

**MASTER
AGREEMENT**

between the

**PICKERINGTON
EDUCATION
ASSOCIATION**

and the

**PICKERINGTON
BOARD
OF EDUCATION**

**MIDNIGHT JUNE 30, 1993
through
MIDNIGHT JUNE 30, 1996**



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PICKERINGTON LOCAL SCHOOL DISTRICT

MEMORANDUM OF UNDERSTANDING

The Board and the Association agree that an ad hoc committee of Curriculum Council composed of teachers, parents, and administrators be established for the purpose of reviewing the current six (6) weeks grading system. The bulk of this committee's work will occur during the 1993-94 school year with an emphasis upon looking at nine (9) weeks grading periods. Any recommendations from the committee as presented to Curriculum Council will then be passed on to the Board. Any implementations of recommended and approved changes would not occur until the start of the 1994-95 school year.

The parties further agree that a committee of teachers and administrators will be established for the purpose of reviewing Article 23, Unit Member Evaluation, during the first two (2) years of this agreement. The role of this committee will be to investigate ways to make the evaluation process more meaningful and effective for both teachers and administrators. It is understood that any suggested changes offered by the committee will be subject to bargaining at the next round of negotiations.

It is understood that effective July 1, 1990, all tutors assigned classroom teaching positions after July 1, 1990, who had classroom teaching experience for which they had not been given credit on the previous tutor salary schedule were given credit for previous teaching (non-tutor) experience based on Article 7 of this agreement. Repeal of the previous tutor salary schedule resulted in not more than one (1) year of advancement (normal progression) on the salary schedule for any bargaining unit member. Salary schedule credit for service as a tutor prior to July 1, 1990, was governed by the negotiated agreement in effect when the service was performed. Therefore, it is understood that all tutors are now properly placed on the teacher salary schedule.

ARTICLE 1

RECOGNITION

The Pickerington Board of Education, hereinafter referred to as the "Board", recognizes the Pickerington Education Association, OEA, NEA, COTA, hereinafter referred to as the "Association". As the sole and exclusive bargaining representative of the bargaining unit defined in Article 2, Bargaining Unit.

ARTICLE 2

BARGAINING UNIT

- A. For the purposes of defining the bargaining unit, all full and part-time, certificated employees shall be included. Excluded shall be the Superintendent, Directors, Principals, Assistant Principals, Administrative Assistant, all other certificated administrators, Dean of Students, Coordinators, Head Nurse, Athletic Director, supervisory employees, casual employees, and substitutes that work less than sixty (60) consecutive work days in the same assignment.
- B. Notwithstanding the above, part-time and hourly unit members shall have their pay benefits and other rights under this contract prorated accordingly with the exception of life insurance.

ARTICLE 3

SCOPE OF NEGOTIATIONS

The obligation to bargain collectively means to negotiate at reasonable times and to execute a written contract incorporating the terms of any agreement reached. The obligation to bargain collectively does not require the Board or the Association to agree to a proposal nor does it require the making of a concession.

Those matters which are negotiable are: wages, hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of this Agreement.

ARTICLE 4

PROCEDURES FOR CONDUCTING NEGOTIATIONS

Either party may request negotiations for a successor Agreement by issuing a notice to negotiate to the other party between one hundred twenty (120) and ninety (90) days prior to the expiration of this Agreement. The State Employment Relations Board will also be notified of the intent to open negotiations at this time.

Within fifteen (15) days of receipt of said notice, representatives of the parties shall meet and submit proposals for the successor Agreement. Said proposals shall be comprehensive in nature and no additional issues shall be introduced after the first session without mutual agreement. Subsequent bargaining sessions shall be set at times and dates as are mutually agreed to by the teams.

Negotiations teams will be limited to seven (7) members each. Both sides may agree to change this size by mutual agreement.

Negotiations sessions shall be conducted in executive session; however, this does not prohibit the flow of information to either party's constituency.

Upon request of either bargaining team, a bargaining session may be recessed to permit a caucus.

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

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

As tentative agreement is reached on each issue, it shall be so noted and initialed by each party. When consensus is reached covering the areas under discussion, the proposed Agreement shall be reduced to writing as a tentative agreement and submitted to the Association and the Board for approval. Following approval by the Association and Board, a contract shall be entered into by both parties. The Association and the Board agree to abide by the terms of the Agreement. The final Agreement, as adopted by the Board and ratified by the Association, will be printed by a professional printer and presented to each member within thirty (30) days. The cost of such printing, including labor and material, shall be borne by the Board. The Association shall be responsible for getting a print-ready copy to the Board.

In the event an agreement is not reached after forty-five (45) days from the first bargaining session, either of the parties shall have the option of requesting the assistance of a federal mediator under the guidelines of the Federal Mediation and Conciliation Service. In the event that the services of a

mediator are called upon, the mediation process will last twenty-one (21) calendar days from assignment of a mediator and/or the expiration date of the contract, whichever is less, the mediation process may be extended by mutual agreement of the parties.

Within forty-five (45) days prior to the expiration of the contract, the parties by mutual agreement, may agree to another alternative dispute resolution procedure. Any mutually agreed change shall be sent, in writing, to the State Employment Relations Board.

ARTICLE 5

ASSOCIATION RIGHTS

The Association shall be granted the following sole and exclusive privileges:

A. USE OF SCHOOL FACILITIES FOR MEETINGS

Meetings shall be arranged to not interrupt normal instructional programs and in keeping with Board policy governing use of buildings.

B. USE OF SCHOOL EQUIPMENT

Use of school equipment such as duplicating machines, typewriters, calculators and audio-visual machines; Board purchased consumable materials used by the Association, i.e., paper, shall be paid for by the Association at Board cost plus a nominal fee for handling. The Association will turn in each semester a listing of supplies used and number of copies made in order that the Board may bill them accordingly. Copies will be charged at the Board's current cost. The Association assumes full financial responsibility for any loss, or willful damage to Board owned equipment while in use by the Association. The above mentioned equipment may only be used before or after the normal unit member day but not at any time which would conflict with normal school usage of this equipment.

C. USE OF BULLETIN BOARDS

The Board agrees to designate one (1) bulletin board per teacher workroom for use of the Association.

D. SCHOOL MAIL

The Association has the right to use the regular school mailboxes.

E. IDENTIFYING INSIGNIA

The Association may place identifying stickers on unit members' mailboxes.

F. PAYROLL DEDUCTIONS

The Board agrees to deduct from salaries of the unit members, dues for the Association/OEA/NEA/COTA and individual associations as said unit members, individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to the Association. Unit member authorization will be on a form provided by the Association. The

Association relieves the Board and all its officers from any liability in dues deduction disputes.

Deductions will be made for ten (10) pay periods beginning with the second pay in October. Any changes or additions to the authorized deductions must be in the Treasurer's office no later than October 1.

G. INFORMATION CONCERNING BOARD MEETINGS

The Association shall receive an advance copy of the Agenda of each Board meeting, including material received by the Board that is intended for public discussion and review. Such material shall be sent at the same time said material is sent to the Board.

H. DIRECTORY INFORMATION

The Association shall be provided directory information of all bargaining unit members by October 15 of each year.

I. BOARD MEETING PARTICIPATION

The Association shall have the right to address the Board during public discussion at any regular Board meeting with advance notice. The Association will be granted ten (10) minutes to address the Board.

J. GENERAL TEACHERS MEETINGS

The Board shall allow an Association representative(s) to address unit members for twenty (20) minutes following the general teacher's meeting at the beginning of the year. The Association shall also have the right to address new unit members during lunch at their orientation meeting prior to the beginning of the school year.

K. TRANSACTION OF ASSOCIATION BUSINESS

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

ARTICLE 6

MANAGEMENT RIGHTS

The Board of Education retains, without limitation, all rights to manage and control the operations of the school district and to exercise, to the fullest extent permitted by law, those powers and that authority vested in it by law. Such rights include but are not limited to:

1. Determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the public employer, standards of service(s), its overall budget, utilization of technology, and organizational structure;
2. Direct, supervise, evaluate, or hire employees;
3. Maintain and improve the efficiency and effectiveness of governmental operations;
4. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
5. Suspend, discipline, demote, discharge, or lay off, transfer, assign, schedule, promote, or retain employees;
6. Determine the adequacy of the work force;
7. Determine the overall mission of the employer as a unit of government;
8. Effectively manage the work force;
9. Take actions to carry out the mission of the public employer as a governmental unit.

The exercise of such power and authority shall be limited only by the express provisions of this agreement and only to the extent that such limitation may lawfully be included in this collective bargaining agreement.

ARTICLE 7

SALARY SCHEDULE - 1993-94

<u>YEARS</u>	<u>BA</u>	<u>5.YR.</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
0	\$23,166 1.0000	\$25,251 1.0900	\$27,799 1.2000	\$29,073 1.2550	\$30,347 1.3100	\$ 0
1	24,208 1.0450	26,293 1.1350	29,073 1.2550	30,347 1.3100	31,622 1.3650	0
2	25,251 1.0900	27,336 1.1800	30,347 1.3100	31,622 1.3650	32,896 1.4200	0
3	26,293 1.1350	28,378 1.2250	31,622 1.3650	32,896 1.4200	34,170 1.4750	0
4	27,336 1.1800	29,421 1.2700	32,896 1.4200	34,170 1.4750	35,444 1.5300	0
5	28,378 1.2250	30,463 1.3150	34,170 1.4750	35,444 1.5300	36,718 1.5850	37,992 1.6400
6	29,421 1.2700	31,506 1.3600	35,444 1.5300	36,718 1.5850	37,992 1.6400	39,266 1.6950
7	30,463 1.3150	32,548 1.4050	36,718 1.5850	37,992 1.6400	39,266 1.6950	40,541 1.7500
8	31,506 1.3600	33,591 1.4500	37,992 1.6400	39,266 1.6950	40,541 1.7500	41,815 1.8050
9	32,548 1.4050	34,633 1.4950	39,266 1.6950	40,541 1.7500	41,815 1.8050	43,089 1.8600
10	33,591 1.4500	35,676 1.5400	40,541 1.7500	41,815 1.8050	43,089 1.8600	44,363 1.9150
11	34,633 1.4950	36,718 1.5850	41,815 1.8050	43,089 1.8600	44,363 1.9150	45,637 1.9700
12	35,676 1.5400	37,761 1.6300	43,089 1.8600	44,363 1.9150	45,637 1.9700	46,911 2.0250
13	36,718 1.5850	38,803 1.6750	44,363 1.9150	45,637 1.9700	46,911 2.0250	48,185 2.0800
14	37,992 1.6400	40,077 1.7300	45,637 1.9700	46,911 2.0250	48,185 2.0800	49,459 2.1350
18	39,266 1.6950	41,351 1.7850	46,911 2.0250	48,185 2.0800	49,459 2.1350	50,734 2.1900
22	40,309 1.7400	42,394 1.8300	48,185 2.0800	49,459 2.1350	50,734 2.1900	52,008 2.2450
27	41,583 1.7950	43,668 1.8850	49,459 2.1350	50,734 2.1900	52,008 2.2450	53,282 2.3000

SALARY SCHEDULE - 1994-95

<u>YEARS</u>	<u>BA</u>	<u>5 YR.</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
0	\$24,093 1.0000	\$26,261 1.0900	\$28,912 1.2000	\$30,237 1.2550	\$31,562 1.3100	\$ 0
1	25,177 1.0450	27,346 1.1350	30,237 1.2550	31,562 1.3100	32,887 1.3650	0
2	26,261 1.0900	28,430 1.1800	31,562 1.3100	32,887 1.3650	34,212 1.4200	0
3	27,346 1.1350	29,514 1.2250	32,887 1.3650	34,212 1.4200	35,537 1.4750	0
4	28,430 1.1800	30,598 1.2700	34,212 1.4200	35,537 1.4750	36,862 1.5300	0
5	29,514 1.2250	31,682 1.3150	35,537 1.4750	36,862 1.5300	38,187 1.5850	39,513 1.6400
6	30,598 1.2700	32,766 1.3600	36,862 1.5300	38,187 1.5850	39,513 1.6400	40,838 1.6950
7	31,682 1.3150	33,851 1.4050	38,187 1.5850	39,513 1.6400	40,838 1.6950	42,163 1.7500
8	32,766 1.3600	34,935 1.4500	39,513 1.6400	40,838 1.6950	42,163 1.7500	43,488 1.8050
9	33,851 1.4050	36,019 1.4950	40,838 1.6950	42,163 1.7500	43,488 1.8050	44,813 1.8600
10	34,935 1.4500	37,103 1.5400	42,163 1.7500	43,488 1.8050	44,813 1.8600	46,138 1.9150
11	36,019 1.4950	38,187 1.5850	43,488 1.8050	44,813 1.8600	46,138 1.9150	47,463 1.9700
12	37,103 1.5400	39,272 1.6300	44,813 1.8600	46,138 1.9150	47,463 1.9700	48,788 2.0250
13	38,187 1.5850	40,356 1.6750	46,138 1.9150	47,463 1.9700	48,788 2.0250	50,113 2.0800
14	39,513 1.6400	41,681 1.7300	47,463 1.9700	48,788 2.0250	50,113 2.0800	51,439 2.1350
18	40,838 1.6950	43,006 1.7850	48,788 2.0250	50,113 2.0800	51,439 2.1350	52,764 2.1900
22	41,922 1.7400	44,090 1.8300	50,113 2.0800	51,439 2.1350	52,764 2.1900	54,089 2.2450
27	43,247 1.7950	45,415 1.8850	51,439 2.1350	52,764 2.1900	54,089 2.2450	55,414 2.3000

SALARY SCHEDULE - 1995-96

<u>YEARS</u>	<u>BA</u>	<u>5.YR.</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
0	\$25,056 1.0000	\$27,311 1.0900	\$30,067 1.2000	\$31,445 1.2550	\$32,823 1.3100	\$ 0
1	26,184 1.0450	28,439 1.1350	31,445 1.2550	32,823 1.3100	34,201 1.3650	0
2	27,311 1.0900	29,566 1.1800	32,823 1.3100	34,201 1.3650	35,580 1.4200	0
3	28,439 1.1350	30,694 1.2250	34,201 1.3650	35,580 1.4200	36,958 1.4750	0
4	29,566 1.1800	31,821 1.2700	35,580 1.4200	36,958 1.4750	38,336 1.5300	0
5	30,694 1.2250	32,949 1.3150	36,958 1.4750	38,336 1.5300	39,714 1.5850	41,092 1.6400
6	31,821 1.2700	34,076 1.3600	38,336 1.5300	39,714 1.5850	41,092 1.6400	42,470 1.6950
7	32,949 1.3150	35,204 1.4050	39,714 1.5850	41,092 1.6400	42,470 1.6950	43,848 1.7500
8	34,076 1.3600	36,331 1.4500	41,092 1.6400	42,470 1.6950	43,848 1.7500	45,226 1.8050
9	35,204 1.4050	37,459 1.4950	42,470 1.6950	43,848 1.7500	45,226 1.8050	46,604 1.8600
10	36,331 1.4500	38,586 1.5400	43,848 1.7500	45,226 1.8050	46,604 1.8600	47,982 1.9150
11	37,459 1.4950	39,714 1.5850	45,226 1.8050	46,604 1.8600	47,982 1.9150	49,360 1.9700
12	38,586 1.5400	40,841 1.6300	46,604 1.8600	47,982 1.9150	49,360 1.9700	50,738 2.0250
13	39,714 1.5850	41,969 1.6750	47,982 1.9150	49,360 1.9700	50,738 2.0250	52,116 2.0800
14	41,092 1.6400	43,347 1.7300	49,360 1.9700	50,738 2.0250	52,116 2.0800	53,495 2.1350
18	42,470 1.6950	44,725 1.7850	50,738 2.0250	52,116 2.0800	53,495 2.1350	54,873 2.1900
22	43,597 1.7400	45,852 1.8300	52,116 2.0800	53,495 2.1350	54,873 2.1900	56,251 2.2450
27	44,976 1.7950	47,231 1.8850	53,495 2.1350	54,873 2.1900	56,251 2.2450	57,629 2.3000

ARTICLE 8

SALARY SCHEDULE RULES AND REGULATIONS

1. Schedule is based on one hundred eighty-six (186) days of annual service - one hundred eighty-seven (187) days for new unit members.
2. Each unit member who has completed training which would qualify him/her for a higher bracket shall file with the Treasurer of the Board by September 15 an official transcript to verify Bachelor's and Master's degrees. Official grade slips may be used for verification of 150 hours, MA+15, MA+30 and MA+45.

Salary adjustments will be made according to the following schedule:

First pay period of the school year for unit members who submit verification of additional training prior to August 15.

First pay period in October for unit members who submit verification of additional training prior to September 15. This increase will be retroactive to the beginning of the contract year and will be prorated over the remaining pays.

First pay period in February for unit members who submit verification of additional training by the end of the first semester. This increase will be calculated on a per diem basis from the first work day of the second semester through the end of the year, and will be prorated over the remaining pays.

3. Unit members new to the system shall be given full credit for each year of service as a regular public school unit member to a total of at least ten (10) years and/or for not more than five (5) years of military service. (Eight [8] continuous months or more of active military service shall equal one [1] year service credit).
4. The 150 hour column shall be defined as at least 150 semester hours and a bachelor's degree.
5. For a unit member to qualify for the MA+15 column, the MA+30 column, or the MA+45 column, the hours must be graduate level hours earned after the masters degree is conferred. The MA+15, MA+30, and MA+45 columns refer to semester hours of training. Undergraduate hours may be counted with the approval of the Superintendent.
6. Tutors will be compensated in the same fashion as all other bargaining unit members. Tutors who are assigned a less-than full time annual schedule will be given contracts which reflect that schedule and all pay and benefits will be pro-rated accordingly. Salary schedule credit will be based on the member's placement on the current tutor salary schedule.

ARTICLE 9

SUPPLEMENTAL DUTY SCHEDULE

Coaches and advisors of extra-curricular activities shall be compensated as set forth in the schedule which is included and made a part of this Agreement. The Board will provide extra duty pay to those unit members who agree to perform extra-curricular assignments beyond the regular school day.

The following index shall be used to determine compensation for supplemental duties:

<u>GROUP</u>	<u>0</u>	<u>1 & 2</u>	<u>3 & 4</u>	<u>5 & 6</u>	<u>7 & 8</u>	<u>9 OR MORE</u>
I	.13	.15	.17	.18	.20	.22
II	.11	.13	.15	.16	.17	.18
III	.09	.11	.13	.14	.15	.16
IV	.085	.10	.115	.125	.135	.145
V	.08	.09	.10	.11	.12	.13
VI	.055	.065	.075	.085	.095	.105
VII	.045	.055	.065	.075	.085	.095
VIII	.04	.05	.055			

The index ratios shall be applied to the base unit member salary (Bachelor's Degree - 0 experience). Supplemental compensation shall be adjusted each time the base unit member salary is adjusted.

RULES AND REGULATIONS

1. Experience shall be defined as paid, previous experience in the sport or activity.
2. Coaches and advisors of activities new to the Pickerington School District may be given a credit for years of paid coaching or paid advisory experience in the same sport or activity outside the Pickerington School District, up to a maximum of five (5) years credit. The Board may grant additional experience credit beyond five (5) years.

3. An amount equal to one (1) stipend only will be paid to any two (2) or more activity advisors or coaches who share an assignment.
4. When a new supplemental duty position develops, the Superintendent or his designee shall determine the level placement after consultation with the principal and Athletic Director for coaching positions. Following approval by the Board for any new supplemental duty position, the Association shall be immediately notified of the new position and its level placement. In the event that the Association disagrees with the level placement of the positions, this will be subject to bargaining.
5. The Board retains the right to determine when a supplemental vacancy exists. Conditions that will be conducive to filling a board-determined vacancy will be:
 - A. Student interest and participation is sufficient to justify the sport or activity.
 - B. A qualified applicant volunteers to fill the posted vacancy.
6. No unit member shall have his/her regular teaching contract non-renewed because of a failure to accept a supplemental duty contract, nor have his/her regular teaching position changed or shifted in any way without his/her consent except in the areas of band and instrumental music. Also, continued employment in a teaching position shall be unaffected by performance in a supplemental position, unless such performance demonstrates good cause for termination or non-renewal.
7. When a supplemental position becomes open, it shall be posted and notification sent to all unit members. Any unit member who wishes to be considered for the supplemental position shall notify the building principal for academic positions, and the Athletic Director for athletic positions, within five (5) working days from the posting date. Unit members who apply will be interviewed and considered on a seniority basis.
8. Coaches or advisors of sports or activities who must qualify to participate in the state tournament shall be paid an additional stipend for such qualifications. The stipend will be granted to all varsity heads and any varsity assistants who are responsible for the achievement of the team or individual as determined by the Athletic Director. Coaches, below the varsity level, must be approved by the Athletic Director/Principal at the conclusion of the regular season or activity. For those coaches or advisors of sports or activities that have an automatic entry into the state tournament, the additional stipend shall be paid after the team or club advances beyond the first round of the tournament. The amount of the stipend shall be based upon group assignments as follows:

Group I	-	\$200 per week
Group II	-	\$170 per week
Group III	-	\$140 per week
Group IV	-	\$130 per week

Group V	-	\$125 per week
Group VI	-	\$85 per week
Group VII	-	\$70 per week
Group VIII	-	\$60 per week

This stipend will be paid up to a maximum of four (4) weeks of state competition.

9. In the event a unit member is hired by the board for a supplemental position and participation or interest are not sufficient to sustain the activity, the unit member shall be offered another vacant supplemental position or be given first consideration when a vacancy becomes known.
10. All supplemental contracts shall be non-renewed each year by notification by the Board on or before April 30 of each year unless specifically reemployed by the Board. All supplemental contracts will include a beginning and ending date.
11. All supplemental salaries will be calculated to the nearest dollar.
12. No coach shall be asked to complete an evaluation of any other coach. The head coaches will provide input on his/her assistant coaches during their summary conference with the Athletic Director.
13. Seasonal supplemental contracts shall be paid in a lump sum at the end of the respective sports season or the end of the activity as approved by the Athletic Director or appropriate principal. Any year long activities will be paid as a part of the regular twenty-six (26) pay contract year.

ARTICLE 10

GROUP ASSIGNMENTS FOR EXTRA-CURRICULAR ACTIVITIES

GROUP I

Head Football Coach
Head Basketball Coach
Head Wrestling Coach
Marching Band Director
Athletic Trainer

GROUP II

Head Soccer Coach
Head Baseball Coach
Head Softball Coach
Head Volleyball Coach
Head Track Coach
Head Cross Country Coach
Asst. Athletic Director

GROUP III

Head Tennis Coach
Head Golf Coach
Head Swimming Coach
Asst. Football Coach
Asst. Wrestling Coach
Asst. Basketball Coach
Asst. Marching Band Director
Junior High Athletic Coordinator
H.S. Fall Drama Director
H.S. Spring Musical Director

GROUP IV

Asst. Soccer Coach
Asst. Baseball Coach
Asst. Softball Coach
Asst. Volleyball Coach
Asst. Track Coach
Asst. Swimming Coach
Freshman Football Coach
Freshman Basketball Coach
Freshman Wrestling Coach
Freshman Baseball Coach
Freshman Softball Coach
Freshman Soccer Coach
Freshman Track Coach
Communication Services - Photo
Reserve Tennis Coach
Reserve Golf Coach
Freshman Volleyball

GROUP V

Junior High Head Coach, Including 7th Grade
Basketball
H.S. Varsity Cheerleader Coach, Includes JV,
per Fall/Winter Season
Yearbook Advisor
Asst. H.S. Fall Drama Director
Asst. H.S. Spring Musical Director
Junior High Musical Director
H.S. Vocal Music Ensemble Director
Communication Services Coordinator
Department Heads (Reference Article 31, #3)
Attached Units Advisor

GROUP VI

Asst. Junior High Coach
Summer Baseball Coach
Summer Softball Coach
Junior High Intramural Coordinator
District Land Lab Coordinator (daily
coordinator period or supplemental)

GROUP VII

Freshman Cheerleader Coach
H.S. Student Council Advisor
H.S. Senior Class Advisor
H.S. Junior Class Advisor
Strength Coach
Football Physical Fitness Director (½
increment)
Physical Fitness Director (½ increment)
(effective 94-95)
In the Know Advisor
Media Center Evening Supervision
Mock Trial Advisor
Detention Supervisor

GROUP VIII

Junior High Cheerleader Coach
per Fall/Winter Season
H.S. Club and Enrichment Advisor
H.S. Freshman/Sophomore Class Advisor
(1 combined position)
Elementary Enrichment Supervisor
M.S. Enrichment Supervisor
Junior High Enrichment Supervisor
Proficiency Tutor
Junior High Student Council Advisor
Outdoor Education Coordinator (per week)
Course Development
Football Physical Fitness (½ increment)
H.S./Junior High Science Olympiad Adv.
Honor Society Advisor
Junior High Vocal Music Ensembles Dir.
Industrial Arts Maintenance (½ increment)
H.S. Activities Coordinator
Newspaper Advisor
Tiger Tech Crew
SADD

ARTICLE 11

INSURANCE BENEFITS

The Board agrees to provide the following insurance benefits for all regular unit members:

1. HOSPITALIZATION AND MAJOR MEDICAL

Effective January 1, 1993:

- A. 80%-20% co-insurance
- B. \$200 single/\$400 family deductible
- C. Comprehensive plan
- D. \$1,000,000 (per covered person) maximum benefit payable per lifetime
- E. Cost Containment measures as agreed upon
- F. \$10 maintenance prescription drug deductible
- G. Out-of-pocket maximum \$400 single/\$800 family
- H. Single coverage
 - Board pays 95%
 - Employee pays 5%
 - up to fifteen dollars (\$15) per month
- I. Family coverage
 - Board pays 90%
 - Employee pays 10%
 - up to seventy-five dollars (\$75) per month

The Board will offer a Section 125 plan with medical insurance.

If two married full-time unit members are employed by the Board, they will be granted a twenty-five percent (25%) reduction in their share of the monthly premium for family coverage. Married full-time unit members may only choose either two (2) single policies or one (1) family policy.

2. INSURANCE COVERAGES/SERVICES

- A. Hospital Services (in-patient)
- B. Surgery
- C. Assistant at Surgery
- D. Allergy Tests and Treatment
- E. Anesthesia
- F. Diagnostic Services
- G. Emergency Services
- H. Medical Care

- I. Mental Health Care Services
- J. Substance Abuse Service
- K. Ambulance Services
- L. Private Duty Nursing Services
- M. Hospital Prescription Drugs
- N. Medical and Surgical Supplies
- O. Blood Services (and other ancillaries)
- P. Therapy Services
 - 1. Radiation
 - 2. Chemotherapy
 - 3. Dialysis
 - 4. Physical Therapy
 - 5. Speech Therapy
 - 6. Inhalation Therapy
 - 7. Occupational Therapy
- Q. Maternity Services
- R. Durable Medical Equipment
- S. Prosthetic Devices
- T. Orthotic Services
- U. Dental (for accidental injury)
- V. Mammogram (see policy "Rider")

3. LIFE INSURANCE

The Board will pay the full amount of the premium for \$35,000 of group term life insurance for each unit member effective through the life of the contract.

4. DENTAL INSURANCE

The Board will pay the full amount of the premium for unit members and their families for Dental Insurance.

5. OTHER PROVISIONS

Regular unit members who render part-time or hourly rated service shall be entitled to the above insurance benefits on a pro-rated formula based on the average number of hours worked per day.

The parties agree that the Board has the right to change carriers of the hospitalization and major medical insurance, provided that:

- 1. benefits and service equal or exceed current benefit levels, and

2. the Board provides a copy of any proposed insurance plan to the Association for its review and discussion with Board representatives at least twenty (20) days prior to proposed implementation date of the new carrier.

As of the time of the negotiations leading to this agreement, proposals are being considered which could result in federal legislation effecting the delivery and payment of the cost of health care services to members of the bargaining unit. In the event of the passage of such legislation which, in the opinion of the Board, substantially and adversely affects the ability of the Board to provide the insurance benefits set forth in this agreement, the Board may reopen negotiations with respect to the provisions of Article 11 of this agreement at any time within one hundred eighty (180) days of the effective date of that legislation. Notice of intent to reopen shall be provided the Association in the manner provided in this agreement for opening of negotiations. In the event that the parties are unable to reach agreement, the procedures contained in Article 42 shall be followed.

ARTICLE 12

STRS PICK-UP

The Board herewith agrees with the Association to pick-up, utilizing the salary reduction method, contributions to the State Teachers Retirement System paid on behalf of the employees in the bargaining unit under the following terms and conditions:

1. The amount to be "picked-up" on behalf of each unit member shall be the percent mandated by STRS of the unit members gross annual compensation. The unit members annual compensation shall be reduced by an amount equal to the amount "picked-up" by the Board for the purpose of State and Federal taxes only.
2. The pick-up percentage shall apply uniformly to all unit members as a condition of employment.
3. The pick-up shall apply to all compensation including supplemental earnings thereafter.
4. The parties agree that should the rules and regulations of the IRS or retirement system change, making this procedure unworkable, the parties agree to return, without penalty, to the former method of employee/employer contributions.
5. Payment for sick leave, personal leave, severance and supplementals, including unemployment and worker's compensation, shall be based on the unit member's daily gross pay prior to reduction. (e.g., gross pay divided by the number of days in a unit members contract).

ARTICLE 13

MILEAGE

Mileage reimbursement will be paid for travel involving the use of personal cars for school related responsibilities when unit member attendance is required. The reimbursement rate will be the rate established by the IRS and approved by the Board at its next meeting following the announcement of a new rate by the IRS. The effective date of change shall be the first of the month in which the Board approves any new IRS rate.

The following guidelines shall be observed in claiming mileage reimbursement.

1. Mileage expenses associated with traveling to and from meetings conducted or coordinated by the Fairfield County School staff. Normally, mileage for such meetings will be computed from the members assigned building.
2. Mileage expenses necessitating round trip travel to one (1) or more buildings, or one-way mileage expenses when travel is a part of the employee's regular assignment to more than one (1) building. The following distances shall be observed when submitted:

	<u>One-Way Distance</u>	<u>Round Trip Distance</u>
Pickerington Elem. to Violet Elem.	2.8 miles	5.6 miles
Pickerington Elem. to Fairfield Elem.	3.0 miles	6.0 miles
Pickerington Elem. to Middle School	1.6 miles	3.2 miles
Pickerington Elem. to High School	1.1 miles	2.2 miles
Pickerington Elem. to High School	1.8 miles	3.6 miles
Violet Elem. to Fairfield Elem.	2.3 miles	4.6 miles
Violet Elem. to Middle School	1.8 miles	3.6 miles
Violet Elem. to Junior High School	3.4 miles	6.8 miles
Violet Elem. to High School	4.2 miles	8.4 miles
Fairfield Elem. to Middle School	4.1 miles	8.2 miles
Fairfield Elem. to Junior High School	4.0 miles	8.0 miles
Fairfield Elem. to High School	4.9 miles	9.8 miles
Middle School to Junior High School	.8 miles	1.6 miles
Middle School to High School	1.4 miles	2.8 miles
Junior High to High School	.7 miles	1.4 miles

3. Athletic travel, resulting from scouting opponents, shall be the financial responsibility of the athletic department.

4. Extra-curricular club, athletic, and activity sponsors shall be paid mileage when such responsibilities involve travel to locations other than the unit members assigned school building.
5. The unit member is requested to submit mileage statements to his/her principal for approval. Such statements should be submitted on a monthly basis on the form provided. Unit members are requested to retain mileage statements until the amount exceeds \$10.00.
6. Extra-curricular activities involving trips from home to school and back home shall not constitute reimbursable mileage.

ARTICLE 14

PROFESSIONAL GROWTH COLLEGE CREDIT

Each unit member who earns additional professional growth college credit will be eligible for reimbursement providing that all provisions of this article are met. An annual cap of dollars appropriated for professional growth college credit shall be as follows:

1993-94	=	\$80,000
1994-95	=	\$85,000
1995-96	=	\$90,000

In the event that the Board believes that a reduction in force may be necessary due to financial reasons, the parties agree to meet for the purpose of discussing the possible reduction or elimination of the professional growth expenditures that would otherwise be required by this agreement. In the event that the parties are unable to reach an agreement, the procedures pursuant to Article 42 shall be followed for resolution.

1. APPROVAL OF COURSEWORK

A. To receive reimbursement, all unit members must have:

1. completed a minimum of one (1) school year in the Pickerington Local Schools,
2. discussed tentative plans and course content with the building principal or appropriate administrator to determine eligibility for a stipend,
3. completed a Request for Approval of Professional Growth College Credit, and
4. submitted this form to the local Superintendent through the building principal or appropriate administrator.

B. Course work will be approved if one or more of the following criteria are met:

(These criteria are not in any priority order.)

1. the course(s) taken is in the unit member's subject field or area of certification;

2. the course(s) taken is needed to maintain or upgrade a current certificate;
 3. the course(s) taken is part of a planned graduate program of studies in a professional educational program;
 4. the course(s) taken is in response to a particular area needed improvement as indicated in the unit member's evaluation; or,
 5. the course(s) taken is necessary to add teaching areas to an existing certificate or to earn additional certificates.
- C. The Board may also approve other professional growth coursework for reimbursement provided these courses are limited to those that would qualify as deductible business expenses for the bargaining unit member under the Internal Revenue Service Code provisions in effect at the time the course was taken.

2. REIMBURSEMENT PROCEDURES

- A. There shall be four (4) "Pro-Growth Terms" each year, during which time a unit member may request reimbursement for approved courses.
1. The annual cap for a given year shall be divided evenly into fourths, and one-fourth ($\frac{1}{4}$) shall be made available for each of the Pro-Growth Terms.
 2. The deadline for submission of grade slips and a copy of paid fees or a university fee schedule for each Pro-Growth Term shall be as follows:

a.	Fall Term	-	January 31
b.	Winter Term	-	April 30
c.	Spring Term	-	June 30
d.	Summer Term	-	September 30
 3. Should a grade slip not be available to turn in by these dates, a unit member's reimbursement will not be paid until the end of the next Pro-Growth Term. In no case shall payment be made after that next Pro-Growth Term.
 4. Canceled checks and bank card bills will not be accepted as verification of fee payment.
 5. Unit members will receive reimbursement stipends in lump sum payment until thirty (30) calendar days after the close of each Pro-Growth Term.
 6. In no case shall a unit member receive more in reimbursement than the cost of the actual fees.

- B. For the purpose of reimbursement, all course approval requests shall be converted into "Pro-Growth Units" (P.G.U.'s) as follows:

1 graduate semester hour	=	12 P.G.U.'s
1 graduate quarter hour	=	8 P.G.U.'s
1 undergraduate semester hour	=	9 P.G.U.'s
1 undergraduate quarter hour	=	6 P.G.U.'s

At the close of each Pro-Growth Term, the Pro-Growth Units of all approved requests for which grade slips and fee receipts are submitted for reimbursement shall be totaled. This total shall be divided into the funds available for that term to determine an amount per Pro-Growth Unit that each unit member will receive for reimbursement.

Once all payments are made for a Pro-Growth Term, any unused funds shall be rolled over into the next Pro-Growth Term.

3. REIMBURSEMENT RESTRICTIONS

- A. When a unit member's contract is resigned, non-renewed, or terminated, the unit member shall not be eligible to receive professional growth reimbursement for any courses taken during the quarter or semester in which the resignation, non-renewal, or termination is effective unless the course was completed before the effective date of the resignation, non-renewal, or termination.
- B. The maximum number of hours recognized for reimbursement to any one (1) unit member each year (September 1 thru August 31) shall be twenty-four (24) quarter hours or sixteen (16) semester hours. The Board may, however, permit a unit member to exceed the annual quarter or semester hour limits in order to pursue an area of needed educational programming, certification, or licensure, as identified by the district administration. In such cases, the reimbursement for hours approved in excess of the annual limit shall not be deducted from the professional growth funds available for that Pro-Growth Term.
- C. For conferences and workshops in which college credit is earned, the Board will not reimburse the unit member for expenses associated with both the conference and professional growth college credit.
- D. A passing mark of "C" or higher must be received in order for reimbursement to be paid for any course.
- E. Approval of a graduate program is not approval for individual course reimbursement.

ARTICLE 15

PAY PERIODS

Unit members will be paid bi-weekly on twenty-six (26) checks per year. Pay day will be every other Friday, with the first pay at the end of two (2) weeks after the start of the school year, regardless of the last pay period of the preceding year. In the year that there will be a three (3) week pay period necessary, the Treasurer will notify each unit member two (2) pay periods before the occurrence of this extended or irregular pay period. Should pay day fall on a holiday, checks will be available on the preceding work day. When Good Friday is a scheduled pay day and a day off, checks will be available on Thursday.

DIRECT DEPOSIT

Beginning with the January 7, 1994 payroll, unit members may elect to have their payroll checks directly deposited into a checking or savings account in a bank that participates in the Automated Clearing House (ACH) system. Conditions for implementation are as follows:

1. A minimum of 150 unit members must request implementation of direct deposit.
2. Direct deposit may be elected only once per year and once elected, may not be changed during the school year.
3. Unit members may designate one (1) or two (2) bank accounts and one (1) or two (2) banks. Designation will be made on a form provided by the Treasurer. A voided check or deposit slip must be attached for each account and/or bank designated.
4. A cancelled payroll check and stub will be provided for each pay day including those for the summer months, which shall be mailed.
5. Unit members not participating in direct deposit will have their summer checks mailed to their residence, unless a different mailing address is submitted to the Treasurer prior to the close of the school year. There will be no special handling or exceptions made for this procedure.
6. In the year following implementation of this program, and every year thereafter, unit members will notify the Treasurer in May of their designation(s) for the coming school year.

All deductions except tax sheltered annuities will begin on the second pay of the month. Authorizations for deductions must be in the Treasurer's office no later than Friday noon of the week preceding the pay day. All time sheets for extra duty must be in the Treasurer's office no later than Monday noon of the week of the pay day.

In addition to established deductions, unit members may authorize a deduction for the following if twenty percent (20%) of the members participate:

- a. contributions to any school district levy (such a contributions would be a minimum of two dollars [\$2.00] per pay period for at least five [5] pay periods).
- b. purchase of U.S. Savings Bonds.

There will be no payroll deductions for insurance, credit union, tax sheltered annuity or any other unit member requested deductions from the third check received in any month.

All unit member requested deductions shall be forwarded to the proper authority within fifteen (15) days of said deductions except for credit union deductions which shall be forwarded within five (5) work days.

ARTICLE 16

SEVERANCE PAY

In accordance with Section 124.391 of the Ohio Revised Code, all unit members who present evidence of retirement from the State Teachers' Retirement System at the time of retirement from active service with the Pickerington Local School District, shall be granted severance pay for their accrued but unused sick leave days according to the following provisions:

1. To be eligible for severance pay, the unit member must meet the following: (1) The Board must accept the unit member's resignation for the purpose of retirement; or a former unit member, or the heirs of the unit member, may apply to the Board for severance pay no later than one [1] year after the last date of service with Pickerington School System; (2) The Board officially accepts the unit member's request for severance pay based on the former unit member moving from active employment into the retirement system; (3) Unit member(s) must have been employed by the Pickerington Schools for at least five [5] years at the time of retirement.

2. Severance pay shall be for the unit member's accrued but unused sick leave days at the time of retirement based on one-fourth ($\frac{1}{4}$) of the value of his/her accrued but unused sick leave days.

Notwithstanding the above, any unit member having the maximum accumulation of two hundred fifteen (215) sick leave days will be paid for fifty-six (56) days.

3. Payment shall be based upon the unit member's daily rate of pay at the time of retirement. A unit member's annual salary divided by the number of unit member contract duty days will result in the daily rate of pay.

4. Payment of sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the unit member at that time.

5. Such payment shall be made only once to any unit member.

6. Contributions to the unit member's retirement system based upon monies paid for accrued unused sick leave will not be made by either the Board or the unit member.

7. Eligible unit members may elect to have payments made by check within sixty (60) calendar days of his/her effective date of retirement. The pay shall be subject to all legal deductions.

8. Eligible unit members may elect to receive partial payment within sixty (60) days and receive the balance during the month of January immediately following the year of retirement.
9. Eligible unit members may elect to receive the total payment during the month of January immediately following the year of retirement.
10. Eligible unit members may elect to have annuity contributions deducted from his/her severance pay as long as total deposits are within the maximum excludable allowances for the 403B Annuity for the year in which severance pay is given.
11. Eligible unit members shall give thirty (30) day notice to the Board, prior to payment, as to method of payment desired.
12. If a bargaining unit member, otherwise eligible for retirement and severance pay as stipulated above, dies, payment shall be made to his/her estate in the amount equal to the severance pay for which the bargaining unit member would have qualified.

ARTICLE 17

CREDIT UNION

Unit members shall be eligible to participate through payroll deduction in the Lan-Fair Federal Credit Union in Lancaster, Ohio. The Board shall provide, whenever duly authorized by any unit member on a form provided by the Lan-Fair Federal Credit Union, payroll deduction on behalf of such unit members for the purpose of payment to the Lan-Fair Federal Credit Union.

ARTICLE 18

NOTIFICATION OF ABSENCE

The Superintendent shall designate one (1) central office employee to deal with complaints or problems related to the hiring of substitutes. Any time a unit member is absent, and a substitute is necessary, the district shall provide one. The unit member shall notify, by telephone, the Superintendent's designee to arrange for a substitute for the period of absence.

ARTICLE 19

SICK LEAVE

I. CALCULATION OF SICK LEAVE

A. There shall be fifteen (15) days of sick leave per school year for each full-time unit member employed by the Board. Unit members who render part-time, seasonal, intermittent, per diem or hourly service shall be entitled to sick leave for the time actually worked at the same rate as that granted like full-time unit members. A unit member employed as a substitute with an assignment to one specific teaching position shall, after sixty (60) days of service, be granted sick leave. The basis for determining the number of days of sick leave for full-time unit members shall be one and one-fourth (1 ¼) days per month for twelve (12) months. The sick leave shall be cumulative to a maximum of two hundred fifteen (215) days. A unit member who reaches the maximum accumulation shall have no sick leave deductions unless they exceed the fifteen (15) days which they would have earned for that year.

1. Accumulation of sick leave shall be based on the following formula and credited to unit members sick leave records:

<u>Average Number Hours Worked Per Day</u>	<u>Monthly Accumulation of Sick Leave</u>
6 hrs. 00 min. - 8 hrs. 00 min.	1 ¼ days
4 hrs. 30 min. - 5 hrs. 59 min.	1 day
3 hrs. 00 min. - 4 hrs. 29 min.	¾ day
1 hr. 30 min. - 2 hrs. 29 min.	½ day

2. Unit members shall have sick leave deducted according to the following formula:

<u>Amount Of Time Absent Per Day</u>	<u>Sick Leave Deduction</u>
5 hrs. 15 min. or more	1.00 day
3 hrs. 30 min. to 5 hrs. 14 min.	0.75 day
1 hr. 45 min. to 3 hrs. 29 min.	0.50 day

B. At the beginning of a full-time unit member contract year, unit members with a cumulative total of less than five (5) days sick leave will be advanced the number of sick days necessary to bring their beginning total to five (5) days.

- C. If a unit member is hired during the school year, he/she shall be credited with sick leave in proportion to the fractional part of his/her term which remains at the rate of one and one-fourth (1 ¼) days per month.

II. USE OF SICK LEAVE

- A. Unit members may use sick leave for absence due to personal illness, disability resulting from pregnancy, injury, exposure to a contagious disease which could be communicated to others, and for illness, injury, or death in the immediate family. For sick leave purposes, immediate family shall be defined as father, mother, sister, brother, husband, wife, son, daughter, grandchildren, grandparents, father-in-law, mother-in-law, sister-in-law, brother-in-law, person or children living in the same household, or another person who has established a similar relationship.
- B. Proof of illness or of absence for other reasons must be established with the local Superintendent.
 - 1. Each absence of five (5) consecutive days or less must be explained on a form provided by the district office.
 - 2. A unit member absent more than five (5) consecutive days may be required to furnish a satisfactory written, signed statement listing the name and address of the attending physician, and the dates when he/she was consulted, to justify the use of sick leave. This is also to be applied to absence due to illness or injury in the immediate family. The signing and filing of such absence report by a unit member shall be a certification by him/her that the facts and statements contained in said report are true and correct. The filing of any willfully false statement by a unit member shall be considered by the Board as grounds for suspension or termination of employment under Section 3319.16 of the Ohio Revised Code.

III. OTHER PROVISIONS

- A. A unit member planning to request a leave of absence and/or use of sick leave because of disability resulting from pregnancy shall make her request in writing, accompanied with a statement from her doctor indicating the expected delivery date. This request should be made at least forty-five (45) days prior to her expected delivery date. For the purpose of this provision, disability resulting from pregnancy is the period during which the unit member is not physically and/or emotionally capable of performing all the duties and functions of her position. This beginning date of disability shall be established by written statement of the unit members doctor. Also, the ending date of the disability shall be established by a written physician's statement.

- B. Personnel new to the district having accumulated sick leave in other appropriate Ohio employment, as defined in the Ohio Revised Code 3319.141 may transfer a maximum of one hundred twenty (120) days to the Pickerington Schools. If a unit member is transferring accumulated sick leave from another agency, such employment in that agency must have occurred within the past ten (10) years.**
- C. Any unit member who uses all his/her accumulated sick leave may substitute unused personal, emergency or other forms of leave provided for under Section 3319.08 of the Ohio Revised Code. Each regularly employed unit member who used all accumulated sick leave and personal leave during a school year, shall be entitled to an advancement of five (5) days of sick leave. Such sick leave shall be charged against sick leave subsequently accumulated by the unit member.**
- D. In accordance with the Comprehensive Omnibus Budget Reconciliation Act of 1985 (C.O.B.R.A.), the Board shall continue to carry on the payroll records of all school unit members whose sick leave has been exhausted, or who is on the disability leave of absence, for the purpose of group term life, hospitalization, surgical and major medical insurance coverage. The cost of such coverage is to be paid by the unit member.**
- E. A unit member absent from work in excess of the number of sick leave or other authorized leave days accumulated by the unit member shall receive a salary deduction calculated by dividing the number of days in the unit member's duty year into gross annual salary thus arriving at a per day deduction.**
- F. The Superintendent may require that a unit member returning to work after an extended illness, accident, or pregnancy leave, supply the administration with a doctor's statement indicating that he/she is able to return.**

ARTICLE 20

LEAVES OF ABSENCE

A. ASSAULT LEAVE

The Board shall grant paid assault leave to a unit member that is assaulted by a non-employee of the Board while in performance of his/her duties. In order to receive assault leave, an M.D. (or licensed medical doctor) shall certify that the unit member suffers disabilities as a direct result of the assault that prevents him/her from performing his/her job. The initial allocation of assault leave will be up to ten (10) days as determined by the unit member's physician. Additional days shall be granted if the need is certified by an M.D. (or licensed medical doctor).

B. ASSOCIATION LEAVE

The Association shall be granted eight (8) days of Association Leave per year; provided the Association notifies the Superintendent two (2) weeks prior to the leave with the name(s) of the unit member(s) taking the leave. If more days are required, they may be granted upon approval of the Superintendent.

The Association President shall be granted additional leave of twelve (12) days.

The leave may be divided into half ($\frac{1}{2}$) days, as needed. The Association President shall notify the Principal/Superintendent at least twenty-four (24) hours prior to the leave. If more days are required they may be granted upon approval of the Superintendent.

C. CHILD CARE LEAVE

1. A unit member who has given birth or adopted a child shall be entitled, upon request, to an unpaid leave of absence up to one (1) year. This one year will be available in the following fashion:
 - a) delivery/adoption occurs in the 1st semester or during the summer prior to the 1st semester, the unit member may take the balance of the 1st semester and all of the second semester.
 - b) delivery/adoption occurs in the 2nd semester, the unit member may take the balance of the second semester and the next full school year on unpaid leave.

- c) The unit member may opt to use unpaid leave until the end of the semester in which the delivery/adoption occurred.
- 2. Applications for child care leave shall be in writing, and they shall contain a statement of the expected delivery date, the requested beginning date of the leave of absence and the date the unit member desires to return. The application will also contain a physician's statement certifying pregnancy.
- 3. Applications for child care leave prior to childbirth shall be made at least forty-five (45) days prior to expected delivery date. In the case of adoption, such application shall be made within ten (10) days of the notice from the adoption agency of the expected placement.
- 4. Unit members on leave of absence shall notify the Superintendent by letter by April 1 of their plans for the ensuing school year. Such intent shall not be construed as a formal commitment for the ensuing school year, unless so stated in the letter. This procedure shall be interpreted as a planning vehicle for the school district, rather than an effort to cause a unit member to make a premature decision regarding employment status.
- 5. Upon request, a father may be granted an unpaid leave of absence for up to one year. The above procedures and regulations shall be observed in such requests.
- 6. In the case of a child care leave related to adoptions, the unit member shall:
 - a. Notify the Superintendent of her intent to adopt when she is notified by the social agency that the home study is to commence.
 - b. Notify the Superintendent when: (1) the home study has been completed and approved to enable appropriate arrangements for a replacement, and (2) request child care leave and indicate the approximate length of such leave.
 - c. Upon placement of an adoptive child, the requesting unit member shall be granted five (5) days paid leave as an acclimation period.
 - d. In the case of private adoption, the unit member shall notify the Superintendent that application for private adoption has been made and request a child care leave with an estimate of the beginning and ending date of the leave.

D. MANDATORY COURT APPEARANCES AND JURY DUTY

The Board shall grant a unit member leave for jury duty. The unit member shall receive his/her regular rate of pay and shall be required to pay to the Treasurer any monies received

from the court less expenses. Members required to appear in court by subpoena as a result of the performance of regular teaching duties will be granted leave with pay except when the court appearance is for the purpose of testimony or participation in a matter or proceeding adverse to the Board of Education.

E. MILITARY LEAVE

Military leave shall be granted to unit members according to the Ohio Revised Code.

F. PERSONAL LEAVE

All full-time unit members will be entitled to three (3) days of paid personal leave per school year. Part-time, hourly unit, and short year members shall have their days prorated appropriately.

Personal leave shall be used only for personal business that cannot be conducted at any other time except during the regular school day.

Personal leave will not be available during the first week and the last week of school, and shall not be used to extend a holiday or vacation period unless approved by the Superintendent.

Requests for personal leave shall be submitted to the building principal at least forty-eight (48) hours in advance of the day requested. If emergency circumstances make it impossible to submit the request in advance, the request must be made by telephone and then confirmed by submission of a completed personal leave form.

Unused personal leave days shall be converted to sick leave accumulation.

G. PROFESSIONAL LEAVE

The Board shall, within its financial means, provide opportunities for unit members to develop and improve their skills beyond that which may be attained through their assigned duties. Such opportunities include the following:

1. Leave of absence for study.
2. Visits to other classrooms.
3. Scheduled meetings involving county school personnel and individuals from other county schools.
4. Various committee responsibilities which relate to the school district.
5. Workshops within the district.
6. Various other conferences and workshops designed to improve or develop a particular skill.

In planning local staff development programs, such as in-service meetings, every effort shall be made by the groups involved to obtain specialists and materials from state and local agencies, whose services would be at no cost to the Board. The local Superintendent shall be responsible for approving expenditures for Staff Development activities within the limits of the appropriation. Requests for attendance at conferences outside the State of Ohio and for any conference requiring more than one night of lodging must have Board approval. The following procedures and regulations shall be observed.

1. Criteria for Attendance at Professional Meetings

The following items should be considered when evaluating requests for attendance at professional meetings:

- a. Will the Pickerington Schools benefit?
- b. Is the meeting or conference appropriate for person making the request?
- c. How much time would be lost from work?
- d. Are funds available in the appropriation?
- e. How many persons are requesting attendance at this meeting or conference?
- f. How many meetings has this person attended?
- g. Can suitable arrangements be made for the unit members school responsibilities?

2. Visitation

Unit members requesting released time of one (1) school day or less to visit other education institutions must complete the Request for Permission to Attend Professional Meetings or Visitation, form #4080.1, and submit it to the appropriate building principal, who may either reject or approve the request in accordance with item #1 above. To qualify for such reimbursement, the request must have the prior approval of the local Superintendent. Normally, not more than one (1) full day of visitation may be granted to a unit member during the school year.

Mileage for such visitations will not be paid by the Board unless both of the following criteria are met:

- a. The programs or school visited is unique or particularly relevant to the Pickerington Schools and the unit member making such request.
- b. The round trip mileage exceeds thirty (30) miles from the unit member's assigned place of work or point of departure.

3. **County Office Meetings**

Unit members shall be encouraged to participate in appropriate county office meetings, workshops and activities. Mileage expenses incurred shall be paid by the Board.

4. **Conference/Workshop Reimbursement Procedures**

Conference/workshop attendance rotation and reimbursement procedures shall be established in each building by the Building Advisory Council.

Upon approval, a unit member shall be entitled to reimbursement of the necessary and actual expenses incurred as a result of attending the conferences or workshop, including mileage at I.R.S. established rate. Expenses must be itemized for such costs and submitted with receipts to the Treasurer upon the unit members return. Tips and liquor are not reimbursable.

For conferences and workshops in which college credit is earned, the district will not reimburse the unit member for expenses associated with both the conference and professional growth college credit. Such reimbursement shall be governed by the following:

- a. Head coaches will be entitled, upon approval, to reimbursement for not more than two (2) clinics per calendar year. Total reimbursement for the two (2) meetings, including the registration fees, meals, mileage and other expenses, shall not exceed three hundred dollars (\$300) per coach during the calendar year.

Assistant coaches may be reimbursed for not more than one (1) clinic for each sport in which the coach is involved, up to one hundred fifty dollars (\$150).

- b. Unit members will be released from school duties to attend approved conferences or clinics at their own expense, in addition to the above limitations.
- c. In the event the evaluation process identifies a unit member quality that could be improved or corrected by attendance at a particular conference or workshop, the school district shall reimburse the unit member up to one hundred percent (100%) of the expenses of said conference.

The Administration has the right to request such attendance at a given conference or workshop that has been identified as being helpful to the unit member.

- d. When the Superintendent, in consultation with other appropriate personnel, determines that a unit member needs to develop or improve a particular skill or quality related to the performance of one's duties, then the school district may reimburse the unit member up to one hundred dollars (\$100) of the expenses incurred while attending the conference.

H. SABBATICAL LEAVE

1. Upon written application not later than April 1 of any school year, a unit member who meets the following qualifications shall be granted a sabbatical leave.
2. All applications for sabbatical leaves will be reviewed by a committee consisting of three (3) representatives to be named by the Superintendent and three (3) representatives to be named by the Association President. The committee shall consider, among other qualifications, the following:
 1. The proposed program of the applicant as related to professional graduate study, travel, writing, or research.
 2. The value of the proposed program to the Pickerington Schools, its pupils, and the individual applicant.
 3. The applicant's total length of service with the Pickerington Schools.
3. In order to be eligible for a sabbatical leave, a unit member must have been employed in the Pickerington School District for at least five (5) years.
4. Unit members requesting such leaves must accompany their applications with detailed plans for the proposed use of their sabbatical leaves. Within ninety (90) days after the expiration of his/her leave, the unit member will make a written report to the Superintendent detailing the use which was made of his/her leave. If the leave was granted for graduate study, the unit member will present to the Superintendent a transcript from the university or college attended.
5. Unit members approved for a sabbatical leave will be notified of their approval by May 15, or as soon thereafter as possible. A unit member on a sabbatical leave shall be given an employment contract for the year of leave and shall be entitled to a salary equal to the difference between their previous salary and the salary of the substitute teacher replacing them while on sabbatical leave.
6. As a condition of being granted a sabbatical leave, a unit member must agree to return to the Pickerington Schools for a period of one (1) year upon returning from leave. Failure to do so shall require the unit member to refund to the Board all payments received from the Board for sabbatical leave purposes during the leave

period. Such refund shall be made within a four (4) month period of time, beginning with the first full month said unit member was to have returned to duty. Such time limit may be extended by agreement of both parties.

7. Unit members on sabbatical leave shall be given full experience credit on the salary schedule and credit for seniority purposes for the period of the leave, and shall return to their same or to a similar position as they held at the time the leave commenced.
8. A bargaining unit member on sabbatical leave may maintain health, life, and dental insurance benefits during the period of the leave. Any member desiring continuation of such benefits must notify the Treasurer not less than thirty (30) days prior to the commencement of the leave and pay to the Treasurer an amount equal to fifty percent (50%) of the total monthly cost of the insurance not less than ten (10) days in advance of the time that the Board premium payment is due.
9. Any bargaining unit member who purchases retirement credit for the portion of their salary forfeited during the sabbatical leave will pay to STRS both the employee and employer share of retirement contributions.
10. All such sabbatical leaves shall be granted in conformity to the provisions of Section 3319.131 of the Ohio Revised Code.

I. UNPAID LEAVES

The Board, with the recommendation of the local Superintendent, may grant a leave of absence to a unit member with the following stipulations and guidelines being observed:

1. Requests for Leaves of Absence

All requests for leaves of absence shall be submitted in writing to the local Superintendent through the appropriate Principal. Such requests shall be delivered to the local Superintendent not less than thirty (30) calendar days prior to the requested beginning date of the leave, unless an emergency situation exists, as determined by the local Superintendent.

2. Types of Leaves of Absence

Leaves of absence shall be granted for the following reasons:

- a. Personal illness
- b. Disability
- c. Professional improvement

- d. Illness in immediate family
- e. Military service
- f. Social Obligations

A leave of absence may be used only for the purposes stated in the written request. Requests for leaves of absence for personal illness, disability and illness in the immediate family will be granted for the duration of the disability, as determined by the physician. However, a leave of absence may be extended beyond the disability period up to the remainder of the school year upon request of the unit member and if the Superintendent determines that it is in the best interests of the school district to extend the leave.

Professional improvement leaves will be granted for either one (1) semester or one (1) year only, and a leave of absence for "personal" reasons will not be granted this provision.

3. **Contract Status**

A unit member on a limited contract who has been granted a leave of absence prior to the second semester will have his/her contract run concurrent with the leave. If the contract expires during the leave, or if the leave and contract terminate at the same time, the unit member shall be granted an additional one (1) year limited contract. The unit member will return to the appropriate limited contract sequence following a successful evaluation under this one (1) year limited contract.

A unit member on a limited contract who is on a leave of absence after the start of the second semester whose contract expires during the leave, shall be granted an additional limited contract of the same length as that of the contract currently expiring, provided there has been a successful evaluation completed during the first semester.

4. **Assignment Upon Return**

The Board cannot guarantee the return of the unit member to the assignment held prior to the leave; however, every effort will be made to return the unit member to a comparable position, acceptable to the unit member.

In cases of a RIF (Reduction in Force) when a leave of absence by a unit member not affected by the RIF would reduce the number of layoffs, that unit member shall, upon request, be awarded his/her former position in the following year as a condition for requesting a leave of absence. Upon return, said position shall not be exempt from the procedures of the RIF policy.

5. **Compensation During Leave of Absence**

All leaves of absence shall be without pay. Upon returning, the unit member shall resume the same level on the salary schedule assigned at the time the leave commenced, unless one hundred twenty (120) days of service had been completed during the year of the leave of absence. The only exception to this is the case of leaves in the Armed Forces of the United States. Such service of not more than five (5) years shall be considered as though teaching services had been performed. Continuation of life insurance will be subject to the carriers policy provisions.

6. **Length of Leave of Absence**

Leaves of absence for any purpose other than military service, may be granted for not more than two (2) years. If the leave commences during the school calendar year, the normal duration of the leave will be until the end of the same school year. In unusual circumstances and upon the recommendation of the local Superintendent, the leave may be extended for not more than two (2) full years.

7. **Notification of Return**

The unit member shall include in his/her request the intended date of return. A leave of absence approved by the Board shall include the starting and ending date of the leave of absence.

All full year leaves will end by the start of the next school year.

J. **FAMILY AND MEDICAL LEAVE ACT**

Notwithstanding any provision in this Agreement to the contrary, on and after August 5, 1993, each of the parties reserves all rights and responsibilities provided employers and employees under the Family and Medical Leave Act of 1993 (the Act). It is the intent of the parties that all rights regarding leaves provided by the Act shall be solely determined by the provisions of the Act and the regulations adopted thereunder which will supersede and take the place of all related leave provisions contained in this Agreement.

ARTICLE 21

UNIT MEMBER PERSONNEL FILES

- A. There will be established and maintained one (1) official file on all professional teaching unit members. The file shall be maintained in the office of the Superintendent.
- B. The Board will make every reasonable effort to protect the confidentiality of bargaining unit members' personnel files, consistent with the Ohio Revised Code. No person who is not an employee and/or Board member of the Pickerington School District will be granted access to the personnel file without giving reasonable notice (at least twenty-four [24] hours) of their need to access the file. The Superintendent or his designee will make every reasonable attempt to notify a bargaining unit member when such a person requests access to the member's personnel file.
- C. All materials placed in the personnel file of any unit member shall be properly dated and include the initials of the unit member in whose file the entry is being made and the initials of the administrator placing information in the file. If a unit member disagrees with the content of the material, the unit member shall initial the material; however, the unit member may then attach additional information to the item in question. If the Association or bargaining unit member files a grievance regarding any disputed documents, the disputed documents will not be placed in the personnel file until the grievance procedure is exhausted. In the event the unit member refuses to initial the materials, the administrator shall so record on the document involved and then place the item in the file consistent with this section. Such material shall be considered as a part of the official file.
- The unit member may submit letters of merit which shall be placed in his/her personnel file.
- D. If and when a unit member and the Superintendent or his/her designee agree that there is adequate evidence that certain material in said unit members official file is irrelevant, inappropriate or false, or if the validity of a complaint is sustained by the grievance procedure, such material shall be removed from the file or corrected.
- E. A unit member shall have the right to inspect his/her personnel file at any time so long as such request is during the normal working hours of the administration offices. However, there shall be no more than one (1) unit member per hour requesting to inspect his/her files during his/her free time or free period.
- F. All of the above is subject to the Ohio Revised Code.
- G. Any materials of a disciplinary nature shall be expunged from the personnel file after two (2) years if there has been no other intervening incidents of the same nature. Matters relating

to discipline of such a nature as to warrant retention may be retained beyond the two (2) year period of time. If the Association or the bargaining unit member disagree on the administration's decision pursuant to this section, a committee appointed by the Superintendent and Association President will meet to try and resolve the issue prior to a grievance being filed. The committee shall consist of at least two (2) persons from the administration and two (2) persons from the Association.

ARTICLE 22

UNIT MEMBER PROTECTION

- A. The Board will provide an updated copy of all Board policies to each unit member lounge/workroom area to use as reference. These copies are to be designated for use solely by unit members. Policy materials will be updated semi-annually. This shall be in addition to the unit member handbook that is to be distributed to each unit member at the beginning of the year.
- B. All complaints from any parent, pupil or other person not employed by the Board concerning a unit member's work performance will be sent to the unit member affected. All verbal complaints that are committed to writing shall also be sent to the affected unit member. The unit member and his/her principal will meet to discuss the complaint. Persistent written complaints that have been substantiated may be used in disciplinary action against the unit member, consistent with terms of this agreement. Bargaining unit members will be considered to be innocent unless and until the complaint(s) have been substantiated and the bargaining unit member has had an opportunity to respond to the complaint(s) pursuant to this section. Should termination proceedings be started against a unit member for persistent substantiated complaints regarding work performance, the unit member will be afforded all due process guarantees outlined in Chapter 3319.16 of the Ohio Revised Code.
- C. Any unit member subject to termination of contract shall be entitled to all due process guidelines stipulated in 3319.16 of the Ohio Revised Code. The hearing and the appeals provided by statute shall be the exclusive remedy and no grievance may be initiated under this Agreement.
- D. Disciplinary action is defined as any verbal or written reprimand. Disciplinary action leading to non-renewal or termination will be progressive in nature unless the infraction(s) are serious enough to warrant immediate non-renewal or termination. All disciplinary action will be conducted in private. If a meeting is called by the administrator for the purpose of disciplinary action, the unit member may be accompanied by a PEA representative, if he/she so requested. In all cases, the unit member will receive minimally two (2) hours advance notice of the meeting, and up to twenty-four (24) hours notice if needed to obtain representation.
- E. Whenever the result of disciplinary action for any infraction or breach in professional performance is reduced to writing by the administrator, it will be filed in the unit member's personnel file and a copy given to the unit member. In the event of no further infractions, the disciplinary note shall be removed from the file after two (2) years, except as provided in Article 21 of this Agreement.

ARTICLE 23

UNIT MEMBER CONTRACTS

- A. Upon initial employment of a unit member, the Board shall issue a one (1) year limited contract. If reemployed, the Board shall adhere to the following procedure for issuing limited contracts:

2nd contract1 year limited
3rd contract2 year limited
4th and all succeeding contracts3 year limited

- B. The Board may interrupt the above sequence upon the recommendation of the Superintendent for good cause resulting from the evaluation procedure and grant not more than two (2) successive one (1) year probationary contracts. In granting a probationary contract, the following procedure will be utilized:

The Superintendent/designee will notify, in writing, the unit member of his/her intent to recommend a one (1) year probationary contract before April 1. Written reasons directed at improvements needed will be included with the notification from the Superintendent. The Board will notify the unit member by April 30 of its action upon the Superintendent's recommendation. It is agreed that probationary contracts will be for only one (1) year in length. The Superintendent reserves the right to recommend a subsequent probationary one (1) year contract or a multi-year contract in accordance with the above, based upon the unit member's correction of noted deficiencies.

The Board retains the right to interrupt the limited contract cycle upon the recommendation of the Superintendent for good cause resulting from the evaluation procedure at any time during a unit member's employment and if necessary, as an alternative to non-renewal, this interruption may occur more than one time.

- C. Continuing contracts shall be issued as provided by ORC 3119.11. Upon the unit member receiving his/her certificate and becoming eligible for continuing contract status, he/she may apply to the Superintendent for consideration.
- D. For purposes of this agreement, "initial employment" means the year that the unit member was first employed with the school district. In cases of interrupted service, initial employment means the year in which the most recent period of uninterrupted service began.
- E. A unit members continuous service in the district will not be interrupted by approved leaves of absence. For the purpose of salary schedule placement, the unit member will not advance on the salary schedule while on an approved leave of absence unless he/she has worked the

requisite one hundred twenty (120) days of the school year except for unit members on sabbatical leaves.

F. All contracts and salary notices shall contain the following information:

1. Type of contract the unit member is under. If limited multiple year contract - year and duration (i.e., two [2] or three [3] years).
2. Annual compensation to be paid for the upcoming year.
3. Basis of determination (i.e., classroom unit member - BA degree - five (5) years experience).
4. Number of pay periods.
5. Provisions for the signature and the date of the unit member receiving the contract or notice. For salary notices, such signature will only signify that the unit member has received the notice and not necessarily agreement with the contract.

G. All unit members employed by the Board and paid to perform assignments beyond regular duties shall be given written supplemental contracts in addition to the regular contract. The supplemental contract shall be issued prior to the start of the duty.

Information contained on supplemental contracts:

1. Name of unit member.
2. Name of school district and Board of Education.
3. Duration of contract.
4. Title of the supplemental duty.
5. The amount of pay and the basis of pay, and the group number as negotiated.
6. Signature of the Board President, Treasurer and unit member.
7. Beginning and ending date of the contract.

H. Any teacher replacing a unit member on leave of absence shall automatically have their contract non-renewed on or before April 30 without any cause or evaluation needing to be demonstrated or conducted.

After the start of the school year, any teacher employed as a result of a leave of absence, retirement, resignation, or transfer will have their contract automatically non-renewed on or before April 30 without any cause or evaluation needing to be demonstrated or conducted. The Board reserves the option of considering renewal of said contracts.

ARTICLE 24

UNIT MEMBER EVALUATION

All unit members shall be assigned by their building principal and/or the Superintendent to one of three (3) evaluation tracks. These evaluation tracks and their respective guidelines are described below.

I. ANNUAL EVALUATION CYCLE

- A. This evaluation cycle is for the unit member who has consistently demonstrated satisfactory performance over a period of years, based upon preceding evaluations.
- B. Unit members eligible for the Annual Evaluation Cycle are as follows:
 - 1. Unit members who have consistently demonstrated satisfactory performance based upon preceding evaluations.
 - 2. Selected unit members in the first (1st) or second (2nd) year of a three (3) year limited contract.
 - 3. Selected continuing contract unit members; however, a continuing contract unit member may not be assigned to the Annual Evaluation track for more than two (2) consecutive years.
- C. The Annual Evaluation Cycle shall consist of the following components:
 - 1. Establishing job targets
 - 2. An annual summary conference
 - 3. Observations and/or observation conferences are optional
- D. Timeline for Annual Evaluation Cycle
 - 1. Group or individual orientation - By: September 15
 - 2. Establishment of job targets and planning for next year (Pre-evaluation conferences - For April 1 [preceding] through September 30).
 - 3. Summary Conference - Culmination of evaluation - By: May 1

II. COMPREHENSIVE EVALUATION CYCLE

- A. This evaluation cycle is for the unit member who is performing satisfactorily, which includes most unit members in the school district.
- B. Unit members eligible for the Comprehensive Evaluation Cycle are as follows:
1. This is the evaluation track to which the majority of unit members will be assigned.
 2. Unit members who are in their first (1st) or second (2nd) year with the school district and making satisfactory progress.
 3. Unit members in their third (3rd) or fourth (4th) years with the school district and who have received the normal two (2) year limited contract.
 4. Unit members who are in the third (3rd) year of a three (3) year limited contract and whose performance is satisfactory.
 5. Unit members who are on continuing contracts, performing satisfactorily, and not assigned to the Annual Evaluation track.
- C. The timeline for the Comprehensive Evaluation Cycle is as follows:
1. Group or individual orientation - By: September 15
 2. Establishment of job targets and planning for next year (Pre-evaluation conference) - From April 1 (preceding year) through September 30.
 3. Unit member and evaluator work together in fulfillment of teacher job description and job targets (observations/ follow-up conferences) - September 1 through March 31.

Required observation/conference - one by December 1. Note: These dates may be altered by mutual agreement.
 4. Summary conference - Culmination of evaluation - By: March 31, if contract expires. By: May 1, if contract does not expire.
 5. Contract recommendation, if appropriate - By: April 1
 6. Board of Education action on the contract, if appropriate - By: April 30

III. CORRECTIVE ACTION PROGRAM (CAP)

- A. The CAP is for those unit members, regardless of contract status, whose performance has demonstrated an area or a number of areas that are in need of improvement or unsatisfactory, based upon previous evaluations.
- B. Unit members whose performance deteriorates after school opens may be transferred to CAP from another evaluation cycle until December 1.
- C. The unit member's instruction will be formally observed a total of at least six (6) times. These six (6) observations shall be conducted by the building principal, designee, or a District Director.
- D. Timeline for CAP
 - 1. Individual orientation - By: September 15
 - 2. Establishment of job targets - From April 1 through September 30 (Pre-evaluation conference)
 - 3. Unit member and evaluator work together to correct problem areas and to fulfill job targets and job description responsibilities - September 1 through March 31 (approximately one [1] observation per month). Specific corrective action with regard to the alleged deficiency will be suggested by the evaluator.
 - 4. Summary conference - culmination of evaluation By: March 31, if contract expires. By: April 30 if contract does not expire.
 - 5. Contract recommendation, if appropriate - By: April 1
 - 6. Board of Education action on the contract, if appropriate - By: April 30
 - 7. Planning for next school year - April 1 through September 30
- E. When a unit member is transferred to CAP from another evaluation cycle during the school year, the evaluator shall meet with the unit member and identify deficiencies in writing. Then, within five (5) school days, the evaluator and unit member shall meet to complete the following:
 - 1. Orientation to the CAP
 - 2. Develop, re-evaluate, or reconstruct job targets.

IV. GENERAL CONSIDERATIONS

- A. The observation/evaluation process shall be based on the professional performance of the unit member. The private life of the unit member shall not be appropriate subject matter for evaluation of the job performance of professional duties.
- B. Should a unit member disagree with an observation or an evaluation, the unit member may file a written response which shall be attached to the observation form or the evaluation form.
- C. Observations of classroom performance shall not be counted as part of the official evaluation the day prior to Thanksgiving, Christmas, or Spring Break, or within two (2) working days of his/her return when the unit member has had an extended absence of one (1) week or more.
- D. Copies of formal observations and evaluations will go to the principal and/or his designees and to the unit member. The original of the final evaluation will be included in the unit member's personnel file.
- E. The Board may non-renew a unit member for continuing deficiency(ies) in job performance for good cause when said deficiency(ies) have been identified through the "Employee Evaluation" process and the below-detailed procedure has been followed.
 - 1. When the overall performance of a unit member is unsatisfactory, the principal or, when appropriate, designated observer/evaluator shall give the unit member at least five (5) days written notice of a conference to discuss the unit member's alleged deficiency(ies). During the conference, the principal or designated observer/evaluator shall provide the unit member with a written statement of the specific deficiency(ies) on the appropriate form and attempt to develop mutually with the unit member a program to correct such deficiency(ies). Said program shall be directly related to correcting the unit member's specific deficiency(ies).
 - 2. If the deficiency(ies) are not corrected, the unit member shall, within thirty (30) days following the conference provided in Section E.1. above, receive a written notice setting forth the specific deficiency(ies) not corrected.
 - 3. If the deficiency(ies) still are not corrected, the unit member shall, not sooner than fifteen (15) days nor later than thirty (30) days after the receipt of the written warning in Section E.2., be afforded a conference with the Superintendent or his/her designee, unless the unit member waives the right in writing. At such conference, the unit member shall be afforded the opportunity to present testimony, evidence, and statements in the unit

member's own behalf. The unit member shall be notified of the Superintendent's/designee's decision.

- F. The parties intend that the provisions of the foregoing Article 24, Unit Member Evaluation, will supersede and take the place of any and all contrary provisions of Ohio law, including, but not limited to, the provisions of Revised Code sections 3319.11 and 3319.111 as contained in Am. Sub. H.B.330 or as may hereafter be amended.

ARTICLE 25

ASSIGNMENTS-VACANCIES-TRANSFER

I. VOLUNTARY TRANSFERS

A. Current Titled Positions

A unit member who wants to be reassigned to a position for which he/she is certified will place on file in the District Office a request for transfer by April 1. The request for transfer will remain in effect for one (1) full year (April 1 to March 31). If a position opens for which the unit member is certified, the unit member with the most seniority will be given first option for the assignment. The unit member will respond within twenty-four (24) hours of notification.

B. New Titled Positions

In the event a new position is created, the administration will send a notice and job description of the newly created position to all unit members by mail or in the next check of all unit members that signify an interest. Any unit member who is certified may apply for the new positions. Assignment to a new position will be based on system wide seniority and certification. Upon notification of the new positions, unit members will have seventy-two (72) hours in which to respond.

The overriding factor in making decisions will be to assign personnel into positions that are most likely to enhance the education program.

II. INVOLUNTARY TRANSFER

In the event it becomes necessary to transfer a unit member to a different instructional assignment, such transfer shall be done on the basis of the least senior unit member transferred first. These procedures will also apply to the reassignment of unit members returning from a leave of absence or child care leave.

When it is necessary to transfer a unit member because of a shift in enrollment patterns resulting in a reduction of positions in one grade level or building, the transfer procedures used will be those in Article 27, Reduction in Force, Bumping Rights. The reassignment of these unit members without an assignment shall be conducted prior to voluntary transfers.

All other involuntary transfers shall be executed according to system-wide seniority, appropriate certification, and after all voluntary transfers have been completed. The final decision on assignment of unit members shall remain the Superintendent's.

- III. No assignment decision shall be arbitrary or capricious and will be for a good reason. In the event a more senior member is not reassigned, the Superintendent will provide written reasons for the denial in keeping with the above. This applies to all transfers.

With the establishment of a new school, the reassignment of staff shall first be to offer staff the opportunity to transfer to both current and new titled positions in the new building. Staff requesting to transfer will be considered based upon seniority. The overriding factor in making decisions will be to assign personnel into positions that are most likely to enhance the education program. Interested staff members would need to be appropriately certified and would interview with the principal assigned to the new school.

Once staff interested in transferring to the new school have been interviewed and assigned, or denied, the staffing process would revert to the current process starting with the reassignment of teachers whose positions have been affected by enrollment shifts.

This process would only be used during the staffing of any new school.

The final decision on assignment of unit members to the new school shall remain the Superintendent's. Written reasons for denial of the transfer request would be provided.

ARTICLE 25

VOLUNTARY JOB SHARING

Voluntary job sharing is dependent upon the understanding that student needs and scheduling take precedence over individual bargaining unit members' preferences. This concept is predicated on consensus, conciliation, and cooperation. Also, shared positions shall be reviewed annually and will not be renewed automatically.

I. DEFINITION

- A. Job sharing shall be defined as the sharing of duties and responsibilities of one (1) position by two (2) employees.
- B. Each job sharing employee shall have a contractual workweek with hours Monday through Friday. Instructional planning time, job responsibilities, duties, and committee work will be shared equitably as determined by consensus among the two (2) bargaining unit members and the building principal.
- C. The district's five (5) in-service days will be attended full-time by both job sharing employees at no additional cost to the district.
- D. Both job sharing employees shall attend any scheduled parent-teacher conferences involving shared students.
- E. In the event that one of the job sharing employees resigns, ceases active employment with the district, or if a job share position becomes vacant for any reason, it will be the discretion of the Superintendent to determine who will assume the vacant portion of the position.

II. COMPENSATION

- A. Salary compensation for each job sharing employee shall be prorated according to the amount the bargaining unit member would have earned if the employee was full-time.
- B. All other benefits, including insurance (with the exception of life insurance), shall be prorated for job sharing employees.
- C. If one of the job sharing employees is absent from work, the other bargaining unit member may assume the full-time duties, compensated on a regular, substitute basis per Board policy. Should it be immediately evident that the other job sharing

employee will be absent in excess of fifty-nine (59) days, they will be compensated per the employee's regular salary.

III. NOTIFICATION OF INTENT

- A. Bargaining unit members who wish to be considered for a job share position for the following year must submit a Letter of Intent to the Superintendent by March 1. Final approval for any proposed job share position shall be the decision of the Superintendent and building Principal, and shall be binding.
- B. Job sharing bargaining unit members who wish to return to full-time positions shall follow the voluntary transfer provisions established in Article 25, Assignment, Vacancies, and Transfers.

ARTICLE 27

REDUCTION IN FORCE PROCEDURES

If the Board determines that it is necessary to reduce the number of certificated positions, such reductions shall be for one or more of the following reasons:

- A. A decreased enrollment of pupils or a change in enrollment of pupils in a program at the secondary level.
- B. A return of unit members from leaves of absence.
- C. The suspension of school.
- D. Territorial changes affecting the district.
- E. Financial reasons.

The Board shall determine which positions must be eliminated and the number of unit members to be affected by the reduction in staff.

The financial savings to the district from a reduction in force shall not exceed the total financial deficit demonstrated by the Board.

The following procedures shall be observed in implementing a reduction in force (RIF):

A. DEFINITION OF SENIORITY

Seniority is defined as the period of continuous service with the school district beginning with the date the Board took action to authorize a contract. Unit members who substituted for one hundred twenty (120) days or more in the Pickerington Schools and who are awarded a regular contract immediately following the year of substitution shall be awarded seniority privileges beginning with the first day of substitution.

If district seniority is equal, then the following additional considerations will be made in determining the order of seniority:

1. Total years of teaching experience in a state chartered school.
2. Date the employment application was received by the school district.

3. Total qualifications related to the position in question as determined by the Superintendent.

Seniority shall not be interrupted by either an authorized leave of absence or by a suspended contract because of a reduction in force.

B. ELIMINATION OF POSITIONS AND DETERMINATION OF REDUCTION IN FORCE LIST

1. The administration shall develop a Reduction in Force (RIF) list as soon as practicable after the RIF decision is made.
2. Unit members to be affected will then be identified in order of seniority for each certificated area affected by the reduction. The sum of the lists of various areas of certification will equal the number of positions to be reduced.
3. There will be two (2) lists within each certificated area. One list will be for unit members affected who have continuing contracts and the other list for unit members affected who have limited contracts. In no case will a unit member serving under a continuing contract be RIF'd before a member serving under a limited contract in the area of certification to be affected.
4. Unit members on the RIF list who have limited contracts expiring will be authorized a new limited contract, if determined appropriate through the evaluation procedure.
5. Although the RIF list will be prepared as early as possible, actual suspension of a unit member's contract will not occur prior to August 1 unless an emergency situation exists. In such emergency situations, unit members shall be given a thirty (30) day notice prior to suspension. When a RIF is planned for the next school year, notice of the possible suspension of contract shall be given to unit members by April 30; however, actual suspension of the contract shall not occur until after July 31.

C. BUMPING RIGHTS

1. Once the RIF lists are prepared, the unit members whose contracts will not be suspended, but whose current assignment has been eliminated, will be identified in order of seniority. Unit members to be reassigned are those with the least seniority in the grade level affected in grades K-6 or the department affected at the secondary level. Reassignment shall be into areas that the individual is certified for. Unit members may not, however, bump into certificated areas that they have not taught in during the preceding five (5) years. They may do so, however, if they have taken a course in that certificated area within the last five (5) years or agree to take a course within that area prior to the next school year. The Board will reimburse the unit member for that course.

2. Of this group of unit members to be reassigned, the most senior unit member will: (1) consider available vacant positions for which he/she is certified, (2) bump the unit member with the least seniority throughout the district at that grade level or in that department, (3) bump the unit member with the least seniority throughout the district within his/her area of certification. Vacancies shall be interpreted to include those positions that are currently held by unit members whose contracts will be suspended, but the position itself is not being eliminated.
3. Once the most senior unit member has exercised one (1) of three (3) options described in Item 2, then the next senior unit member will consider the same three (3) options.
4. Since a goal of the school district is to place unit members into positions they desire to the extent practicable, a unit member may decline all three of the options described above if he/she does not believe an appropriate position is available. Upon written request to the Superintendent, the unit member may choose to have his/her contract suspended and be placed on the recall list in order of seniority. The unit member will then be eligible for recall pursuant to Section 4 of these procedures. This option is available only to those unit members who must be reassigned because of a Reduction in Force (RIF).
5. This procedure will continue until all remaining vacancies are filled and all unit members who are not affected by the RIF either have assignments or have declined assignments and elected to have his/her contract suspended.
6. A unit member will have five (5) calendar days to exercise one of the options. If a unit member does not exercise one of the options within the five (5) calendar days, the unit member will be assigned a teaching position.
- *7. If a vacancy occurs in the original building the year during which a unit member has been transferred, that unit member may request to return to the original building if: (1) school is not in session, (2) if the vacancy occurs prior to August 1, and (3) the unit member is certified for the vacancy.

*Unless the unit member can move back to an original building in the current year, the reassignment process will not be redone unless mutually agreed to by all concerned.

D. RECALL FROM SUSPENSION

1. Unit members whose contracts have been suspended as part of a RIF will be eligible for recall for thirty-six (36) months from the effective date of the suspension.

2. The callback process shall begin with the list of unit members holding continuing contracts, followed by those with limited contracts.
3. When a vacancy occurs, the most senior certificated unit member on the callback list of unit members with suspended contracts shall be: (1) contacted either in person or by telephone and advised of the vacancy, or (2) if personal contact is not possible, the unit member shall be notified of the vacancy by registered mail. It is the unit member's responsibility to keep the District Office personnel informed of his/her whereabouts. The District should be notified of any changes of address, phone number, certification and place of employment.
4. The unit member shall respond to the vacancy opportunity within five (5) calendar days of notice if the notice is issued prior to August 1. If the notice is issued after July 31, then the unit member shall respond within two (2) calendar days.
5. If a unit member declines the vacancy, or does not respond to a vacancy opportunity within five (5) calendar days after verbal contact, the opportunity for assignment goes to the next most senior unit member on the callback list. A unit member who declines a vacancy equivalent or greater to the position held when the RIF occurred will be removed from the recall list.
6. If no unit member on the callback list accepts the vacancy in order of seniority, then a new unit member from outside the district will be employed for the vacancy.

E. OTHER CONSIDERATIONS

1. No unit member new to the district will be employed until all unit members on the callback list have been reassigned. Exceptions to this will occur when there is no unit member on the callback list certified for a vacancy or when all unit members on the callback list reject a vacancy.
2. Suspended unit members shall have the right to pay premiums for life, hospitalization, dental and other insurance benefits during the period of suspension, provided that said premiums are submitted fifteen (15) days prior to the due date. Ability to pay depends upon the carriers' premium and such coverage is allowed by the Association.
3. During a period of a suspension, a unit member's seniority with the district will be continued; however, a unit member will not be granted experience credit on the salary schedule for the period of time the contract is suspended.
4. Should it be necessary to conduct a RIF of coaching and other supplemental contract positions, a number of factors shall be considered by the administration in

determining which positions and individuals will be eliminated from their coaching and/or supplemental contract positions. Factors that will be considered:

- a. School district seniority and seniority in the particular activity.
- b. Qualifications of the various individuals involved in a particular extra-curricular program.
- c. The amount of, and level of, the involvement of the various individuals who are associated with the total extra-curricular program. (The intent of this item is to ensure that the extra-curricular supplemental contracts are distributed equitably among available qualified individuals).

This section shall in no way affect a regular limited or continuing contract.

5. A unit member whose contract expires during a period of the contract suspension because of a RIF will be eligible for contract renewal as follows:
 - a. A unit member who is suspended for the duration of the contract or who teaches less than one (1) semester on the contract will have his/her contract renewed for the same length as the expiring contract.
 - b. A unit member who teaches more than one (1) semester during a contract and is suspended for the balance, will be eligible for contract renewal pursuant to the district evaluation procedures.
6. The parties agree that these procedures apply only to the suspension of contracts as provided under Ohio Revised Code 3319.17 or for financial reasons. This article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedures in the district.

ARTICLE 28

UNIT MEMBER DAY AND YEAR

- A. The unit member work day shall not be longer than seven and one-half (7 ½) hours.
1. If a required meeting is scheduled, a unit member may be required to remain up to an additional eighteen (18) hours per school year beyond the work day. The Board will pay \$10.00/per hour for meetings that exceed the eighteen (18) per school year cap. Any meeting called and held on the same day shall be within the seven and one-half (7 ½) hour work day.
 2. If a required duty is scheduled before or after the student day, the unit member will serve that duty. Duties will be assigned by the building principal or his/her designee in a fair and equitable way. Total minutes of duty time shall be assigned as nearly equal as possible among unit members. The duty schedule will be prepared in advance with the understanding that unit members may trade duties if the trade is agreeable to both unit members. The building principal shall be notified prior to the duty if times are traded.
 3. The Board will pay ten dollars (\$10.00) per hour for unit members who supervise bus duty beyond the seven and one-half (7 ½) hour unit member duty day.
 4. A supplemental contract will be issued for supervisors of administratively organized detentions at the middle school and high school. Unit members who require students to serve detentions with them personally on an intermittent basis will not receive additional compensation.
- B. The work day for each full-time unit members will include:
1. At least a thirty (30) minute, uninterrupted, duty-free lunch period at a time the cafeteria is serving food. Unit members may leave the building during their duty-free lunch period upon notification of the building administrator.
 2. Forty (40) minutes during the student day for educational planning for unit members in grades 7-12.
 3. No less than two hundred (200) minutes per week in the K-6 grades will be scheduled for educational planning time when special area classes are scheduled or an Educational Assistant is scheduled for coverage. At the kindergarten level, the two hundred (200) minutes of planning time will be scheduled as a combination of special class times and/or other provided times excluding thirty (30) minutes for lunch.

4. No less than two hundred (200) minutes will be scheduled for educational planning time in grades K-6 during the contract week. This provision shall be operational effective 9/1/88.

C. Unit members shall not be asked to substitute during their planning time except in an emergency.

D. Scheduled parent-teacher conference days arranged by the administration after consultation with building faculty, may start at a time different from the regular starting time for unit members; however, such scheduled time shall not exceed seven and one-half (7½) continuous hours including a one-half (½) hour duty-free time for unit members. Days of parent-teacher conferences will be days of instruction for classes not conducting conferences.

E. COTA Day will not be a contract duty day.

F. **UNIT MEMBER YEAR**

The unit member year shall be defined as follows:

<u>ELEMENTARY YEAR</u>		<u>SECONDARY YEAR</u>	
179	Instructional days	180	Instructional days
3	parent-teacher conference days	2	parent-teacher conference days
2	record days*	2	record days*
<u>2</u>	pre-school days	<u>2</u>	pre-school day
186	TOTAL	186	TOTAL

* There will be one (1) record day at mid-year and one (1) at the end of the year. The mid-year record day will be one-half (½) for records and one-half (½) for inservice.

At least one of the two (2) pre-school days shall be utilized for uninterrupted teacher preparation for the new school year.

G. Every attempt will be made to schedule three (3) early dismissals during the school year to be utilized for planning and curriculum development.

H. Should it be necessary to close one (1) or more buildings in the district due to an emergency, staff affected may be temporarily assigned to work in other district buildings.

I. There will be no ¾'s or .875 F.T.E. offered to unit members unless the unit member so requests in writing.

ARTICLE 29

OBSERVANCE OF DAILY TIME SCHEDULE

The following procedure shall be used by the school district administrators for enforcement of the daily time schedule:

Chronic Offender - is defined as a unit member who is consistently late, according to the adopted time schedule, five (5) or more minutes at least two (2) or three (3) times per week for a period of two (2) weeks.

This definition of chronic lateness will be used in the appropriate section of the evaluation procedures to determine punctuality.

ARTICLE 30

STRS EARLY RETIREMENT INCENTIVE

The Board may design and implement an early retirement incentive plan. If the Board so chooses, the Association will be contacted to provide input into the design of the plan.

ARTICLE 31

CURRICULUM COUNCIL

The Curriculum Council has been established to recommend policy on the instructional program and coordinate curriculum development activities in the district. All changes in curriculum and textbooks must be reviewed by the committee and recommendations made to the Board. Curriculum Council recommendations shall be submitted to the Director in charge of curriculum for presentation to the Board.

A. TASKS

1. Survey the curriculum to identify needs.
2. Initiate action based on identified needs.
3. Facilitate communications between organizational units, staff, administration and the community.
4. Review and modify, approve or reject recommendations of ad hoc committees.
5. Arrange for and guide curriculum evaluation.
6. Coordinate the curriculum with the Fairfield County Schools Curriculum Service.

B. GUIDELINES

Unit members, parents and student committee members shall serve a two (2) year term.

1. The Curriculum Council shall consist of:

Building principals or his/her Assistant Principal
County Consultant

Unit members - two (2) from each organizational unit:

- two - Fairfield Elementary
- two - Pickerington Elementary
- two - Violet Elementary
- two - Middle School
- two - Junior High
- two - High School

Board of Education Member

Parents - one from each organizational unit:

- one - Fairfield Elementary
- one - Pickerington Elementary
- one - Violet Elementary
- one - Middle School
- one - Junior High
- one - High School

Curriculum Council shall be adjusted to reflect the revised organization.

2. The Association will be permitted to select one (1) of the two (2) unit member representatives of the Curriculum Council. The other unit member representative shall be selected by the building principal.
3. The Superintendent's designee shall serve as Chairperson.
4. Unit member representatives will be granted released time when Curriculum Council activities are scheduled during the school day.
5. Minutes of Curriculum Council meetings will be distributed to all members of the council as well as to all professional staff members.
6. The Curriculum Council will meet on a monthly basis during the school year. Special meetings may be held as needed.
7. When the Curriculum Council recommends to the Board changes in program, curriculum, etc. and the Board authorizes a major course of study review, most often release time will be used to provide committee members time to complete the study.

Should release time not be available and committee work must be performed beyond the workday, committee members will receive three hundred twenty-five dollars (\$325.00) for their participation on the committee.

C. AD HOC COMMITTEES

Three basic kinds of ad hoc curriculum committees will be utilized:

1. Committees which are grade-level committees for elementary school, and subject committees for secondary schools.
2. Committees which work on selected problems or themes.
3. Textbook selection.

ARTICLE 32

IN-SERVICE

In-service education shall be of three types:

1. **District Wide In-service Programs**

- A. District wide in-service activities, which involve all staff members, shall be planned, organized, and coordinated by the Curriculum Council acting as a committee of the whole or an Ad Hoc Committee of the Curriculum Council.
- B. A one-half (½) day district wide in-service at mid-year shall be planned by a committee selected and chaired by the Association President, and subject to the approval of the Superintendent. The financial cost of the inservice shall be borne by the Board. The Association may elect to contribute a portion of the cost of the inservice.

2. **Building In-service Programs**

- A. A committee of three (3) people - two (2) from the instructional staff and one (1) administrator, shall be responsible for developing the building level in-service program.
- B. The committee shall attempt to identify areas of staff interest and/or need and plan the program accordingly.

3. **Individual In-service Program**

Any unit member whose annual evaluation by his/her evaluator indicates one or more areas needing improvement, may be requested to participate in an individual in-service program cooperatively designed to improve the unit member's performance. Participation on the part of the unit member is encouraged, but shall be voluntary, and all expenses shall be borne by the Board.

Outside resources and specialists from the Fairfield County Schools, the State Department of Education, and other agencies shall be utilized as determined by the committees responsible for planning the in-service education.

ARTICLE 33

DEPARTMENT HEADS

1. Department heads may be established in grades 7-12 for the following departments:

High School

Math
Science
Social Studies
Foreign Language
English/Reading
Phys Ed/Health
Home Economics
Art
Industrial Technology
Music
Business
Special Education
Guidance

Middle School

Math
Science
Social Studies
Language Arts
Phys Ed/Health
Related Arts
Music (5-8)

Enrichment supervisors may be established for the Middle School and Elementaries in the following areas:

Grade 5	Reading/Language Arts
Grade 6	Reading/Language Arts
Grade 5	Science/Math
Grade 6	Science/Math
Each Elementary	Science/Math
Each Elementary	Reading/Language Arts

Enrichment supervisors will be placed in Group VIII on the supplemental scale as an elementary enrichment supervisor position.

2. Department heads will be given two hundred (200) minutes additional release time per week.
3. In the event that enrollment prevents released time, a department head will receive a supplemental position within group 5.
4. Duties and responsibilities will be established by the Director of Personnel. Department Head positions shall be posted and dealt with as all other supplemental positions.

5. The parties intend that if department heads are established, then all department head positions will be offered. Should the financial condition of the district prevent the establishment of all department head positions, an individual department head may be implemented for a specific purpose. In such cases, a committee comprised of three (3) unit members selected by the Association and three (3) administrators will review the need for a particular department head position, and make a specific recommendation to the Board.
6. In the event that department head positions are not established, no unit member shall be asked or required to perform department head duties.
7. In the Junior High:

1993-94	-	3 head teachers
	-	7 department heads

A committee will be formed to review the roles and responsibilities of the lead teachers and department heads.

In 1994-95 and 1995-96 there will be no fewer positions than the number existing in 1993-94.

ARTICLE 34

INDIVIDUAL RIGHTS

The Board fully recognizes all personal rights and freedoms granted unit members by the Constitution and will abide by all laws that pertain to the unit members it employs.

Recognized individual rights shall include:

1. The right to join and participate in civic or professional organization on one's personal time.
2. The right to participate in political functions on one's personal time.
3. The right to hold elected office.
4. The right to privacy and recognition that one's personal life is not a condition of employment, unless it interferes with the effective performance of contract duties.

The Administration or Board shall not take action against a unit member in the form of reprimand or discipline related to personal activities unless such unit member's action is determined in conflict with performance of contract duties and said action shall be given in writing to the unit member.

The involved unit member shall be granted a conference and/or a hearing upon written request.

All of the above is subject to the Ohio Revised Code.

ARTICLE 35

ACADEMIC FREEDOM

It is recognized that a unit member in the Pickerington Local School District has the right to perform his/her professional responsibilities in the classroom in ways he/she believes will best encourage a broad and complete understanding by students of the educational subject matter. Such rights shall be exercised within the bounds of professional responsibility and Board adopted policy and curriculum.

ARTICLE 36

PROCEDURES FOR DEVELOPMENT OF SCHOOL CALENDAR

A committee shall be established to meet annually upon the call of the local Superintendent to recommend to the Board a school calendar to become effective the next school year after next. The committee shall be made up of the following:

- | | |
|---------------------------------|--|
| six (6) or more unit members | one (1) or more from each building, on a 1:50 staff ratio - to be selected by the Association. |
| six (6) or more parents | one (1) or more from each building, on a 1:50 staff ratio - to be selected by the respective building principal. |
| three (3) support service staff | to be selected from secretarial, custodial, maintenance, food service, and bus driver staffs by the supervisors. |
| two (2) administrators | one (1) building principal and one (1) district office administrator who shall chair the committee. |

Procedures To Follow In Determining The Yearly Calendar

1. The calendar committee will develop at least three (3) calendar options to be presented to the respective groups by their representatives.
2. Each calendar committee member will have thirty (30) days to present the calendars to their respective groups to obtain their opinion before the final vote by the calendar committee.
3. The final vote will be one (1) person - one (1) vote with all votes being equal.
4. The majority's decision will be presented to the Board.
5. The recommendation of the committee may be rejected by the Board and returned to the committee for further discussion up to two (2) times. However, the Board has the final authority to establish the calendar.

ARTICLE 37

CLASS SIZE

The Board and the Association recognize that the number of students in a classroom is a significant educational matter which must be based upon a number of factors, including state statutes, the financial resources of the district, the physical facilities available and the overall needs of the educational program. In accordance, the Board and Association agree as follows:

1. The administration will strive to maintain the best district-wide pupil/unit member ratio possible within the parameters of the factors identified above.
2. The goals of the district will be:
 - A. Effective 9/1/93, to keep the number of students in each class in the elementary buildings (K-4 homerooms) to a maximum of twenty-six (26). Homeroom teachers with a regular classroom assignment in excess of twenty-six (26) students will receive twelve dollars and fifty cents (\$12.50) per week per student. Homeroom teachers with a regular classroom assignment in excess of twenty-eight (28) pupils will in addition not be assigned any duty so long as the number of assigned pupils exceeds twenty-eight (28). A maximum of thirty (30) students unless exceeded by mutual agreement of the teacher and the principal. This provision shall not cause the creation of any additional facilities.
 - B. Effective 9/1/93, to keep the number of students in each class in the middle school (5-6 homerooms) to a maximum of twenty-eight (28). Homeroom teachers with a regular classroom assignment in excess of twenty-eight (28) students will receive twelve dollars and fifty cents (\$12.50) per week per student.
 - C. Effective 9/1/93, to keep the student class load at the junior high and high school (grades 7-12) below one hundred seventy (170) students in an instructional setting per day. The Board will pay twelve dollars and fifty cents (\$12.50) per pupil per week to teachers with above one hundred seventy (170) students or over thirty (30) per class.

Certain activity classes such as band, choir, and typing will be exempt from these guidelines; however, excessive class size will also be avoided in these areas and no more students shall be assigned than physical facilities permit.

The Board will pay twelve dollars and fifty cents (\$12.50) per pupil per week to middle school art, music, and physical education classes with over thirty (30) students per class.

Secondary physical education classes will be scheduled such that no more than two (2) classes will occupy the same gymnasium floor simultaneously. Secondary physical education classes (grades 7-12) will be subject to the same class size loads of grades 7-12.

ARTICLE 38

GRIEVANCE PROCEDURE

In the interest of obtaining timely and effective solutions to problems arising from this Agreement between the Board and the Association, the following procedure is agreed to:

1. DEFINITION

A **grievance** is a complaint involving the alleged violation, misinterpretation, or misapplication of a provision set forth in this Agreement.

A **grievant** is a unit member, group of unit members, or the Association, alleging the grievance.

A **group grievance or an Association grievance** shall have arisen out of circumstances affecting one or more unit member(s). Each affected unit member shall be listed on the grievance form and shall be provided a copy of the grievance form by the Association in the case of grievances filed by the Association.

A **day** shall mean an actual working school day.

2. NON-REPRISAL

No person shall be subject to reprisal or discrimination for having followed this grievance procedure.

3. PROCEDURE

A. Informal

1. An individual grievant shall first discuss the issue with his/her principal or immediate supervisor. It will be the responsibility of the grievant to clearly indicate that the purpose of the meeting is an informal grievance discussion meeting.
2. A group grievance or an Association grievance shall be initiated at the Superintendent's level.

B. First Formal Level - Principal

If an individual grievance is not resolved at the informal level, the grievant shall complete and submit, on the designated grievance form, the basis of the grievance, including the specific article(s) of the Agreement giving rise to the grievance, and the relief sought, to his/her building principal or immediate supervisor.

The written grievance must be submitted within twenty (20) days of action giving rise to the grievance, or when the grievant should reasonably become aware of the action or circumstances giving rise to the grievance.

The principal shall respond to the grievance by completing the appropriate section of the grievance form and providing a copy to the grievant, Association, and the Superintendent. This shall be done within seven (7) days of receipt of said grievance.

If the grievant is not satisfied with the principal's response, or the grievance has not otherwise been resolved, the grievant may submit the grievance to the Superintendent within seven (7) days of receipt of the principal's or immediate supervisor's response.

C. Second Formal Level - Superintendent

Within seven (7) days of the Superintendent's receipt of the grievance, a grievance hearing shall be held at a time and location of mutual agreement of the parties.

The Superintendent or designee shall complete the appropriate response section of the grievance form and provide a copy to the grievant and the Association. Said response shall be within seven (7) days of the hearing.

If the grievant is not satisfied with the Superintendent's response, or the grievance has not otherwise been resolved, the grievant may request of the Association that the grievance be submitted to arbitration. Said request shall be within ten (10) days of receipt of the Superintendent's response.

D. Third Formal Level - Arbitration

With concurrence of the Association, and within ten (10) days of the grievant's request, the Association may give notice to the Superintendent, for the Board, of its demand for arbitration.

A representative for the Board and the Association shall meet to agree upon an arbitrator. If the representatives cannot agree upon an arbitrator within seven (7) days of the Association's notice to demand arbitration, an arbitrator shall be obtained through one or more lists but not to exceed a maximum of two (2) lists of arbitrators

provided by the American Arbitration Association, in keeping with its rules and regulations, unless otherwise provided by provisions in this Article.

The arbitrator will confer with representatives of the Board and the Association and hold such hearings as necessary to obtain the information and facts necessary to make his/her findings. The arbitrator's decision shall be in writing and will state his/her findings, reasoning, and conclusion of the issue(s) submitted by the Board and Association. The arbitrator's authority shall be strictly limited to deciding only the issue(s) presented and shall be based solely on his/her interpretation of the meaning or application of the express relevant language of the Agreement. Further, the arbitrator shall have no authority to add to, subtract from, or modify in any manner, a term of this contract or to make any award inconsistent with the provisions of this agreement.

A copy of the award shall be submitted to the Board and Association within thirty (30) calendar days of the hearing, or, within thirty (30) days of the date briefs are due to arbitrator, if post-hearing briefs are filed. The award shall be final and binding on the parties.

Expenses for the arbitrator's services shall be equally shared by the parties.

E. Miscellaneous

Time limits stated in the foregoing may be extended by written mutual agreement.

A grievant may appear at any hearing provided in this procedure, or may be represented by the Association.

The Association shall have the right of representation at any hearing or discussion of a grievance after the informal level.

A grievant has the right to withdraw a grievance at any time during the grievance procedure, without prejudice.

A grievant has the right of Association representation at any and all formal hearings in the grievance procedure.

No grievance shall be resolved inconsistent with the terms and conditions of this Agreement without written concurrence of the Association.

ARTICLE 39

INTERNAL COMPLAINT PROCEDURE

If a unit member has a complaint or concern regarding a Board policy, administrative procedure or practice and such is not subject to the grievance procedure in this Agreement, said unit member shall have the right to the following:

1. The matter should be first discussed with the principal or immediate administrative supervisor.
2. If the concern is not resolved in discussion with the principal, the concerned unit member may arrange a meeting with the Superintendent in an effort to resolve the matter.
3. If, after meeting with the Superintendent, the matter is not resolved, the unit member may request a meeting with the Board to discuss the matter.

A unit member may have an Association representative present at any meetings provided under this Article.

ARTICLE 40

BUILDING ADVISORY COUNCIL

There shall be established in each building a Building Advisory Council for the purpose of 1) providing a forum to express faculty and administrative concerns, 2) creating building level goals and policies, and 3) improving building wide communications between departments and/or grade levels.

A. RULES AND REGULATIONS

1. In the elementary buildings, the membership of each Council shall consist of one (1) unit member selected by the Association from each grade level, one (1) special area unit member (art, physical education, music), one (1) media center specialist, and the building principal. Grade level representatives shall be elected by the unit members assigned to that grade level.
2. At the secondary level, the membership of each Council shall consist of one (1) unit member selected by the Association from each department, one (1) media center specialist, one (1) guidance counselor, and the building principal.
3. The association building representatives for each building shall have the responsibility for organizing the Council and scheduling the first meeting each school year. The Council shall elect a chairperson from its membership, excluding the building principal, at the first meeting each year. This chairperson shall be responsible for preparing an agenda and distributing copies to all unit members prior to each meeting. Any staff member or administrator who wishes to have a particular topic or concern placed on the agenda for discussion should consult the Council chairperson.
4. Each year, the Council should elect a Secretary from its membership who will be responsible for recording the minutes for all Council meetings. Immediately after each meeting the Secretary should prepare a copy of the minutes and distribute these to each unit member in the building.
5. The Council should be responsible for setting its own meeting schedule and for distributing copies of this schedule to all unit members. In general, it is suggested that each Council meet at least once per month.
6. All meetings of the Advisory Councils shall be open to every unit member, non-certified employee, and administrator.

7. **Any proposed building guidelines recommended by majority vote of the Council that have been mutually agreed to by the building principal shall first be given an initial reading at a Council meeting. The guidelines must be committed to writing by the Council chairperson or secretary and distributed to all employees in the building and the Superintendent for review.**

If approved by the building principal and not disapproved by the Superintendent, these guidelines will then receive final approval following a second reading at a subsequent Council meeting. These guidelines will be in effect for the building until repealed or modified. No building guideline will conflict with, supersede or modify any provision of law or administrative regulation, board policy, or any provision of the negotiated agreement. Violations of building guidelines may be raised through the internal complaint procedure.

ARTICLE 41

DRUG-FREE WORKPLACE ACT COMPLIANCE

The Board of Education will implement such policies, notices, programs, and actions as may be required to comply with the Drug Free Workplace Act, including the taking of appropriate personnel action against any employee convicted of any criminal drug statute. Such action may include termination of contract. Convicted employees for whom termination of contract is not appropriate will be required to satisfactorily participate in a drug abuse, assistance or rehabilitation program approved by a Federal, State, or local health, law enforcement, or other appropriate agency. All policies and notices developed in compliance with the Act will be posted in the same fashion as other bargaining unit information is posted.

ARTICLE 42

INTERIM BARGAINING

1. In the event that the Board implements changes during the term of the agreement in the wages, hours, or other terms and conditions of employment for bargaining unit members on an issue that the Board is required by law to bargain about, the Board will give notice of such implementation to the Association. Within twenty (20) calendar days the Association may submit a written demand to bargain the affects of the implementation on wages, hours, or other terms and conditions of employment for members of the bargaining unit. If such a demand is made the parties will engage in good faith bargaining for a period of not less than thirty (30) days. Bargaining may be conducted by teams as designated by the Board and the Association, respectively. Teams may consist of fewer than seven (7) members.
2. If the bargaining teams have not reached agreement by the end of the thirty (30) day bargaining period the parties will engage in mediation for a period of not less than thirty (30) additional days or until resolution is reached, whichever occurs first. The mediator may be either John Drotning or an agreed member of the Federal Mediation and Conciliation Service. In the event the parties are unable to agree on a mediator, a mediator will be assigned by the Federal Mediation and Conciliation Service.
3. If the parties have not reached agreement by the end of the mediation period, the Board may, at its next regularly scheduled meeting more than ten (10) days after the conclusion of the mediation period, submit the unresolved issue or issues to arbitration. If the Board determines to submit the matter to Arbitration, an arbitrator will be selected and Arbitration conducted in accordance with the provisions of Article 38 of this Agreement (Grievance Procedure). The decision of the Arbitrator will be binding on the parties provided that the Arbitrator shall have no authority to make any award contrary to law or regulations of the Ohio Department of Education or any other agency having lawful jurisdiction over the Pickerington Local School District.
4. If the Board of Education does not refer the unresolved issue or issues to arbitration the Association may, within ten (10) days after the Board meeting, issue a strike notice as provided in Revised Code Chapter 4117.

ARTICLE 43

COMPLETE AGREEMENT

No agreement, alteration, variation, waiver, or modification of any of the terms or conditions contained in this Agreement shall be binding upon the parties hereto unless executed in writing by the parties. The waiver of any breach or condition of this Agreement by either party shall not be considered a waiver of the right to require full and complete compliance in the future of any or all of the terms and conditions herein. The non-exercise of rights retained by the Board shall not be deemed to waive any such rights or the right to exercise them in some other way in the future.

ARTICLE 44

SAVINGS CLAUSE

Should any article, section, or clause of this Agreement be declared illegal as a result of being in conflict with any applicable law, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect, and the article, section, or clause deleted shall be re-bargained so that it is in compliance with the law.

ARTICLE 44

DURATION

The terms and conditions of this Agreement shall remain in full force and effect from midnight June 30, 1993 through midnight, June 30, 1996.

This contract supersedes any policy, rules, regulations or past practices of the district which may be contrary or inconsistent with the terms of this Agreement.

Negotiations for a successor contract shall commence no later than ninety (90) calendar days prior to the expiration of the contract.

By affixing my signature, I affirm that necessary action has been taken by my respective party to enter into this Agreement.

FOR THE

PICKERINGTON EDUCATION
ASSOCIATION

PICKERINGTON LOCAL BOARD
OF EDUCATION

Susan W. Hughes
PRESIDENT DATE

Robert M. O'Connell
BOARD PRESIDENT DATE

D. Mark Jones
TEAM MEMBER

Daniel B. Ren
SUPERINTENDENT

Richard W. O'Neil
TEAM MEMBER

Lillian Holloway
TREASURER

Laura A. Burgoon
TEAM MEMBER

H. Lewis Stemen
TEAM MEMBER

Daniel P. Dress
TEAM MEMBER

F. Randolph Barb
LEGAL REPRESENTATIVE

Jeff B. Westfall
OEA REPRESENTATIVE

Linda D. Logue
TEAM MEMBER

James Reed
TEAM MEMBER

APPENDIX

All relevant forms specifically referenced by a provision of this contract follow as an appendix.

PICKERINGTON LOCAL SCHOOL DISTRICT
MILEAGE STATEMENT

Name Date Submitted

Circle month/s for which statement is submitted:

Jan. Feb. Mar. Apr. May June July Aug. Sept. Oct. Nov. Dec.

Teachers submit form to principal for approval.

Non-teaching employees submit form to immediate supervisor for approval.

Submit form when total amount due exceeds \$10.00.

DATE	PLACE	PURPOSE OF TRIP	ROUND TRIP MILES

Total Miles _____ x 28 cents = _____
 Other Reimbursable Expenses = _____
 Total Amount Due = _____

Supervisor/Principal Approval Date

District Office Approval Date

PICKERINGTON LOCAL SCHOOL DISTRICT

Application for Graduate Program of Studies

When a certificated employee plans to enter a graduate program of studies for the purpose of seeking a graduate degree, the following information must be submitted:

Name _____ Date of Request _____

Building Assignment _____ Teaching Assignment _____

Years of Experience in the Pickerington School System _____

Degree Sought _____ Major _____

University or College where program will be earned _____

Approximate length of time planned to complete program _____

Number of hours in program - Semester _____ Quarter _____

Relate how this program will benefit you as an educator:

List the titles of required courses:

List the titles of anticipated elective courses: (use back for additional courses)

Signature of employee making request

Date Recommendation (approval/disapproval) to Board of Education

Signature of Principal
Signature of Superintendent

Date Board of Education Action (approval/disapproval)

Reason for denial _____

Application Instructions: Submit one copy to the employee's principal/supervisor. When action is taken by the Board of Education, a copy will be returned to the employee. A copy will be retained in the District Office. A Request for Approval of Professional Growth College Credit form will need to be submitted for each course request.

PICKERINGTON LOCAL SCHOOL DISTRICT

Request for Approval of Professional Growth College Credit

In order for a bargaining unit member to be eligible for a reimbursement stipend for additional college credit, the following application must be submitted:

Teacher's Name _____ Date of Request _____
 Current Teaching Assignment _____
 Years of Experience in the Pickerington School System _____
 University or College Where Course(s) will be taken _____
 Semester or Quarter: Fall _____ Winter _____ Spring _____ Summer _____
 Date the Course is to be completed _____ *Note: Request for reimbursement must be submitted within sixty (60) calendar days of the completion of the course.*
 List below the course titles, the course numbers and the semester hours or quarter hours for each course:

Relate how this additional college credit will benefit you as a teacher:

Convert the credit hours to Pro-Growth Units (P.G.U.'s) as follows:

_____ Graduate Semester Hours	X	12	=	_____ P.G.U.'s
_____ Graduate Quarter Hours	X	8	=	_____ P.G.U.'s
_____ Undergraduate Semester Hours	X	9	=	_____ P.G.U.'s
_____ Undergraduate Quarter Hours	X	6	=	_____ P.G.U.'s

Total Number of Pro-Growth Units Requested = _____ P.G.U.'s

 Signature of employee making request

 _____ Recommendation (approval/disapproval) to Board of Education

Date

 Signature of Principal

 Signature of Superintendent

 Board of Education Action (approval/disapproval)

Date

Reason for denial _____

Application Instructions: Submit one copy to the employee's principal or supervisor. When action is taken by the Board of Education, a copy will be returned to the employee. A copy will be retained in the District Office.

For Reimbursement: After completion of course(s), please submit your grade slip or transcript and a copy of your paid fees or a university fee schedule. In no case will the reimbursement be more than the actual cost of the course(s).

PICKERINGTON LOCAL SCHOOL DISTRICT

Report of Absence

Teachers and Non-Teaching School Employees

Each teacher or non-teaching employee who is absent at any time must fill out this form and submit it to the building principal or non-teaching supervisor.

ABSENCE FROM WORK STATEMENT

PART I

I certify that I was absent from work on the dates indicated below because of the reasons specified:

- | | |
|--------------------------------------|----------------------------------|
| A. _____ Personal Illness or injury | E. _____ Approved Personal Leave |
| B. _____ Illness in immediate family | F. _____ Approved Vacation Leave |
| C. _____ Death in immediate family | G. _____ Approved Unpaid Absence |
| D. _____ Approved Professional Leave | H. _____ Approved Assault Leave |
| | I. _____ Jury Duty Leave |

<u>Date of Period of Absence</u>	<u>No. of days Absence</u>	<u>Reasons-Give Code Letter Above or Write Explanation</u>
1. From _____ to _____	_____	_____
2. From _____ to _____	_____	_____
3. From _____ to _____	_____	_____
4. From _____ to _____	_____	_____

(If you are absent more than once during a given calendar month, use lines 2, 3, and 4)
 If medical attention was required, complete Part II.

PART II

_____ Name of Attending Physician	_____ Dates Consulted
_____ Address	_____ Date
	_____ Signature of Employee

Falsification of this statement is grounds for suspension or termination of employment under Sections 3319.081 and 3319.16 of the Ohio Revised Code.

Adopted: 8/7/77
 Revised: 10/10/77
 Revised: 12/ 8/80
 Revised: 12/ 8/82

PICKERINGTON LOCAL SCHOOL DISTRICT

REQUEST FOR PERSONAL LEAVE

Personal leave shall not be available during the first week and the last week of school, and shall not be used to extend a holiday or vacation period unless approved by the Superintendent.

(Date of request)

I, _____, do hereby request _____ days(s) of personal leave
(Name of employee) (No. of days)

on _____
(Month) (Day) (Year)

I hereby certify that this request is for personal business.

(Signature of employee making request)

(Date) Supervisor or Principal recommendation (approved/disapproved)

No. of days _____
(Signature of Principal)

(Date) Local Superintendent decision (approved/disapproved)

No. of days _____
(Signature of Superintendent)

Reason for denial _____

Application Instructions: Submit one copy to the employee's principal/supervisor. When action is taken by the District Office, two copies will be returned to the principal/supervisor. One copy will be retained by the principal/supervisor and the other copy is to be returned to the employee.

PICKERINGTON LOCAL SCHOOL DISTRICT

REQUEST FOR PERMISSION TO ATTEND PROFESSIONAL MEETING OR VISITATION

This is my formal request to be absent from school to attend the:

(Name of professional meeting, visitation, conference, workshop, clinic, etc.)

at _____ on the following dates _____

Reason for request _____

I will need a substitute to take my place on the following dates:

(Date of request)

(Signature of employee making request)

Estimated expenses: (no expenses for visitation) Meal expenses _____

Registration fee _____ Lodging expenses _____

Travel expenses (Board mileage rate 28 cents per mile) _____

Total estimated expenses _____

Supervisor or principal recommendation (approval/disapproval)

(Date)

(Signature of Principal)

Local Superintendent decision or recommendation to Board of Education (approval/

(Date)

disapproval)

(Signature of Superintendent)

Approximate expense allowance _____

Reason(s) for denial _____

Application Instructions: Submit one copy to the employee's principal/ supervisor one month in advance whenever possible - minimum two weeks (14 days). When action is taken by the District Office, copies will be returned to the treasurer, principal/supervisor and the requesting employee.

PICKERINGTON LOCAL SCHOOL DISTRICT

REQUEST FOR UNPAID ABSENCE

Date of Request

I _____, do hereby request _____ day(s) of unpaid absence for the
(Name of Employee) (number)

following dates: _____
(Month) (Days)

Reason for request (if of a personal nature, state "personal"): _____

Signature of employee making request

Date Principal/Supervisor recommendation (Approved/Disapproved)

Number of days _____
Signature of Principal/Supervisor

Date Local Superintendent decision (Approved/Disapproved)

Number of days _____
Signature of Superintendent

Reason for denial: _____

Application Instructions: Submit one copy to the employee's principal/ supervisor. When action is taken by the District Office, two copies will be returned to the principal/supervisor. One copy will be retained by the principal/supervisor and the other copy is to be returned to the employee.

PICKERINGTON LOCAL SCHOOL DISTRICT

JOB TARGET FORM

Instructions: The attached list of job targets has been developed by the teacher and the evaluator during a pre-evaluation conference held on the date noted below. These job targets are to be used as a **guide** for instructional improvement by the teacher during the current school year. As such they should be stated in specific terms which make them relatively measurable and observable. The targets are not necessarily listed in priority order. It should be noted that there is space provided for the teacher and/or the evaluator to comment upon any and all of the targets that are listed. Further, it should be understood that these targets do not preclude any item of the adopted Teachers Job Description. At the conclusion of the evaluation conference, a copy of this form will be inserted in the teacher's official personnel file.

JOB TARGETS:

TEACHER COMMENTS:

EVALUATOR COMMENTS:

Signature of Teacher

Date

Signature of Evaluator

WHITE-TEACHER'S COPY

CANARY-PRINCIPAL'S COPY

PINK-DISTRICT OFFICE'S COPY

PICKERINGTON LOCAL SCHOOL DISTRICT

OBSERVATION FORM

Teacher _____ Date _____ Time/Period _____

Subject/Topics _____ Grade _____ Building _____

Method of Presentation: _____ lecture _____ lab _____ discussion _____ testing
 _____ other _____

Effective
Needs Improvement
Unsatisfactory
Not Applicable
Refer to Comments

TEACHER CHARACTERISTICS

1. Knowledge and understanding of subject matter was evident.
2. Class activities related to instructional objectives.
3. Class activities were organized and effectively paced.
4. Opening activities were well planned and smoothly conducted.
5. Closing instructions, including an assignment, were clear and understandable.
6. Teacher interaction was positive and productive.
7. There was appropriate classroom control.
8. Students were on task.
9. Classroom was neat and attractive.

GENERAL COMMENTS/RECOMMENDATIONS OF THE OBSERVER:

The signature below certifies that the teacher has reviewed the above in conference and has received a copy of this form. This signature does not necessarily mean that agreement exists. Teacher comments may be added to this sheet - dated and signed. At the conclusion of the evaluation conference a copy of this form will be inserted in the teacher's official personnel file.

 Signature of Teacher Date Signature of Evaluator

WHITE-TEACHER'S COPY CANARY-PRINCIPAL'S COPY PINK-DISTRICT OFFICE'S COPY

PICKERINGTON LOCAL SCHOOL DISTRICT
UNSATISFACTORY PERFORMANCE/PROGRESS REPORT

Teacher _____ Date _____

At this time it is felt your performance is unsatisfactory in the following areas:

Suggestions or recommendations for improvement:

The signature below certifies that the teacher has reviewed the above in conference and has received a copy of this form. This signature does not necessarily mean that agreement exists. Teacher comments may be added to this sheet - dated and signed. At the conclusion of the evaluation conference a copy of this form will be inserted in the teacher's official personnel file.

Signature of Teacher

Date

Signature of Evaluator

PICKERINGTON LOCAL SCHOOL DISTRICT

TEACHER EVALUATION - SUMMARY CONFERENCE FORM

Teacher _____ School Year _____ Date _____

Subject _____ Grade _____ Building _____

Effective
Needs Improvement
Unsatisfactory
No Opportunity to Observe
Refer to Comments

TEACHER JOB DESCRIPTION

The following evaluator sheet is to be completed for the summary conference by the evaluator. Ratings are to be checked. The form will be discussed with the teacher at the conference. Comments may be made at the end of this form by either the teacher or the evaluator. At the conclusion of the evaluation conference a copy of this form will be inserted in the teacher's official personnel file.

A. PERSONAL QUALITIES/CHARACTERISTICS

1. Personality is one which is affable and lends a positive, comfortable atmosphere to the classroom environment.
2. Handles stress situations in a clam, collected and rational manner.
3. Personal appearance, both grooming and attire, is appropriate and establishes a professional image.
4. Voice is clear, distinct and projects well.
5. Demonstrates an ability to communicate clearly and effectively with:
 - a. Students
 - b. Parents
6. Has and employs a sense of humor.

B. PROFESSIONAL QUALITIES/CHARACTERISTICS

1. Daily conduct of classroom reflects a respect for the student.
2. Classroom conduct and demeanor of the teacher assists the student in the development of a positive self image.
3. Classroom conduct, rules and regulations, and demeanor of the teacher foster in the student a sense of self-responsibility.
4. Encourages positive citizenship on the part of students.
5. Conducts oneself as stated in the Code of Ethics with:
 - a. Students
 - b. Fellow teachers
 - c. Administration
 - d. School Community
6. Provides for own professional growth through advanced course work, seminar or conference attendance, reading of professional journals or pertinent subject matter material and visitations.
7. Attempts to foster positive public relations with the school community.

C. PROFESSIONAL RESPONSIBILITIES/DUTIES - CLASSROOM

1. Is punctual to all assignments: school day, classes as assigned, duties.
2. Insures proper safety of the students, equipment and materials.
3. Insures proper care of the facility and furnishings.
4. Insures an organized, comfortable physical classroom environment to the fullest extent possible.
5. Prepares and maintains bulletin boards that:
 - a. Display general, daily and safety information.
 - b. Enhance and are pertinent to classroom work of the content area.
6. Develops and communicates reasonable and proper rules of classroom behavior.

JOB TARGETS

The following is to be completed by the evaluator and reviewed with the teacher during the summary conference.

- _____ The teacher has met all job targets as previously stated in the Job Target Form.
- _____ The teacher has partially met the job targets as previously stated in the Job Target Form. (Please explain below.)
- _____ The teacher has failed to meet the job targets as previously stated in the Job Target Form. (Please explain below.)

Explanation:

Teacher Comments:

Comments and Suggestions:

Teacher Comments (if desired):

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR

- _____ Annual Evaluation
- _____ Comprehensive Evaluation
- _____ Corrective Action Program

CONTRACT RECOMMENDATIONS

The following contract recommendations will be made to the Superintendent of Schools:

- _____ Annual Evaluation (no contract recommendation at this time)
- _____ Termination
- _____ Renewal _____ One Year _____ Two Years _____ Continuing
- _____ Non-renewal

The signature below certifies that the teacher has reviewed this in conference and has received a copy of this form. This signature does not necessarily mean that agreement exists. Teacher comments may be added to this sheet - dated and signed.

Signature of Teacher	Date	Signature of Evaluator
----------------------	------	------------------------

WHITE-TEACHER'S COPY CANARY-PRINCIPAL'S COPY PINK-DISTRICT OFFICE'S COPY

PICKERINGTON LOCAL SCHOOL DISTRICT

GRIEVANCE TIMELINE

Grievance Defined:

- I. Contract Violation
- II. Board/Admin. Policy...Board level only

Grievant: Individual, Group, Association

Day: Work Day

Informal: Required

Days to file initial - 1st level formal...20

Principal Hearing? Not required

Principal's Written Response: within 7 days of filing

Grievance Moved to 2nd (Supt.) Level: within 7 days of receipt of Principal's response.

Supt. Hearing: within 7 days of receipt of request

Supt. Response: within 7 days of hearing

Request for Board hearing: within 10 days of receipt of Supt. response

Board Hearing: no timeline stated

Board Response: no timeline stated

Request for Arbitration: within 10 days of receipt of Board Response

Goes to Assn.

Assn. Griev. Comm. has 10 days to determine submission to arbitration.

If Assn. agrees to submit to arbitration...7 days to agree on an arbitrator...then use AAA

Final Step. Arbitration binding on Association and Board.

GRIEVANCE FORM

Grievance No. _____

Date Filed _____

PICKERINGTON LOCAL SCHOOL DISTRICT

Grievant's Name _____

Position _____

Building _____

Grievance Defined _____

Date Grievance Occurred _____

Relief Sought _____

NOTE: Attach additional relevant documents or additional statements.

Signature of grievant _____

PRINCIPAL LEVEL

Date Filed _____

Administrative Response _____

(Add attachment if additional Space is needed)

Administrator's Signature _____

Position _____

Date _____

(cc: to Supt., PEA, Grievant)

Grievant's Response to Step 1 Administrative Response:

_____ The above response resolves this grievance and the matter is hereby resolved.

_____ The above response does not resolve this grievance and it is hereby requested
the matter be carried to Step 2 of the Grievance Procedure.

Grievant's Signature _____

Date _____

cc: Supt., PEA, Grievant

SUPERINTENDENT LEVEL

Date of filing _____

Date of Hearing _____

Superintendent's Response _____

Superintendent's Signature
cc: Grievant, PEA

Date

Grievant's Response to Superintendent's Response _____

The above response resolves this grievance.

The above response does not resolve this grievance and it is hereby requested
it be submitted to the Board of Education.

Grievant's Signature

Date

BOARD OF EDUCATION LEVEL

Date Filed _____

Date of Hearing _____

Board Response _____

Signatory for the Board, Position

Date

Grievant's Response to Board Response

The above response resolves this grievance.

The above response does not resolve this grievance and it is hereby requested
the matter be submitted to arbitration.

Grievant's Signature
cc: PEA; Supt.

Date

PEA GRIEVANCE COMMITTEE ARBITRATION REQUEST DETERMINATION

_____ It is hereby recommended that this grievance not be submitted to arbitration
in keeping with provisions of the Grievance Procedure.

_____ It is hereby recommended that this grievance be submitted to arbitration in
keeping with provisions of the Grievance Procedure.

Signatory for PEA, Position

Date

Date Filed with Superintendent _____

cc: PEA, Grievant

PICKERINGTON LOCAL SCHOOL DISTRICT

CLASS SIZE OVERLOAD PAYMENT FORM

Teacher _____ Date _____

Building _____ Week of _____

- Submit at the end of each month to building principal for payment.
- Note: Do not include students assigned to Home Instruction.

<u>Grade Level</u>	<u>Total Class Size</u>	<u>Name Of Student(s) Added</u>	<u>List Dates Student(s) Attended</u>
--------------------	-------------------------	---------------------------------	---------------------------------------

Office Use:

Principal's Approval

_____ Student(s) approved for overload payment - \$12.50 per week
_____ Week(s) approved for payment

PICKERINGTON LOCAL SCHOOL DISTRICT

CLASS SIZE OVERLOAD PAYMENT FORM

Teacher _____ Date _____

Building _____ Week of _____

- Submit at the end of each month to building principal for payment.
- List your total teaching load (exclude Study Halls, Music, Typing).
- Note: Do not include students assigned to L.D. Resource Room or on Home Instruction.

<u>Period</u>	<u>Subject</u>	<u>Total Class Size</u>	<u>Number of Student(s) Above 30</u>
---------------	----------------	---------------------------------	--

Office Use Only: _____ Total Load _____

Number Above 170 _____

_____ Student(s) approved for overload payment - \$12.50 per week

_____ Week(s) approved for payment

Principal's Approval

PICKERINGTON LOCAL SCHOOL DISTRICT
DIRECT DEPOSIT AUTHORIZATION FORM

I hereby authorize the Pickerington Local Schools to initiate direct deposit (credit entries) of my individual earnings to the following account(s):

Employee's Name: _____

Employee's Social Security #: _____

I.

Name of Financial Institution _____

Transit Number of Financial Institution _____

Employee's Account Number _____

Amount (\$) or Percentage (%) to be Deposited _____

II.

Name of Financial Institution _____

Transit Number of Financial Institution _____

Employee's Account Number _____

Amount (\$) or Percentage (%) to be Deposited _____

This authorization is contingent on the employee's financial institution's participation in the Automatic Clearing House (ACH) System.

Employee Signature

Please attach a voided check or deposit slip for each account referred to above.