sick leave absence request: Name of attending physician; address of attending physician; date(s)/time(s) physician consulted. This is in

accordance with ORC 3319.141. Nothing in this section shall be construed to waive the physician-patient privilege provided by Section 2317.02 of the ORC.

After five (5) accumulative days of absence per semester, the Superintendent may require medical documentation of illness. The medical documentation shall be limited to requiring the teacher to provide a medical statement from a physician or other professional, verifying the absence and the teacher's expected date of return to work. The statement must be presented upon the teacher's return to work, and in no case later than the 3rd day after the teacher's return to work, if requested.

2. Sick leave shall be cumulative to a maximum of 275 days.

Sick leave may be used for absence 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 teacher's immediate family.

"Immediate family" is defined as: father, mother, husband, wife, sister, brother, son, daughter, parent-in-law, son-in-law, daughter-in-law, stepchild, foster child, and stepparent, or other "family member" as determined by the Superintendent on an individual basis.

3. A teacher shall be allowed one day under sick leave to attend the funeral of a near relative or to render such ministration as the relationship may require. In exceptional cases, further days may be approved by the Superintendent of Schools. Time so lost will be counted as a part of leave allowed for sickness.

"Near relative" is defined as: uncle, aunt, first cousin, nephew, niece, brother-in-law, sister-in-law, grandparents and grandchildren.

4. A teacher employed by the Alliance Board of Education who becomes pregnant shall notify the Superintendent in writing of her pregnancy as soon as possible. Sick leave may be used for pregnancy leave purposes as authorized by 3319.141 of the Revised Code.
5. Teachers whose sick leave accounts have been incorrectly reduced shall have their sick leave account re-credited within ten (10) days of documentation of the error being provided to the Payroll Office.

## 6. Donation of Sick Leave

A teacher, after three (3) years of employment, may contribute one day of his/her accumulated sick leave per year to a designated teacher who is out of sick leave and faces a catastrophic illness/injury as certified in writing by the teacher's physician and approved by the Administration.

The operational procedure shall be as follows:

- a. The teacher must be employed three (3) years to either contribute to or receive this benefit.
  - b. The teacher facing such illness shall request of the Superintendent that such a plea be made publicly to all teachers.
  - c. The number of days requested and used by the teacher shall not exceed a total of fifty (50). This benefit is available twice in a teacher's career.
  - d. Each teacher willing to donate a day of sick leave shall notify the office of the Treasurer, in writing.
  - e. The days shall be deducted on a first-come/first-served basis, and notice will be given by the Treasurer to the teacher donating sick leave if such sick leave is used.
  - f. Donated sick leave days will not be repaid and will be permanently subtracted from the teacher donating such days.
  - g. Each individual donation shall not exceed one day per donor, per year. A maximum of six (6) days per career will be allowed.
  - h. The use of sick leave days by the person making the request will be limited to personal illness/injury only.
  - i. Exceptions to "h" can be made by mutual agreement of the Superintendent and the Association President.
7. Falsification of a sick leave statement is grounds for suspension or termination under Section 3319.16 of the ORC.

#### **D. Personal Leave**

Three (3) days per year of unrestricted personal leave with pay in addition to sick leave may be granted to all full-time teachers of the Alliance Board of Education, upon written notification to the Superintendent.

Leave under this Section shall not be requested for situations covered by sick leave or to attend Association affiliated meetings, conferences and conventions, or for gainful employment during school hours.

##### **Adoption of Child**

Any teacher who provides documentation that he/she is in the process of adopting a child shall be granted an additional ten (10) days of personal leave.

##### **Fostering a Child**

Any teacher who provides documentation that he/she is in the process of providing foster care for a child shall be granted an additional five (5) days of personal leave restricted to legal purposes related to the foster parenting process. A teacher may be granted this benefit once per year.

##### **Procedure For Personal Leave With Pay**

1. Request for personal leave must be submitted to the Superintendent's Office five (5) days in advance of the absence. In case of Emergency ("e"), written application must be made within five (5) days following the absence.
2. Standard absence notification procedure should be followed in all cases.
3. All requests must be submitted using the districts' official process.
4. Personal leave shall not be cumulative from year to year. Personal leave notification forms must be completed for any day used.
5. Personal leave shall not be taken on the first or last day of school nor the day before or after a school holiday or vacation, except by the special permission of the Superintendent or his/her designee. When there is an in-service day or non-student work day immediately prior to a holiday, the day before the in-service day shall be deemed the "last day of school" before a holiday. e.g. the Tuesday prior to Thanksgiving.

6. No more than four percent (4%) of the teachers shall be absent on personal leave on the same day with the exception of the month of May in which no more than two percent (2%) of teachers shall be absent on personal leave on the same day.
7. Special circumstances may be considered by the Superintendent for waiving the restriction on the number of teachers who may be absent on the same day.
8. The misuse of personal leave by a teacher shall be grounds for disciplinary action.

**E. Family Medical Leave**

1. If a teacher takes a leave granted under this Article for a reason covered by the Family and Medical Leave Act, the leave shall be administered under the provisions of the FMLA.
2. Upon approval of the Superintendent and Association President, this Section may be modified as necessary to comply with federal law and rules and regulations.
3. The Board shall provide a copy of the policy in each building's main office and a link on the district website to <https://www.dol.gov/agencies/whd/fmla>

**F. Legal Leave**

- a. Any teacher who is absent due to a court appearance to testify on behalf of the school or who is subpoenaed to testify because of an incident which arose out of the teacher's being a witness to events at school, shall be granted paid professional leave upon the teacher submitting to the Administration a copy of the subpoena as verification for the leave.
- b. Any teacher absent as a result of a subpoena to attend grand or petty jury service shall be granted paid professional leave so long as the teacher submits a request for such leave with supporting documentation and returns to the District any fees or monies paid to him/her for attendance on such jury duty.

**G. Sabbatical Leave**

Teachers, up to a maximum of two (2) per year, shall be eligible for sabbatical leaves after five (5) years in the system. The teacher must submit a plan for professional growth to the Superintendent for his/her



approval before application is made to the Board. Final approval for sabbatical leave will rest with the Board.

Upon return from the leave, the teacher shall be restored to his or her original or an equivalent position in the same classification with equivalent pay, benefits, and other employment terms. No additional time added to steps.

## **ARTICLE VII - LENGTH OF SCHOOL DAY/SCHOOL YEAR**

- A. The defined workday for teachers shall not exceed seven and one-half (7 1/2) hours.

The day shall include:

1. No less than thirty (30) minutes uninterrupted duty-free lunch.
2. One planning period each day during the student day of 40 minutes.
3. At the principal's discretion, monthly staff meetings, up to a maximum of eight (8) meetings (without additional compensation), not to exceed 8.0 hours total and no meeting may last longer than 60 minutes. A meeting schedule will be distributed by August 30 of each year. Changes to this schedule may be made by the principal and rescheduled for a future date with at least one week's notice.
4. In the event a high school English, Math, Reading, Social Studies, Foreign Language or Science teacher has an enrollment of 170 or more students in their combined English, Math, Reading, Social Studies, Foreign Language or Science classes per day for the majority of a nine week grading period, said teacher shall receive a \$175.00 stipend per nine week grading period for each nine week grading period where their total class enrollment exceeds 170 students. The teacher shall be paid their stipend at the end of the quarter.

Prior to September 15th, a building representative of the Association and the building administrator will review the master schedule of their building in terms of student and class distribution. If a problem should arise, it will be discussed by the building representative of the Association and the building administrator in an effort to resolve the problem.

In the event any grade 4-8 teacher has an average of thirty (30) or more students in his/her combined classes for the majority of a nine

(9) week grading period, such teacher shall receive a One Hundred Seventy Five Dollar (\$175.00) stipend at the end of the quarter.

In the event any Foreign Language teacher at the middle school levels has an enrollment of 170 or more students in his/her combined classes for the majority of a nine (9) week grading period, such teacher shall receive a One Hundred Seventy-Five Dollar (\$175.00) stipend at the end of the quarter.

In any event any grade K-3 teacher has an average of twenty-eight (28) or more students in his/her combined classes for the majority of a nine (9) week grading period, such teacher shall receive a One Hundred Seventy Five Dollar (\$175.00) stipend at the end of the quarter.

A teacher will receive a maximum of Seven Hundred Dollars (\$700.00) per year pursuant to this Section of the Contract.

5. Teachers may be required to attend three (3) evening activities per school year (without additional compensation) above and beyond the seven and one-half (7-1/2) hour day, so long as the total hours required do not exceed six (6). Principals shall not schedule a mandatory evening event without at least fourteen (14) calendar days notice.
6. Certified teachers hired on a teacher contract who are working in a non-teaching assignment are not eligible for the personal planning time outlined in VII A.2.

- B.** The defined work year for teachers shall not exceed 185 days, except for positions posted as Program Specialists, School Psychologists and Speech Language Pathologists whose defined work year shall not exceed 205 days. For Program Specialists, Speech Language Pathologists and School Psychologists, these additional twenty (20) work days will be compensated at the teacher's per diem rate.

Prior to the adoption of the school calendar, the Association President will have the opportunity to review and make suggestions on proposed calendars.

- C.** Administration may schedule three (3) professional development days in addition to the 185 work day school year. Each professional development day will not exceed six and one-half (6 ½) hours per day and teachers who are in attendance will be compensated at a rate of one hundred fifty dollars (\$150) per day. These professional development days shall be scheduled within five (5) workdays prior to the first student day and staff

will be informed of the mandatory professional development dates and topics for the following school year by January 15. These days are mandatory for all teachers and may only be missed with the special permission of the Superintendent or his/her designee.

### **ARTICLE VIII - PRINTING OF THE CONTRACT**

When negotiations are completed, the entire agreement between the parties shall be reduced to writing and posted in a PDF format on the District's website. The Association and Board shall each receive twenty five (25) additional copies.

Cost of reproduction shall be borne equally by the Board and the Association.

### **ARTICLE IX - REDUCTION IN FORCE**

Under ORC 3319.17, seniority may not be used unless evaluations are comparable. Comparable shall be determined on the basis of the most recent evaluation with each of the categories of 1) Accomplished 2) Skilled 3) Developing and 4) Ineffective. Decisions regarding the ineffective teachers are at management's discretion.

Associate Degreed pre-school teachers may not displace nor may they be displaced by a four year degreed teacher.

The reasons for reduction are those listed in ORC 3319.17 or for financial reasons.

For the duration of this Agreement, if the Board institutes a reduction in force, neither the Association nor any teacher may file a grievance. The only exception is if there is a dispute over whether the correct individual was laid off.

- A.** The Board shall provide the Association President a copy of the following information:
  - 1. A list of all teachers in the system by contract status, teaching field, continuous years of system-wide service in Alliance, and all areas of certification;
  - 2. A list of specific positions to be reduced;
  - 3. The reasons for the reduction.
- B.** The following procedure for reduction in force and restoration shall apply:

1. Attrition

The number of persons affected by a reduction in force will be kept to a minimum by not employing replacements, insofar as practicable, for teachers who retire or resign or whose limited contracts are not renewed for performance.

2. Layoff

- a. Any reduction not achieved by attrition shall be accomplished first by laying off teachers who do not have continuing contracts through suspension of contract, as appropriate, and second, if necessary, by suspending those holding continuing contracts. Among teachers within each of these two groups retention shall be on the basis of all areas of certification and seniority.

Reductions under this procedure will be effectuated at the beginning of the following school year and shall be accomplished through the suspension of a teacher's contract. Notice will be given on or before June 1st.

- b. A teacher may displace a least senior teacher in any area(s) of the more senior teacher's certification. All such certificates must be on file with the Board by the time individuals are notified of the layoff.
- c. "Seniority" is defined as continuous service on a contracted basis as a teacher in the Alliance City Schools. Approved leaves of absence shall not break continuous service but neither shall they count for years of service. Should a tie occur, seniority will be determined first by the date a teacher accepts an offer of employment as documented by the teacher signing and being provided a copy of the offer of employment form as an teacher in the Alliance City Schools and second on date a continuing contract is issued, effective for all teachers hired after July 1, 2000. Thereafter, ties will be broken by discretion of the Board.

3. Restoration

Teachers suspended as defined above and who are qualified in terms of certification shall be restored first. No new teacher shall be employed so long as there are teachers with the proper certification on the reduction list.

Teachers whose contracts were suspended and become certificated in another teaching field shall be placed on the recall list for that area.

Teachers whose contracts are suspended and become certified in another area shall be placed on the recall list for the additional certification area immediately upon verification of the new certificate. The teacher is responsible for providing proper verification. Additional certification applies for recall back rights, not displacement rights.

4. Notification of Restoration

- a. Persons to be restored shall be notified by certified mail and/or receipted methods to last known address. It is the teacher's responsibility to keep the Superintendent informed of his/her current address. Any teacher who fails to respond in writing affirmatively to the Superintendent's office within ten (10) business days, or declines a full-time position, shall forfeit all recall rights.
- b. The Association will receive a Restoration List in the order of recall.
- c. The Restoration List for limited contract teachers is to be maintained for two (2) years from the time the teacher would have reported for work if no layoff had occurred. The Restoration List for continuing contract teachers is to be maintained for three (3) years from the time the teacher would have reported for work if no layoff had occurred.

**ARTICLE X - SALARY**

**A. Salary Schedule**

2022-2023	index; 3% on the base
2023-2024	index; 4% on the base
2024-2025	index; 5% on the base

Associate Degreed pre-school teachers: will be placed on the non-degree scale.

**B. Supplemental Schedule (See Appendix B)**

A committee of two representatives of the Board and two representatives of the Association shall meet and make recommendations to the Superintendent and Association President for any changes to the supplemental schedule. If the Superintendent and Association President agree, the changes will become part of this Agreement.

Pay for extracurricular positions shall be in accordance with the schedule attached as Appendix B. The Board and Administration expressly reserve the right to decide whether or not to fill a position and how many teachers to assign to a position.

Six months prior to the end of this Contract, a study committee shall review all the supplemental positions and make recommendations for changes in the pay rates to the negotiation teams. This committee will be composed of six members, three selected by the Superintendent and three selected by the Association President. The report will be completed prior to the commencement of bargaining.

**C. STRS Pick-Up With Reduction**

Annuitization of the employee's share of retirement shall be as follows:

The Alliance Board of Education shall designate each employee's mandatory contributions to the State Teachers Retirement System of Ohio as "picked up" by the Board as interpreted by the Internal Revenue Service Rulings 77-462 and 81-36. Contributions "picked up" shall continue to be designated as employee contributions as permitted by Attorney General's Opinion 82-097. In order that the amount of the employee's income reported by the Board as subject to federal and Ohio income tax shall be the employee's total gross income reduced by the then current percentage amount of the employee's mandatory State Teachers Retirement System contribution which has been designated as "picked up" by the Board, and that the amount designated as "picked up" by the Board shall be included in computing final average salary, provided that no employee's salary is increased by such "pick up", nor is the Board's total contribution to the State Teachers Retirement System of Ohio increased thereby.

1. The amount to be picked-up and paid on behalf of each employee shall be the percentage required by STRS of the employee. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.
2. The pick-up percentage shall apply uniformly to all teachers.
3. No employee covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pickup.
4. The pick-up shall apply to all compensation including supplemental earnings.

5. For Federal and State tax purposes, the W-2 form shall show the total amount of compensation reduced by the percentage required of the employee by STRS. For STRS purposes the total amount of compensation shall not be reduced.
6. STRS pick-up shall in no way affect unemployment compensation, sick leave, workers' compensation, severance pay, daily rate of pay, or any other calculation based on appropriate salary schedule. (See Appendix A)

#### **D. Placement and Progression On the Salary Schedule**

The Board policy as of July 18, 2006 shall be the procedures for placement and progression on the salary schedule for teachers. The Association will be given no less than thirty (30) days written notice of any change in the Board policy or procedure in regard to the placement and movement on the salary schedule.

All part-time teachers working 900 hours or more will progress one year on the salary schedule the following year. If a teacher works less than 900 hours he/she shall move every other year for such part-time work.

#### **ARTICLE XI - SEVERANCE PAY**

Certificated teachers shall become eligible for severance pay when they retire from Alliance City Schools in compliance with the regulations of the State Teachers' Retirement System of Ohio. Payment will be made upon receipt of evidence that the State Retirement has been consummated within sixty (60) days of retiring from the Alliance City Schools. The following formula will be used to determine the amount of severance pay due retiring teachers:

$$39\% \times \frac{\text{Final Salary contract salary}}{\text{Accumulated Days (maximum 120 days)}} = 120 \text{ days Severance Pay}$$

Final salary is defined as salary earned for the number of days the teacher is compensated at their per diem rate.

#### **ARTICLE XII - PERIOD SUB PAY**

As per building protocol, when directed by the Superintendent or his designee, a teacher shall substitute for another teacher.

When a teacher substitutes, during their personal planning period, for another teacher, he/she shall be paid \$25.00 per hour. Reimbursement shall be paid on a quarterly basis. In the event a teacher substitutes for another teacher's class who

is absent, including inclusion teacher absences, the teacher shall be paid \$25.00 per hour. In the event the class is divided between two (2) teachers, each teacher shall receive \$12.50 per hour for covering the additional students. This does not apply to duty period assignments when assignment to cover a class during duty period. Building administrators will not use co-teachers to fill an assignment until all other options are exhausted.

### **ARTICLE XIII - TUITION REIMBURSEMENT**

The Board of Education will reimburse college or university tuition, as an incentive for continuing the educational process, in the amount of up to \$1,000 per teacher per school year for tuition expenses actually incurred for a total district expenditure per school year of \$35,000. The request for tuition reimbursement must be submitted within ninety (90) days of the last scheduled day of the course. Requests will be paid in the fiscal year they are submitted. Course reimbursement cannot exceed the cost of the course. The teacher must pass this work for reimbursement. All coursework approved by the LPDC shall qualify for reimbursement. The district shall have the right to deny payment should it deem the coursework or CEU's not to be high quality.

- A.** Teachers must have at least a Provisional Certificate to receive tuition reimbursement for additional credit earned in any appropriate field. The guidelines contained herein must be met before proceeding with work.
- B.** Any training secured by Study Grants and Needs, endowments, scholarships, or other expense paid programs will not be reimbursed.
- C.** A teacher must fulfill his/her contract the following year [those on leave of absence must return to duty at the end of the leave] or the Board of Education has the right to reclaim money paid for tuition.
- D.** To be eligible for tuition reimbursement, one must have rendered at least one year's service on a contract with the Board of Education.
- E.** The tuition reimbursement will be made during the succeeding semester when an official transcript is submitted to the Superintendent's Office.
- F.** This provision will also apply to non-university courses/seminars which are taken to fulfill CEU requirements.
- G.** In addition, the District should also provide substitutes for teachers to attend District Professional Development Programs during the school day. All such Professional Development Programs should be voluntary beyond five (5) days per year, except for curriculum development.



## **ARTICLE XIV - ASSIGNMENTS, TRANSFERS AND VACANCIES**

### **A. Assignments**

#### **1. Definition of Assignment**

An assignment is the designated instructional position for a teacher.

2. By May 15th, the Administrator will advise each teacher of his/her assignment for the following school year, if the Administrator expects the assignment to be different than the teacher's current assignment. An assignment will be considered different if the teacher is to teach a different grade at the elementary level or a different grade or course at the middle school level, or a different course at the high school level. Notwithstanding this provision, the right of the Superintendent to reassign personnel as needed throughout the school system shall not be abridged.
3. If two teachers within a building desire a grade level change, they will be given an opportunity to meet with the principal to discuss such a change. The principal may grant such a change.

### **B. Definition of Vacancy**

#### **1. Definition of Vacancy**

A "vacancy" is a newly created position; promotional openings; or a position arising as a result of deaths, resignations, terminations, retirements, non-renewals, or transfers. A teacher position will be considered vacant as soon as the position is created or the contracted teacher leaves the position.

2. A vacancy only exists when there is no teacher on the Restoration List who is eligible to fill a bargaining unit position. If the eligible teacher(s) refuse this position, then it is considered a vacancy.

### **C. Transfers**

#### **1. Definition**

A "transfer" is the movement of a teacher from one building to another.

## 2. Involuntary Transfer

An involuntary transfer is one that is initiated by the Administration. Prior to an involuntary transfer, the Superintendent or designee will meet with the teacher and explain the reasons for the transfer.

No teacher shall be involuntarily transferred more than once every three years, unless necessary to prevent a reduction in force or if a building is closed, if there is a district wide reorganization, or to comply with provisions of federal mandates, i.e. school choice, school improvement requirement.

## 3. Voluntary Transfer

Qualified teachers who apply for a vacancy shall be considered for the vacancy.

A person requesting a transfer who is not transferred may meet with the Superintendent and be given the reasons why the transfer request was not approved.

In exceptional circumstances where a transfer has not been carried out after the third school year a request has been made, the Association President and the Superintendent shall confer to attempt a workable solution.

## **D. Posting**

1. When the Board or Administration decide to fill a vacancy in a teacher position, the vacancy will be advertised to teachers through school email at least seven days in advance of filling the vacancy. Notice of vacancies will be posted on the Alliance City Schools website for at least seven (7) calendar days. During the summer recess:
  - a. If the vacancy occurs after June 30, these timelines may be waived by the Administration.
2. If a teacher has indicated in writing that he/she wants a different assignment, the teacher will automatically be considered for that position if it becomes vacant and is to be filled.
3. Each notice of bargaining unit vacancy shall be dated and shall include the building, the grade level(s), or subject(s) to be taught, and the deadline for submitting the application.

## **ARTICLE XV - INDIVIDUAL RIGHTS AND RESPONSIBILITIES**

### **A. Personnel File**

1. There will be established and maintained one (1) official file for each teacher. This file shall be maintained by the office of the Superintendent or designee. The individual and a witness of his/her choice, if requested, shall have the right to inspect, with an Administrator present, his/her personnel file during the regular office hours.
2. A teacher shall receive a copy of any letter of reprimand if such item is placed in his/her file.
3. If a teacher feels that the file contains information that is inaccurate, irrelevant, outdated, or incomplete, such teacher shall have the right to attach a written statement to the disputed information in accordance with ORC 1347.

### **B. Free Athletic Pass**

All teachers, upon request, shall be provided a free athletic pass good for all home Alliance athletic events each year. The athletic pass is to be used by the teacher.

### **C. Health and Safety**

1. The Administration shall provide a safe, clean, and healthy working environment for all teachers.
2. The Administration and the teachers shall comply with Section 4167.06 of the Revised Code should there be any question about the propriety of the working conditions to which a teacher is assigned.
3. No teacher shall be required to deal with any blood-borne pathogens unless adequate protective equipment is available for the teacher at that time.
4. All teachers identified as "at risk" to blood-borne pathogens will be provided Hepatitis B inoculation protection at no cost, as defined in the Stark County School Blood-Borne Pathogen Control Guidance Policy or by the Alliance School Health/Safety Council.
5. The Building Principal will direct the Guidance Department to notify any teacher who has a student in his/her class where the District has

knowledge of the student's history of dangerous or violent behavior, provided the District is legally permitted to disclose this information.

6. Except for school nurses or appropriately trained teachers (when a trained aide is unavailable), no teacher shall be required to perform any nursing or medical procedures and/or dispense any medication to students.
7. No teacher shall be in any way discriminated against as a result of reporting any condition regarding safety, health, and sanitation.

#### **D. Inclusion**

1. The Board will be in compliance with Federal and State laws and regulations regarding inclusion. Teachers will be offered the opportunity to be included in IEP meetings on the placement of special needs students in their classroom before such placement occurs. Special education teachers will be part of IEP teams.
2. Training will be provided for teachers participating in an inclusion model. A teacher shall have the ability to convene an IEP team of which he/she is a member, at any time he/she believes a pupil has been inappropriately placed. All teachers will be given a list of the students in their classroom that have an IEP by the end of September.
3. Teachers with IEP-writing responsibilities shall be paid \$150 in total for writing 1-8 IEP's and \$300 in total for writing 9 or more IEP's. Payment shall be made on or before the last pay of a contract year. Teachers shall not be given payment for IEP's that are deemed to not be compliant.
4. Teachers responsible for the ODE Alternate Assessment Collection of Evidence process shall be granted up to one day of release time per school year, during which time substitutes shall be secured to cover the typical daily duties of the teachers conducting the mandated Alternate Assessment Collection of Evidence process. The identified release day will be determined by the Administration.

#### **E. School Based Decision Making**

Where the Administration and seventy-five percent (75%) of the staff of a particular building agree on a school based decision making plan for their building and, after submission of the plan in writing to the Association Executive Committee and the Superintendent, they agree, provisions of this contract which are in conflict with the plan are, without more,

expressly waived as to this plan and of no effect as to that building for the agreed time period.

**F. Local Professional Development Committees**

1. The Superintendent and the Association President will decide on the number of LPDC committees within the District. In total, there will be 9 teachers and 6 administrators. If there are multiple committees, each shall be comprised of at least one teacher and one administrator.
2. The composition of the committee shall ensure that a majority of the members of each LPDC are classroom teachers selected by the Association President. The other members will be selected by the Superintendent or designee.
3. A vacancy will be filled during the term of an LPDC member who vacates the position by the Association President and/or Superintendent or designee, as applicable. The appointment shall be for the remainder of the term.
4. The length of the terms of LPDC members shall be three (3) years and the terms shall be staggered.
5. \$25.00 per hour will be provided during which LPDC members are handling LPDC responsibilities outside their defined 7-1/2 hour workday.
6. The criteria required when an Individual Professional Development Plan (IPDP) is submitted will be established by the Committee.
7. By the end of his/her second year of a certificate or license, an individual must submit his/her IPDP to the LPDC. The plan may be amended once between the second and fourth year.
8. A majority vote of the LPDC members will decide whether an IPDP is approved or disapproved. The IPDP will be returned to the submitter within thirty (30) calendar days. Rationale/Recommendations will be given if the plan is disapproved.
9. Training for members of the LPDC shall be provided through the Alliance City School District.
10. The Appeals Board shall consist of three (3) teachers, appointed by the Association President, and two (2) administrators appointed by the Superintendent. Their decision is final, unless the State establishes a different mandatory appeals vehicle.

11. Timetables and locations for meetings of the LPDC, as well as the Appeals Committee, will be established by the Committee(s) with at least two (2) weeks prior notification provided to all LPDC members.

**G. ESEA**

1. Before identifying an elementary school or a secondary school for school improvement under 20 USC 6316(b), paragraph (1) or (5), or for corrective action under paragraph (7), or for restructuring under paragraph (8), the Employer shall provide the Association with an opportunity to review the school-level data, including academic assessment data, on which the proposed identification is based. If the Association believes that the proposed identification is in error for statistical or other substantive reasons, the Association may provide supporting evidence to the Employer, which shall consider that evidence before making a final determination.
2. Title I, Section 1116(d), of the ESEA provides that: “Nothing under this Section (Title I. Academic Assessment and Local Educational Agency and School Improvement) shall be construed to alter or otherwise affect the rights, remedies, and procedures afforded school or school district employees under Federal, State, or local laws (including applicable regulations or court orders) or under the terms of collective bargaining agreements, memoranda or understanding, or other agreements between such employees and their employers.”
3. No School Improvement Plan (SIP) provisions shall alter, modify, violate or supersede this agreement except as mutually agreed in writing by the Employer and the Association.

**H. Career/Technical Professional Development**

Career/Technical Education teachers shall be granted one (1) day of release time per school year for the purposes of field observation in workplaces related to their career/technical field. The release day can be scheduled as one (1) full day or two (2) half days when agreed upon between the teacher and building administrator.

**ARTICLE XVI - CONTRACTS**

- A.** Teaching contracts shall be issued in the form attached hereto as Appendix D.

- B.** Limited teaching contracts of teachers with five (5) or more years' experience in Alliance shall not be non-renewed for "arbitrary and capricious" reasons. This shall not apply to supplemental contracts.

**C. Certification**

Teachers who drop their certification for subjects they are currently teaching cannot displace a less senior teacher in another area of certification.

**ARTICLE XVII - MANAGEMENT RIGHTS**

Except as otherwise provided in this Agreement, the Board and Administration reserve and retain all managerial authority vested in them by law including those rights enumerated in Section 4117.08 of the Ohio Revised Code.

**ARTICLE XVIII - REHIRING/HIRING RETIREES**

The Board may, in its sole discretion, choose to hire/rehire individuals who have retired with any public retirement system. If such individual is hired/rehired, the following terms and conditions shall govern:

1. The individual shall be issued a one year limited contract which shall automatically expire and as a condition of employment, the teacher waives his/her right to a continuing contract under Ohio law.
2. The teacher must waive any rights he/she may have or accrue under 3319.11 ORC, 3319.111 ORC, 3319.17 ORC.
3. Insurance benefits will be compliant with STRS regulations.
4. The teacher waives any rights he/she may have or accrue to severance pay either under Ohio law or board policy.
5. The teacher waives any right he/she may have or accrue to any type of retirement incentive program.
6. The teacher agrees to be placed on the salary schedule at the step and column as if he/she was a new hire to the district, i.e. five years experience and five military to a maximum of ten.
7. The following articles of the collective bargaining agreement shall not be applicable to individuals hired/rehired under this Article:

Article III – Evaluation – unless required by 3319.111 ORC, 3319.11 ORC

Article V – Insurance (unless otherwise modified by #3)

Article IX – Reduction in Force

Article X – Salary

Article XI – Severance Pay

8. The maximum number of retirees that may be hired under the provisions of this article shall not exceed 5% of the bargaining unit.

## **ARTICLE XIX –EFFECTS AND DURATION OF CONTRACT**

- A. This Contract shall be in effect from July 1, 2022 through June 30, 2025.
- B. In the event that any provision or any part of a provision of this Contract shall at any time be declared invalid by any Court of competent jurisdiction, such decision shall not invalidate the entire agreement, it being the express intent of the parties hereto that all provisions, or any part of the provisions, not so declared invalid shall remain in full force and effect.
- C. The Board of Education shall change its personnel policies and practices as may be necessary in order to give full force and effect to this contract. Should there be a conflict between this contract and any such policy or practice, then the terms of this Contract shall prevail.
- D. Individual contracts of employment with teachers shall in all respects be consistent with this contract which shall be deemed incorporated by reference in such individual contracts.
- E. If the parties voluntarily decide to negotiate a change in this Agreement during its term, the amendment shall not become effective unless it is reduced to writing and properly approved, signed, and dated by both parties.
- F. If during the term of this Agreement, the Board is required by law to negotiate mid-term, then the parties will meet to negotiate within thirty (30) days.

In the event agreement is not reached, the Board is not required to participate in dispute resolution process prior to Board action on any changes in terms and conditions of employment not contained in the Agreement. When impasse is reached over items not contained in the contract, the board may implement its last best offer.



**FOR THE BOARD**

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
President, Alliance Board of Education

\_\_\_\_\_  
Date

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Date

**FOR THE ASSOCIATION**

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bargaining Team Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bargaining Team Member

\_\_\_\_\_  
Date

# APPENDIX A

YEAR	22/23	BASE =	38,002			
	NON DEG	B.A.	FIVE YR	MASTERS	MASTER+15	MASTER+30
1	35,494	38,002	42,334	43,132	43,930	43,930
2	36,900	41,916	44,158	45,146	45,944	45,944
3	38,306	43,512	45,982	47,160	47,959	47,959
4	39,712	45,108	47,807	49,175	49,973	49,973
5	41,118	46,704	49,631	51,189	51,987	51,987
6	42,524	48,301	51,455	53,203	54,001	54,001
7	43,930	49,897	53,279	55,217	56,015	56,015
8	45,336	51,493	55,103	57,231	58,029	58,029
9	46,742	53,089	56,927	59,245	60,043	60,043
10	48,149	54,685	58,751	61,259	62,057	62,057
11	49,555	56,281	60,575	63,273	64,071	64,071
12	50,961	58,257	63,463	66,504	69,164	69,164
13	52,367	59,891	65,363	68,594	71,444	71,444
14	52,367	61,525	67,264	70,684	73,724	73,724
15	52,367	61,525	67,264	72,774	76,004	76,004
16	52,367	61,525	67,264	72,774	76,004	76,004
17	52,367	61,525	67,264	72,774	76,004	76,004
18	53,773	63,159	69,164	74,864	78,284	78,588
19	53,773	63,159	69,164	74,864	78,284	78,588
20	53,773	63,159	69,164	74,864	78,284	78,588
21	54,768	64,155	70,159	75,859	79,280	79,848
22	54,768	64,155	70,159	75,859	79,280	79,848
23	54,768	64,155	70,159	75,859	79,280	79,848
24	54,768	64,155	70,159	75,859	79,280	79,848
25	54,768	64,155	70,159	75,859	79,280	79,848
26	54,768	64,155	70,159	75,859	79,280	79,848
27	54,768	64,155	70,159	75,859	79,280	79,848
28	55,905	65,292	71,296	76,996	80,417	81,286
29	55,905	65,292	71,296	76,996	80,417	81,286
30	55,905	65,292	71,296	76,996	80,417	81,286
31	56,464	65,945	72,009	77,766	81,221	82,099

# APPENDIX A

YEAR	23/24	BASE =	39,522			
	NON DEG	B.A.	FIVE YR	MASTERS	MASTER+15	MASTER+30
1	36,914	39,522	44,028	44,857	45,687	45,687
2	38,376	43,593	45,925	46,952	47,782	47,782
3	39,838	45,253	47,822	49,047	49,877	49,877
4	41,300	46,913	49,719	51,141	51,971	51,971
5	42,763	48,573	51,616	53,236	54,066	54,066
6	44,225	50,232	53,513	55,331	56,161	56,161
7	45,687	51,892	55,410	57,425	58,255	58,255
8	47,150	53,552	57,307	59,520	60,350	60,350
9	48,612	55,212	59,204	61,615	62,445	62,445
10	50,074	56,872	61,101	63,709	64,539	64,539
11	51,537	58,532	62,998	65,804	66,634	66,634
12	52,999	60,587	66,002	69,164	71,930	71,930
13	54,461	62,287	67,978	71,337	74,301	74,301
14	54,461	63,986	69,954	73,511	76,673	76,673
15	54,461	63,986	69,954	75,685	79,044	79,044
16	54,461	63,986	69,954	75,685	79,044	79,044
17	54,461	63,986	69,954	75,685	79,044	79,044
18	55,924	65,686	71,930	77,858	81,415	81,731
19	55,924	65,686	71,930	77,858	81,415	81,731
20	55,924	65,686	71,930	77,858	81,415	81,731
21	56,958	66,721	72,965	78,893	82,451	83,042
22	56,958	66,721	72,965	78,893	82,451	83,042
23	56,958	66,721	72,965	78,893	82,451	83,042
24	56,958	66,721	72,965	78,893	82,451	83,042
25	56,958	66,721	72,965	78,893	82,451	83,042
26	56,958	66,721	72,965	78,893	82,451	83,042
27	56,958	66,721	72,965	78,893	82,451	83,042
28	58,141	67,904	74,148	80,076	83,634	84,538
29	58,141	67,904	74,148	80,076	83,634	84,538
30	58,141	67,904	74,148	80,076	83,634	84,538
31	58,723	68,583	74,889	80,877	84,470	85,383

# APPENDIX A

YEAR	24/25	BASE =	41,498			
	NON DEG	B.A.	FIVE YR	MASTERS	MASTER+15	MASTER+30
1	38,759	41,498	46,229	47,100	47,972	47,972
2	40,295	45,772	48,221	49,300	50,171	50,171
3	41,830	47,515	50,213	51,499	52,370	52,370
4	43,365	49,258	52,204	53,698	54,570	54,570
5	44,901	51,001	54,196	55,898	56,769	56,769
6	46,436	52,744	56,188	58,097	58,969	58,969
7	47,972	54,487	58,180	60,297	61,168	61,168
8	49,507	56,230	60,172	62,496	63,367	63,367
9	51,043	57,973	62,164	64,695	65,567	65,567
10	52,578	59,716	64,156	66,895	67,766	67,766
11	54,113	61,459	66,148	69,094	69,966	69,966
12	55,649	63,616	69,302	72,622	75,526	75,526
13	57,184	65,401	71,377	74,904	78,016	78,016
14	57,184	67,185	73,451	77,186	80,506	80,506
15	57,184	67,185	73,451	79,469	82,996	82,996
16	57,184	67,185	73,451	79,469	82,996	82,996
17	57,184	67,185	73,451	79,469	82,996	82,996
18	58,720	68,970	75,526	81,751	85,486	85,818
19	58,720	68,970	75,526	81,751	85,486	85,818
20	58,720	68,970	75,526	81,751	85,486	85,818
21	59,806	70,057	76,613	82,837	86,573	87,194
22	59,806	70,057	76,613	82,837	86,573	87,194
23	59,806	70,057	76,613	82,837	86,573	87,194
24	59,806	70,057	76,613	82,837	86,573	87,194
25	59,806	70,057	76,613	82,837	86,573	87,194
26	59,806	70,057	76,613	82,837	86,573	87,194
27	59,806	70,057	76,613	82,837	86,573	87,194
28	61,048	71,299	77,855	84,080	87,815	88,764
29	61,048	71,299	77,855	84,080	87,815	88,764
30	61,048	71,299	77,855	84,080	87,815	88,764
31	61,659	72,011	78,634	84,920	88,693	89,652

**SUPPLEMENTAL SALARY SCHEDULE**  
**(Indexed to base salary)**

	<u>Index</u>
Ticket Manager	.161
Equipment Manager	.086
Faculty Manager	.190
Study Table Monitor	.075
Middle School Events Monitor Fall	.018
Middle School Events Monitor Winter	.025
Middle School Events Monitor Spring	.012
Middle School Events Supervisor	.106
Physical Fitness Boys	.038
Physical Fitness Girls	.038
Weight-lifting Coach, Boys	.051
Weight-lifting Coach, Girls	.051
Intramurals, Boys	.048
Intramurals, Girls	.048
Head Football Coach	.222
Varsity Assistant Football Coach	.125
9th Grade Football Coach	.125
Middle School Head Football Coach	.100
Middle School Assistant Football Coach	.096
Head Boys Basketball Coach	.222
Varsity Assistant Boys Basketball Coach	.125
9th Grade Boys Basketball Coach	.125
8th Grade Boys Basketball Coach	.100
7th Grade Boys Basketball Coach	.100
Head Girls Basketball Coach	.222
Varsity Assistant Girls Basketball Coach	.125
9th Grade Girls Basketball Coach	.125
8th Grade Girls Basketball Coach	.100
7th Grade Girls Basketball Coach	.100
Head Wrestling Coach	.222
Varsity Assistant Wrestling Coach	.125
9th Grade Wrestling Coach	.125
Middle School Wrestling Coach	.100
Head Swimming Coach	.165
Varsity Assistant Swimming Coach	.127

Head Boys Track Coach	.165
Varsity Assistant Boys Track Coach	.079
9th Grade Boys Track Coach	.079
Head Middle School Boys Track Coach	.079
Middle School Boys Track Coach	.079
Head Girls Track Coach	.165
Varsity Assistant Girls Track Coach	.079
9th Grade Girls Track Coach	.079
Head Middle School Girls Track Coach	.079
Middle School Girls Track Coach	.079
Head Baseball Coach	.165
Varsity Assistant Baseball Coach	.079
JV Baseball Coach	.079
9th Grade Baseball Coach	.079
Head Boys Soccer Coach	.165
Assistant Boys Soccer Coach	.079
Head Girls Soccer Coach	.165
Assistant Girls Soccer Coach	.079
Head Girls Softball Coach	.165
Varsity Assistant Girls Softball Coach	.079
JV Girls Softball Coach	.079
9 <sup>th</sup> Grade Softball Coach	.079
Head Volleyball Coach	.165
Varsity Assistant Volleyball Coach	.079
Middle School Volleyball Coach	.079
9th Grade Volleyball Coach	.079
Head Boys Cross Country Coach	.145
Head Girls Cross Country Coach	.145
Varsity Asst. Cross Country Coach	.069
Middle School Cross Country Coach	.069
Head Boys Tennis Coach	.145
Boys' Varsity Asst. Tennis Coach	.079
Head Girls Tennis Coach	.145
Girls' Varsity Asst. Tennis Coach	.069
Head Boys Golf Coach	.145
Head Girls Golf Coach	.145
Middle School Golf Coach	.069

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Head Girls Bowling Coach	.145
Head Boys Bowling Coach	.145
Varsity Cheerleader Advisor	.165
Varsity Asst. Cheerleader Advisor	.079
9th Grade Cheerleader Advisor	.079
Middle School Cheerleader Advisor	.079
Middle School Math Team/Math Counts	.030
Middle School Student Senate	.030
National Junior Honor Society	.030
Middle School Vocal	.040
Middle School Instrumental	.040
E-Sports Coordinator	.090
Youth Sports Coordinator	.363
High School Department Head	.078
Middle School Team Leaders	.060
Intermediate School Team Leaders	.060
Mentor for One Mentee	.060
On-line Teacher (per semester)	.016
On-Line Stark State Class Facilitator	.015
Marching/Concert Band Director	.235
Assistant HS Marching/Concert Band Director	.130
Marching Instructor	.079
Auxiliary Flag/Majorette Advisor	.079
High School Pep Band	.040
High School Jazz Band	.040
High School Orchestra Director	.079
Assistant HS Orchestra Director	.040
HS Choir/Competitive Show Choir Director	.222
Assistant HS Choir Director	.040
Assistant Director Show Choir	.079
Show Choir & Musical Choreographer	.040
Elementary/Intermediate Winter Vocal Director	.020
Elementary/Intermediate Spring Vocal Director	.020

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Dramatics	.079
Pit Orchestra Director	.040
Assistant Pit Orchestra Director	.023
Head Set Builder & Designer	.040
Assistant Dramatics	.040

Class Advisor, 9th Grade	.030
Class Advisor, 10th Grade	.030
Class Advisor, 11th Grade/Prom Advisor	.045
Class Advisor, 12 <sup>th</sup> Grade	.030

Academic Challenge	.090
Key Club	.030
Mentor	.055
National Honor Society	.060
Power of the Pen	.030
Red & Blue Advisor	.060
Robotics Coach	.050
Science Fair Chair	.015
Skills USA Career & Tech Student Group Advisor	.030
Speech/Debate	.090
Assistant Speech/Debate	.045
Student Senate/Homecoming	.075
Teen Court	.030
Telecommunication	.172
Teton Science Club Advisor	.060
Yearbook Advisor	.060

Speech Language Pathologist/School Psychologist Stipend .183

If assistance is needed for Art and Choreography, services may be purchased from production proceeds. No additional district monies are available.



ALLIANCE CITY SCHOOLS  
TEACHER GRIEVANCE PROCEDURE FORM

Subject Level \_\_\_\_\_  
Grade Level \_\_\_\_\_  
Building \_\_\_\_\_

Grievant: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Date Event Giving Rise to Grievance Occurred: \_\_\_\_\_

Person or Persons To Whom Grievance Is Directed: \_\_\_\_\_  
\_\_\_\_\_ Initiated at Step: \_\_\_\_\_

Statement of Grievance and Section of Article of the Negotiated Agreement  
Alleged to Have Been Violated: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Remedy Sought: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature of Grievant: \_\_\_\_\_

**TEACHER'S CONTRACT – LIMITED**

AN AGREEMENT entered into between \_\_\_\_\_ of \_\_\_\_\_ and THE BOARD OF EDUCATION OF \_\_\_\_\_ in Stark County, Ohio, hereby agrees to teach in the Public Schools of said District for a period of \_\_\_\_\_ year(s) on the days designated in the officially adopted school calendar \_\_\_\_\_. The teacher further agrees to abide by and maintain the rules and regulations adopted by said Board of Education for the government of the Schools of said District.

It is understood that this contract does not constitute any obligation, either written or implied, for reemployment beyond the term stated in this contract.

**TEACHING ASSIGNMENT:**

IN CONSIDERATION of and for such services, the said Board of Education agrees to pay, at the office of its Treasurer to the above-named teacher the sum of \_\_\_\_\_ Dollars per year.

Said salary will be payable in biweekly installments beginning \_\_\_\_\_, \_\_\_\_\_, 20\_\_\_\_.

Entered into at Alliance, Ohio, this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_.

\_\_\_\_\_  
Teacher

**THE BOARD OF EDUCATION**

By \_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Treasurer

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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.