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MASTER AGREEMENT

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2260-01

between the

**GREEN EDUCATION
ASSOCIATION**

and the

**GREEN LOCAL SCHOOL
DISTRICT BOARD OF EDUCATION**

June 30, 2011 – June 29, 2014

(62)

Table of Contents

<u>Section:</u>	<u>Page:</u>
PREFACE	1
ARTICLE I. RECOGNITION	1
ARTICLE II. NEGOTIATIONS PROCEDURES	2
2.01 Scope.....	2
2.02 Representation.....	2
2.03 Request for Meetings.....	2
2.04 Guidelines for Meetings.....	2
2.05 Agreement.....	3
2.06 State Law.....	4
2.07 Amendment.....	4
2.08 Sections.....	4
ARTICLE III. LEAVE PROVISIONS	5
3.01 Sick Leave.....	5
A. Definitions.....	5
B. Procedures.....	5
3.02 Donation of Sick Leave.....	5
3.03 Personal Leave.....	6
3.04 Family Leave (FMLA).....	6
A. Leave Rights.....	6
B. Reinstatement of Rights.....	6
C. Short-Term Adoption Leave.....	7
D. Maternity Leave.....	7
3.05 Professional Leave / Sabbatical Leave.....	7
3.06 Assault Leave.....	8
3.07 Court Appearance.....	8
3.08 Association Meetings.....	8
3.09 Absence Limitation.....	8
ARTICLE IV. REDUCTION IN FORCE	9
4.01 Procedures.....	9
4.02 Bumping.....	10
4.03 Restoration of Staff.....	11

	<u>Section:</u>	<u>Page:</u>
ARTICLE V.	STAFF RESPONSIBILITIES	12
	5.01 Curriculum	12
	5.02 Local School Professional Development Committee (LPDC)	12
	5.03 NEOEA Day	13
	5.04 Staff Development	13
	5.05 Commitments beyond the Normal School Day	13
	5.06 Duty Day	14
	5.07 New Staff Orientation	14
ARTICLE VI.	STAFF RIGHTS	15
	6.01 Working Conditions	15
	6.02 Multi-Year Contract	15
	6.03 Conference Periods / Planning Periods	15
	6.04 Notification of Certificate / License Expiration	16
	6.05 Intent Forms	16
	6.06 Job Posting	16
	6.07 Tuition-Free Education	16
	6.08 Job Sharing Program	17
	6.09 Personnel Files	18
	6.10 Teacher Transfer	19
	6.11 Non-Teaching Assignments	19
	6.12 Supervisory Duty Relief	19
	6.13 Release Time	19
ARTICLE VII.	DISTRICT PROCEDURES	20
	7.01 School Calendar	20
	7.02 Board Policy and Procedure Guide	20
	7.03 Teacher Evaluation	20
	7.04 Transfer of Experience	21
	7.05 Elementary Counselors	21
	7.06 Staff Meetings	22
	7.07 Payroll Deductions	22
	7.08 Labor / Management Committee	23
	7.09 Employment of Retired Certified Personnel	23
	7.10 Direct Deposit	24

<u>Section:</u>	<u>Page:</u>
ARTICLE VIII. AGENCY FEE	24
8.01 Payroll Deduction of Fair Share Fee.....	24
8.02 Notification of the Amount of Fair Share Fee	25
8.03 Schedule of Fair Share Fee Deductions	25
8.04 Transmittal of Deductions.....	25
8.05 Procedure for Rebate.....	25
 ARTICLE IX. HEALTH INSURANCE.....	 26
9.01 Health Insurance	26
9.02 Stark County Schools Council (COG).....	26
A. Stark County COG	26
B. Preferred provider – Doctors / Hospital.....	26
C. Preferred Provider – Prescription Drugs.....	27
D. Medical Information	28
E. Plan Description (Summary Only).....	28
F. 125 Plan	30
9.03 Insurance Plan.....	30
9.04 STRS Pick-Up: Salary Reduction Method	31
9.05 STRS Pick-Up for GEA Officers.....	31

Section:

Page:

ARTICLE X.	COMPENSATION	32
10.01	Compensation Rate Summary.....	32
10.02	Mileage	33
10.03	LD Tutors.....	33
10.04	Tutoring Pay and Home Instruction.....	34
10.05	Department Heads and Grade level Coordinators	34
10.06	Extra-Duty Pay.....	35
10.07	Severance Pay	37
10.08	Retirement Incentive.....	37
10.09	Tuition Reimbursement	37
10.10	Stipends.....	38
	A. Special Education.....	38
	B. In-House Subbing	38
	C. Professional Development Teaching	38
10.11	Salary Schedule – Compensation.....	38
	A. Increments.....	38
	B. B.A. Column	38
	C. Five Year Columns (150 Graduate Hours)	39
	D. Additional Columns.....	39
	E. Years that First Pay is Delayed for One Week	39
	F. Academic Work Rate.....	39
	G. Doctorate Degree	39
ARTICLE XI.	GRIEVANCE PROCEDURE.....	40
11.01	Definition	40
11.02	Procedure	41
11.03	Level One.....	41
11.04	Level Two	42
11.05	Level Three	42
11.06	Level Four.....	43
11.07	Level Five	43
ARTICLE XII.	CONCLUSION	44
12.01	Reopener Clause	44
12.02	Continuity Clause.....	44
12.03	Effect and Duration of Contract.....	44
	A. Amendment Procedure.....	44
	B. Personnel Policies and Practices.....	44

<u>Section:</u>	<u>Page:</u>
DEFINITIONS GLOSSARY	46
 APPENDIX A.	
Salary Index	47
Salary Schedule 2011-12	48
Salary Schedule 2012-13	49
Salary Schedule 2013-14	50
 INDEX	 51

PREFACE

The Board of Education and the professional staff of the Green Local School District realize the necessity of providing the youth of our District with the best possible education and recognize the classroom teacher as the important element in achieving this objective.

The Green School District does not discriminate on the basis of race, national origin, sex, or handicap in the educational programs and activities operated by the District. Green is an equal opportunity employer.

ARTICLE I -- RECOGNITION

- 1.01 The Green Board of Education, hereinafter termed the "Board" and the Green Education Association (OEA/NEA), hereinafter termed the "Association", recognize the responsibilities to each other and to the community for negotiating in good faith in order to reach agreements which are mutually satisfactory.
- 1.02 The Board recognizes that teaching is a profession and that members of said profession have a consulting role in the planning, development, operation, and improvement of educational programs consistent with mutually shared objectives. It further recognizes that free and open exchange of views between the teacher and the Board are desirable in deliberations leading to policy decisions.
- 1.03 The Association recognizes and agrees that the functions, rights, powers, responsibilities, and authority of the Board in regard to the management of the work force and the operation of the District shall remain exclusively those of the Board except as they affect wages, hours, terms and conditions of employment, and the continuations, modification, or deletion of an existing provision of a collective bargaining agreement.
- 1.04 The Board recognizes the Green Education Association (GEA), an affiliate of the National Education Association (NEA) and Ohio Education Association (OEA), as the exclusive bargaining representative of all full-time certificated/licensed teachers, part-time certificated/licensed teachers, and tutors.
- 1.05 Excluded from representation under this provision are the Superintendent, Assistant Superintendent, Director of Curriculum, Director of Business, Director of Special Services, Director of Operations, Director of District Technology, Gifted & Talented Coordinator, Curriculum Coordinator, Principals and Assistant Principals, Administrative/Supervising Athletic Director, Administrative/Supervising Psychologist, substitute teachers, EMIS Supervisor, and non-certificated/non-licensed personnel.

- 1.06 Certified/licensed teaching personnel shall have the right to join, or not to join, any organization for their professional and economic improvement. The Association shall not discriminate in its membership on the basis of race, creed, sex, marital status, grade level or subject field.
- 1.07 The Board or any administrative officers, thereof, shall not discriminate against any certified/licensed teaching employees because of their exercise of rights under this Agreement. The Association shall not discriminate against non-members.

ARTICLE II. -- NEGOTIATIONS PROCEDURES

2.01 SCOPE

The parties agree to negotiate on all matters pertaining to wages, hours, or terms and other conditions of employment, and the continuation, modification, or deletion of an existing provision of the collective bargaining agreement, except as otherwise specified in Ohio Revised Code (ORC) 4117.08.

2.02 REPRESENTATION

It shall be the sole prerogative of each party to determine the structure, roles, and/or representatives of their team; however, each team shall have no more than six (6) members participating in negotiations. By mutual agreement of the parties, observers may be present.

The parties shall have the authority to reach agreement subject to ratification by the Board and the Association members.

2.03 REQUEST FOR MEETINGS

A request from the Association shall be made in writing to the Superintendent. A request from the Board shall be made in writing to the Association President. A request for said meeting shall contain the reasons for the meeting. A mutually agreeable time and place for the meeting shall be set within ten (10) days of the request.

2.04 GUIDELINES FOR MEETINGS

- A. At the first meeting, both parties shall exchange the actual proposals to be negotiated. The combined list shall form the basis of an agenda for subsequent meetings. New items may be added by mutual agreement.

- B. In order to prepare intelligent proposals and counter proposals, relevant public data and supporting information may be requested by the respective parties. Both parties agree to provide this information, when requested, within a reasonable length of time at no cost to the other party. Both parties, in good faith, will seriously consider and respond to the proposals and counter proposals of the other party.
- C. Consultants may be used if deemed advisable by either party.
- D. During negotiations, the parties agree that all negotiations shall be conducted in private. No news releases shall be made unless by mutual agreement. Interim reports of progress may be made by the association to its members and by the Board representatives to the Board.
- E. Negotiation sessions shall last for a maximum of three (3) hours in length. This time limit may be extended or reduced by mutual agreement.
- F. Upon proper notification, either party may call for a caucus. Caucus time shall be limited to thirty (30) minutes. The time limit may be extended by mutual agreement.
- G. Both parties come to the table cloaked with the necessary authority to reach tentative agreements. When tentative agreement has been reached, it shall be initialed by the chief spokespersons of the parties. When all items have been tentatively agreed to, they shall comprise a tentative settlement that shall be considered for ratification by the Association and for adoption by the Board.

2.05 AGREEMENT

- A. When agreement is reached, it shall be reduced to writing and submitted for ratification to the Association at a regular or a special meeting. When approved by both parties, the agreement shall be entered into the official minutes of the Board.
- B. The "Agreement" shall constitute a modification of, or an addendum to, the articles of this Agreement.
- C. Except as authorized by ORC 4117, the Association agrees not to initiate any work stoppage during the life of this Agreement.
- D. The Board agrees not to initiate any lock-out of bargaining unit members during the life of this Agreement.

- E. If agreement has not been reached within sixty (60) calendar days after the initial meeting, or a mutually agreed upon date, either party may request the services of the Federal Mediation and Conciliation Services to provide a mediator to assist the parties in reaching an agreement. In the event the services of a mediator are called upon, the mediation process shall last, at a minimum, until this Agreement expires.
- F. It is agreed that the procedures set forth in this Section constitute a mutually agreed Dispute Settlement Procedure which supersedes the procedures contained in ORC 4117.14, except that the Association does retain the right to strike by following the procedures required in ORC Chapter 4117.

2.06 STATE LAW

If the State Law negates any part of this Agreement, the remainder of this Agreement shall continue to be in effect. Any part of this Agreement that intentionally supersedes Ohio Revised Code will be clearly identified as such.

2.07 AMENDMENT

Either party desirous of changes in the Master Agreement will notify the other party in writing to re-open negotiations; and if there is mutual agreement to re-open negotiations, the parties shall follow the procedures established in this Agreement. Nothing herein shall limit the rights of either party under ORC 4117.

2.08 SECTIONS

Agreements or amendments that are reached, as provided herein, will be attached as sections or included in existing sections.

The following sections will become part of the Professional Negotiations Agreement between the Board and the Association. The sections will be effective until amended or terminated by the negotiations process.

ARTICLE III -- LEAVE PROVISIONS

3.01 SICK LEAVE

A. Definitions:

The "immediate family" includes the father, mother, husband, wife, child, sister, brother, grandparents, and in-laws bearing any of these relationships, and other persons who are a permanent resident of the household.

Absence due to illness or death in the family of "other relatives" not permanent residents of the household come under Personal Leave, Section II, Item 1.

Sick Leave shall cover absences due to teacher's injury, pregnancy, illnesses, or exposure to contagious disease which could be communicated to other employees or students, and to absences due to illness, injury, or death in the teacher's immediate family.

B. Procedures:

Each certified/licensed person shall be entitled to fifteen (15) days Sick Leave per contract year, in accordance with ORC 3319.141; and shall be credited at the rate of one and one-fourth (1 1/4) days per month.

Unused Sick Leave shall be accumulated up to three hundred and ten (310) days maximum.

The previously accumulated Sick Leave of a certified/licensed person who has been separated from service in our School District shall be placed to his/her credit upon reemployment subject to the maximum accumulation stated above.

3.02 DONATION OF SICK LEAVE

A. If a member of the bargaining unit is currently absent for thirty (30) consecutive days or more due to a catastrophic illness or injury of the teacher, his/her spouse or minor child, and has exhausted all of his/her accumulated Sick Leave, another bargaining unit member may donate up to five (5) days of his/her accumulated Sick Leave to the absent teacher. The requirement of thirty (30) consecutive days absence may be waived in extraordinary circumstances at the discretion of the Superintendent.

B. Upon request, a teacher may receive up to an aggregate of thirty (30) days of donated sick leave days in any one school year, not to exceed two consecutive years. After two consecutive years, the teacher will be encouraged to apply for disability retirement.

- C. The Superintendent shall notify the Association President or designee that a request has been received for the donation of sick leave. The President shall then notify the membership of the request for sick leave days.
- D. Donation of Sick Leave days shall be initiated by a teacher on a form furnished by the Treasurer, no later than the pay period within which the Sick Leave of the absent teacher is exhausted.
- E. Donated Sick Leave shall be added to the accumulated sick leave of the absent teacher and deducted from the donating teacher.
- F. Part time tutors are excluded from participating in this provision.

3.03 PERSONAL LEAVE

- A. If needed, three (3) days of Personal Leave with pay per school year will be granted to all certificated/licensed teaching personnel except part time teachers and full time tutors who will receive one and one-half (1 ½) day. In addition, part time tutors will be excluded from this provision. Personal Leave is not accumulative. The teacher will give four (4) days notice, when possible.
- B. Teachers will be reimbursed for any unused personal leave at one hundred dollars (\$100.00) per day for each unused day to be paid by the second pay date in July for the previous year if he/she does not utilize any personal leave. If a teacher utilizes one (1) day of leave he/she will be reimbursed at fifty dollars (\$50.00) per day; and if a teachers utilize two (2) days of leave he/she will be reimbursed at twenty-five dollars (\$25.00) per day.

For those teachers who begin a work year with four (4) personal leave days, their reimbursement shall be as follows: one (1) day used/\$100.00 per unused day; two (2) days used/\$50.00 per unused day; three (3) days used/ \$25.00 per unused day.

- C. After fifteen (15) years of service in the District, the teacher will be allowed four (4) days of Personal Leave if needed.
- D. The Superintendent will grant additional days, with or without pay, if he/she believes it is warranted due to extenuating or emergency circumstances.

3.04 FAMILY LEAVE

A. Leave Rights

A teacher may be granted leave consistent with the Family and Medical Leave Act of 1993 and as may be amended, unless previously informed in writing by the Superintendent of his/her intention not to renew the teacher's contract.

If possible, such leave will begin at the nearest semester break between commencement of pregnancy and the birth of the child; or, in case of adoption, the receipt of custody; and shall last at least one (1) semester. However, elementary teachers may elect to return at the end of Christmas break instead of the conclusion of the first semester.

In addition, a teacher may be granted a leave for a year plus the semester of the current year when caring for a newborn child or when adopting a child less than 6 years old.

Family leave shall be without pay, but nothing contained herein shall be construed as preventing a bargaining unit member from utilizing applicable paid leave.

B. Reinstatement of Rights

An employee returning from family leave shall be placed on the salary schedule according to his/her current level of experience and education.

C. Short-Term Adoption Leave

A member of the bargaining unit may take up to thirty (30) work days of paid leave for the adoption of a child under six (6) years of age. Such a leave will be deducted from the member's accumulated sick leave.

D. Maternity Leave

A bargaining unit member may use sick leave for maternity leave from the date of birth of her child. Leave will be granted for a reasonable length of time; six (6) weeks or forty-two (42) calendar days for a normal delivery, eight (8) weeks or fifty-six (56) calendar days for a C-section. Extended leave will be granted by the Superintendent as determined by the attending physician upon receipt of a medical certificate.

3.05 PROFESSIONAL LEAVE/SABBATICAL LEAVE

A. A teacher who immediately prior to his/her request for leave has completed three (3) consecutive years as a member of the professional staff of the Green Local Schools, may be granted leave of absence without pay or other Board paid benefits for study for one (1) full semester or two (2) full semesters, but not longer than one (1) school year. Members of the instructional staff returning from Professional Leave, shall be returned to the same or an agreed upon position. Benefits may be obtained through Federal COBRA laws.

B. The parties agree to follow the language contained in State law 3319.131 for the duration of this Contract.

- C. Staff members who have exercised their Professional Leave right will not petition the Board for the purchase of this leave time for retirement purchase.
- D. Part time teachers and all tutors are excluded from participating in this provision.

3.06 ASSAULT LEAVE

- A. Any teacher absent from duty because of an injury due to an assault occurring on school property, due to school-related duties and/or by any school-age student(s) or by a person acting on the student's behalf, shall not be charged with the use of his/her Sick Leave for the period he/she is unable to perform his/her teaching duties to a maximum of one hundred eighty-five (185) contract days.
- B. While on Assault Leave, he/she will receive full compensation and benefits.
- C. A teacher using Assault Leave shall subrogate his/her right to recovery of compensation paid by the Board.

3.07 COURT APPEARANCE

The Board shall pay teachers their regular compensation, including benefits, for serving as a juror or being required to testify in a school related case in which the employee is held harmless or is not a party of the action, excluding matters related to the Master Agreement or the Green Education Association.

3.08 ASSOCIATION MEETINGS

Ten (10) days total will be allocated to GEA for use by members to attend various meetings during school time without loss of pay. Each day used must be approved in advance by the Superintendent which shall not be unreasonably withheld. It is understood that the use of a day under this provision by a part-time bargaining unit member(s) will result in the use of one (1) of the allocated days.

3.09 ABSENCE LIMITATION

- A. Absence from duty due to attendance at GEA meetings, for Personal Leave and Professional Leave shall not exceed ten percent (10%) of the staff in a given building at any given time.
- B. Exceptions to this provision may be approved by the Superintendent upon request from the GEA representative, the teacher involved, the Building principal, or at the Superintendent's discretion.
- C. Part time tutors are excluded from this provision.

ARTICLE IV -- REDUCTION IN FORCE

4.01 PROCEDURES

When, by reason of continual decrease in pupil enrollment, return to duty of regular teachers after leaves of absences, or by reason or suspension of schools or territorial changes affecting the District, or financial reasons for purposes of this provision of more than one and a half percent (1.5%) deficit of the General fund as filed by the Treasurer with the State of Ohio, the Board decides that it will be necessary to reduce the number of teachers, it may make a reasonable reduction for the year of the projected deficit.

- A. Prior to taking such action, the deficit shall be verified by an independent financial analysis by the State Department of Education or other mutually agreed upon organization in which the Association reserves the right to be present and have questions answered. The Superintendent shall also meet with the designated GEA official to discuss the reasons for the intended staff reduction no later than April 1.
- B. In making such determination, the Superintendent shall:
 - 1. Make available to every certified/licensed employee as soon as possible, but prior to February 1, a seniority list of all teachers in the system stating continuous years of service in Green and area(s) of certification/license. Corrections to the seniority list shall be submitted to the Superintendent's office by March 15th.
 - 2. Proceed to suspend a contract in accordance with the preferential order following:
 - a. Part time teachers and all tutors shall be the first reduced in the area(s) affected.
 - b. Recommend not employing replacements in those positions open for the next school year, when eligible certified/licensed employees on the layoff list are available for those positions.
 - c. Recommend any additional reductions continue with limited contract personnel holding the least seniority at Green in their area(s) of certification/licensure.
 - d. Recommend, if additional reductions are still necessary, suspension of those continuing contracts which have the least seniority in Green, in their area(s) of certification/licensure, pursuant to ORC 3319.17.

- e. In determining the extent of the reduction in force, the Superintendent may recommend and the Board may suspend a fractional portion of a teacher's contract in accordance with ORC 3319.17.
3. Determine seniority by length of continuous service with the Green Local School District. Among those with the same length of continuous service, seniority shall be determined by:
 - a. The date of Board meeting at which the teacher was hired.
 - b. In the event that two (2) or more teachers were hired at the same Board meeting, seniority will be decided by a mutually agreed upon lottery with the GEA, and GEA shall have the right to be present during the lottery process.
 - c. Length of continuous service will not be interrupted or affected by authorized leaves of absence. The continuous service of any employee who has returned to employment following resignation or other termination of employment will be measured from the date of return to service.
 4. The Board shall act on or before May 15th to implement a RIF for the succeeding school year.

4.02 BUMPING

Teachers that must "bump" as the result of a reduction in force shall do so in the following manner:

- A. When reduction in force in the District is necessary, teachers displaced will be placed in teaching positions for which they are certified/licensed and according to their positions on the seniority list.
- B. Staff who have not taught in the certified/licensed area within the past five (5) years will be required to upgrade competency in the new assignment area prior to the start of the subsequent school year, and/or demonstrate evidence of current activity in that area of certification/licensure.
- C. In the event of relocation due to reduction, the teacher will be given the option to return to the grade level or building from which he/she came should a vacancy occur in that area. This shall be done on a last-out/first-in basis.
- D. Part time teachers and all tutors may not bump full time teachers. However, part time teachers and all tutors will have the right to bump one another according to the Reduction In Force procedures.

4.03 RESTORATION OF STAFF

In the area of restoration of staff following a reduction in force, the Board shall:

- A. Offer re-employment to the most senior teacher whose name appears on the reduction in force list, when a position becomes available for which the teacher is certified/licensed.
- B. Offer to teachers on the reduction in force list, positions for which they are certified/licensed in order of seniority at the time of contract suspension.
 - 1. No new teachers shall be employed by the Board while there are teachers on the reduction in force list who are certified/licensed for any opening of a teaching position.
 - 2. Teachers shall be restored to employment on a last-out/first-in basis to any position for which they are certified/licensed by the State of Ohio pursuant to ORC 3319.22.
 - 3. The date of certification(s)/licensure(s) shall not affect the seniority status of any teacher.
 - 4. Teachers who can achieve new certification/licensure in other areas for which their system-wide seniority could make them eligible, shall be given until April 15 of the layoff year to show evidence that such eligibility does, or will, occur prior to September 1. The Superintendent shall change the reduction in force list according to the aforementioned procedure.
- C. Give written notice of re-employment by sending a registered or certified letter to said teacher at his/her last known address, with a simultaneous copy to the Association.
 - 1. It shall be the responsibility of each teacher to notify the Board of any change of address. The teacher's address, as it appears on the Board's record, shall be conclusive when used in connection with an offer of reemployment or of other notice to the teacher.
 - 2. If a teacher fails to accept the offer of re-employment in writing within fifteen (15) calendar days, excluding Saturdays/Sundays/holidays, or within five (5) days if the offer is delivered within ten (10) days prior to the start of a school year or semester, from the date said offer is delivered at the last known address of the teacher, unless an extension is granted in writing by the Board, said teacher shall be considered to have rejected said offer and shall be removed from the reduction in force list.

3. A teacher on the reduction in force list shall, upon accepting an offer of re-employment, return to the system with the same seniority, accumulation of Sick Leave days, and salary schedule placement as the teacher would have received in the year following layoff or contract suspension.
4. Teachers will remain on the reduction in force list for a period of twenty-four (24) months following the layoff.

ARTICLE V -- STAFF RESPONSIBILITIES

5.01 CURRICULUM

A. The Board agrees to pay the academic work rate (AWR) for curricular work done outside the school day in accordance with the following:

1. Major Revision of a Course of Study, Chairperson35 hour maximum
2. Major Revision of a Course of Study, Contributor15 hour maximum
3. New Course Development20 hour maximum
4. Course Revision (updating)10 hour maximum

The curriculum director, in consultation with the persons involved, will place all curriculum work in one of the above categories and determine the maximum number of hours needed to complete the task. A stipend agreement will be signed prior to the start of the project. The stipend(s) will be paid upon the satisfactory completion of the curriculum work.

- B. Each teacher is expected to engage in curriculum work every four years.
- C. At least one-half (½) of the bargaining unit members performing the duties of 1.a. through 4.a. above shall have a minimum of three (3) years teaching experience in the Green Local School District and at least two (2) years experience in the subject area(s) being revised or developed.

5.02 LOCAL SCHOOL PROFESSIONAL DEVELOPMENT COMMITTEE

A. The Green Local School's Professional Development Committee, hereinafter termed the LPDC, will be established as the name of the entity required by Senate Bill 230. The LPDC for the staff eligible for GEA membership shall consist of a maximum of eight (8) members. A majority of the committee shall be teachers who shall be selected by the GEA President and ratified by the Green Education Association Executive Committee. The committee shall be representative of elementary and secondary teachers. The remaining members shall be a combination of two district administrators who shall be selected or appointed by the district administration.

- B. The LPDC for district administrators shall consist of the two administrator members of the teacher LPDC and one teacher member selected by the teacher's LPDC. This paragraph supersedes Ohio Revised Code.
- C. The two LPDCs shall be district wide in scope and shall be the only committees of this type authorized to operate within the School district. Their purpose is to review Green educators' Individual Professional Development Plans for approval of the renewal of certificates or licenses.
- D. Members will serve a staggered three year term. Each member shall participate in training for committee work and abide by the by-laws of the LPDC. The by-laws will be developed which will provide for the rules and regulations of the LPDCs, and shall include provisions for an appeal committee comprised of staff members of the Summit County Educational Service Center.
- E. Committee members shall be compensated at the AWR to a maximum of five hundred fifty dollars (\$550).
- F. The LPDC Chairperson will function under a District job description and be compensated under Section 10.06 (Extra Duty Pay), of this agreement.

5.03 NEOEA DAY

NEOEA Day is a non-attendance day. Teachers are encouraged, but not required to attend one of the programs scheduled on this day. In the event NEOEA Day should conflict with the State ADM Count Week, this day will be scheduled as a student day.

5.04 STAFF DEVELOPMENT

Each member of the bargaining unit will be required to attend one day of staff development, scheduled by the District at no cost to the employee, during the school year. This scheduled day will become part of the District calendar. Continuing Education Units will be given. The administration and the Green Education Association will cooperatively plan the day.

5.05 COMMITMENTS BEYOND THE NORMAL SCHOOL DAY

- A. Each building may schedule a maximum of three (3) events outside of the normal school day per year, the year beginning with teachers' first day and ending with teachers' last day as specified in the school calendar, that teachers will be expected to attend. There will be no staff meeting scheduled during a week that such event outside of the normal school day has been scheduled. These events will be included on the school calendar card or published on the building level calendar no later than September 15. Staff will be included in the planning.

- B. The total time commitment of the above throughout the course of the school year, including adequate preparation time, will not exceed six (6) hours.
- C. On the last teacher day, teachers may leave after completing the building check-out procedure, which is to begin no later than 8:30 a.m.
- D. Green Learning Expo coordinators will be paid a stipend of three hundred dollars (\$300.00) separate from any other coordinating duties (i.e., art and music) in which they receive compensation.

5.06 DUTY DAY

- A. The required teaching school day shall be no greater than seven and one-half (7 1/2) hours. The day shall include a thirty (30) minute duty-free lunch period.
- B. The Green Education Association President will be released from all non-teaching duties as practical within the building assignments as determined by the Building Principal.

5.07 NEW STAFF ORIENTATION

- A. New staff members will participate in an entry-year program.
- B. The parties agree to comply with the Ohio Department of Education (ODE) regarding the Entry Year Program (EYP) and further agree that those bargaining unit members who performed EYP duties (i.e., mentoring) for the 2010-2011 school year and thereafter shall be compensated in accordance with Section 10.06.

ARTICLE VI -- STAFF RIGHTS

6.01 WORKING CONDITIONS

Teachers concerned with working conditions, including teaching materials, should attempt to resolve the difficulties with the building administrator. A written answer will be given.

6.02 MULTI-YEAR CONTRACT

- A. Upon the recommendation of the Superintendent and the agreement of the teacher, multi-year contracts may be used. Part time teachers and all tutors are excluded from this provision.
- B. Teachers may be recommended for one or two-year contracts after three (3) years service in Green Local Schools, and may be recommended for a one, two, or three-year contract after expiration of a two-year contract.

6.03 CONFERENCE PERIODS/PLANNING PERIODS

- A. Teachers (K-6) or those traveling to/from a K-6 building shall be provided with at least one duty free daily individual conference/planning period of a minimum of forty (40) consecutive minutes in duration. Half-day kindergarten and pre-school teachers shall be provided with at least one (1) duty free daily individual conference/planning period of a minimum of forty (40) consecutive minutes in duration, if possible, but in no case less than thirty (30) minutes. Principals will extend this conference/planning time if possible. The total number of duty free individual conference/planning minutes per week shall be at least three hundred (300) minutes, and never provided in less than fifteen (15) minute increments, except as indicated above. Part-time teachers and LD tutors are excluded from this provision. Building committees will be established to review master schedules to see if additional preparation time can be found without losing instructional time.
- B. Teachers (7-12) or those traveling to/from a 7-12 building shall be provided with at least one duty free daily individual conference/planning period of a minimum of one (1) academic period or a minimum of forty (40) minutes, whichever is greater. The total number of duty free individual conference/planning minutes per week shall be at least three hundred (300) minutes, and never provided in less than fifteen (15) minute increments, except as indicated above.

6.04 NOTIFICATION OF CERTIFICATE/LICENSE EXPIRATION

The Board and the LPDC shall provide notification by October 1st of each year of the expiration of teaching certificates/licenses to permit re-application prior to the ending of the school year, however it is the sole responsibility of individual bargaining unit members to stay current with licensure expiration dates and re-application timeframes.

6.05 INTENT FORMS

Intent forms shall be issued by the Superintendent to all teachers during the month of February. Intent forms must be returned to the Superintendent's Office by March 15.

6.06 JOB POSTING

- A. Job notices shall be posted openly on appropriate employee bulletin boards and on the district website (www.greenlocalschools.org). A copy will be sent to the Association President. During breaks and summer recess, employees are encouraged to check the website. Employees who have expressed an interest in a particular position, via the intent form, will be contacted by the appropriate building principal.
- B. The Job postings shall be printed on a standard form (see Appendix) which will include: the position title; entry level qualifications; licensing and/or certification requirements; a job description reference number; the name of individual to respond to for interview; date of initial posting; last date to apply for position, and anticipated start date.
- C. The posting period shall be for a minimum of five (5) work days.
- D. All candidates seeking the position shall respond in writing to the designated individual on posting.
- E. All candidates meeting qualifications shall have right to an interview.

6.07 TUITION-FREE EDUCATION

A member of the bargaining unit who resides outside of the Green Local School District shall be granted a waiver of tuition for any natural or adoptive child or stepchild who enrolls in Green Local Schools.

- A. All members of the bargaining unit shall be granted a waiver of tuition for any natural child, adoptive child, or stepchild who enrolls in Green Local Schools (1/2 day Kindergarten through Grade 12) through the Board's open enrollment policy first, then through the provision of the Master Agreement, if necessary.

- B. All day Kindergarten shall be tuition-free for members of the bargaining unit on a first come, first serve basis as space is available, and if it does not require the hiring of additional teaching staff, or if the program is offered free of tuition to Green Local Schools residents.
- C. The parties agree that any member of the bargaining unit who resides outside of the Green Local School District and had a child as identified in Part E., Section VIII enrolled for the 2008-09 school year in the Green Local Schools Pre-School Program and/or Full-Day Kindergarten shall be afforded the tuition-free benefit for the duration their child/children attend(s) the above program(s).

6.08 JOB SHARING PROGRAM

- A. A job sharing team shall be composed of two (2) full time employees sharing one (1) full time position. Each employee must have at least three (3) years of seniority in order to be considered for this program. Each member of a team shall be committed to this arrangement for the entire year in which they apply.
- B. The job sharing team shall present a proposed teaching schedule, including all building responsibilities, to the Building Principal. While it may not be possible to make the teaching schedules and responsibilities exactly equal, reasonable efforts shall be made to make the teaching schedules and responsibilities equitable. Based on this schedule and on the needs of the students in his building, the Building Principal shall determine if the job sharing proposal is workable.
- C. Members of a job sharing team shall work at least 1/2 hour each day of overlapping time in order to coordinate and plan their class(es). Members of a job sharing team shall not be assigned other duties or responsibilities which are in excess of one full time position. Both members of the team shall attend the Pre-School Orientation Day, In-Service Day(s), Open House, and system-scheduled Parent Conferences. Staff meetings will be attended by one (1) member of the team depending on when they are held (a.m. or p.m.), and that member shall inform the other member of the team of the meeting content.
- D. Reapplication to job share must be made by March 1st of the preceding school year. No employee may be permitted to job share for more than three school years unless special approval is granted by the Superintendent. If both members do not reapply to continue job sharing by the deadline, the team member with the greater seniority shall retain the assignment of the job sharing team. The team member with the lesser seniority shall be reassigned to a position within his/her area of certification or license. Should only one (1) member of the job sharing team reapply for job sharing, the remaining member shall be given the opportunity to find a new partner and continue the job sharing team. In this case, if the senior member has not reapplied for job sharing, that member shall retain the assignment held by the job sharing team, and the member with the lesser seniority shall assume half the position held by the new job sharing member. If

the member with lesser seniority does not reapply for job sharing, the member with the greater seniority shall retain the position held by the job sharing team with his/her new partner, and the member with the lesser seniority shall be reassigned to a position within his/her area of certification or license.

- E. Each member of the job sharing team will accrue years on the seniority schedule at 1/2 a year for each year that they job share.
- F. Each employee participating on one of the job sharing teams shall be compensated one half (1/2) the level which the employee would receive under a full time contract. If a member elects to take fringe benefits, costs for Hospitalization, Dental, and vision coverage shall be shared by the employee as follows:

Employer monthly share = 50% (Cost of family coverage less the premium listed in part E, Section I (Hospitalization) A. of this contract)

If cost of single coverage is less than this, the board will pay 100% of single coverage.

Employee monthly share = Cost of chosen coverage less employer monthly share.

Life insurance will be covered in the same manner as provided in the negotiated agreement.

- G. Members of a job sharing team may substitute for each other on a casual basis at the additional rate of pay for period subbing listed in this contract.
- H. Job sharing shall consist of one half (1/2) of each day on the school calendar. Sharing shall not be permitted on a 2 1/2 day a week scenario.
- I. Sick leave balance and accumulation will be adjusted to reflect the 1/2 day arrangement. Each member of the job sharing team shall receive three one-half days of personal leave.

6.09 PERSONNEL FILES

- A. All personnel shall have access to their files in accordance with ORC 1347.09, 1347.10, and 1347.99.
- B. Personnel files shall be made available within one work day after receiving written notice. A representative of the Association and the Superintendent or designee may accompany a teacher who is reviewing his/her personnel file. A teacher shall be notified within one (1) work day after any negative item is inserted in his/her personnel file.

- C. Each teacher may request and receive, within a reasonable time, a copy of every item within his/her file dated prior to May 1, 1984. These copies will be provided on a one-time-only basis free of charge. All items added to the file after this date will be copied and sent to the teacher free of charge within two (2) work days of the insertion of the copy into the file.
- D. If a person disputes the accuracy, relevancy, timeliness, or completeness of information in his/her file, he/she may request, in person or in writing, of the Superintendent, an investigation of the current status of that information. This investigation may include a conference with the Superintendent.

6.10 TEACHER TRANSFER

- A. Requests for transfer should be submitted in writing using the District's intent form. If the transfers are to be made, the teacher shall be notified prior to the last day of school whenever possible.
- B. A teacher who is involuntarily transferred will receive written notification of the reasons, which shall not be arbitrary, capricious, or unreasonable. Prior to an involuntary transfer, consideration will be given to seniority, certification/licensure, and experience in the areas of transfer.

6.11 NON-TEACHING ASSIGNMENTS

Those certified/licensed teachers assigned to non-teaching positions under their regular employment contract shall be assigned on the mutual consent of the Administration and the teacher. Teachers accepting these positions shall have an annual opportunity to return to the regular classroom schedule of teaching or their specific area of certification/license.

6.12 SUPERVISORY DUTY RELIEF

Monitors shall be provided to supervise lunch and recess at all K-6 schools in the district. A minimum of six (6) monitors will also supervise non-academic activities at the Elementary buildings for an additional one-half (1/2) hour at each building, with the provision that the additional time can be meaningfully used by the students or the teacher.

6.13 RELEASE TIME

- A. Full time Intervention Specialists and Therapists will be allotted two (2) release days to prepare for IEP conferences. These release days shall be scheduled with the prior approval of the building administrator.

Said members of the bargaining unit may elect to seek compensation in lieu of any chosen release days at the current sub rate at no less than ninety dollars (\$90.00) per day by notifying the building principal by October 30th of each year.
- B. Teachers allotted release days shall be given the opportunity to work offsite on the designated release days.

ARTICLE VII -- DISTRICT PROCEDURES

7.01 SCHOOL CALENDAR

- A. The school calendar shall be developed by a committee composed of five (5) teachers appointed by the GEA President.
 - 1. This committee shall convene on or before February 1.
 - 2. This committee shall submit at least two (2) proposals to all GEA members. The GEA members shall vote, and the calendar selected will be sent to the Board for consideration.
- B. In the event that the number of teacher days are increased in excess of one hundred eighty-four (184) days, the staff will be compensated one/one-hundred eighty-fourth (1/184th) of the salary schedule then in existence for each additional day.
- C. The school calendar may be extended by 1 day for teacher staff development. Teachers shall be given 1 day of compensation leave for attending.
- D. The school calendar may be extended by 2 days for teacher staff development. Attendance is optional. Those teachers attending shall receive the equivalent of 1/2 of their per diem rate for each day of attendance.
- E. The superintendent may petition the Ohio Department of Education to reduce the required number of student days by two (2) days, with GEA approval which shall not be unreasonably withheld. If granted, these two days shall be used for teacher staff development.
- F. There will be two teacher preparation days at the opening of the school year, the first of which will be a teacher work day.

7.02 BOARD POLICY AND PROCEDURE GUIDE

The Board Policy Handbook is available on the World Wide Web at www.neola.com/greenlocal-oh.

7.03 TEACHER EVALUATION

- A. Uniform procedures are to be followed in all buildings.
- B. Guidelines are to be followed in all evaluations.
- C. There will be the opportunity to see and discuss the evaluation between the teacher and the Principal/Evaluator after each evaluation.

- D. The teacher will have the opportunity to submit a written response to the evaluation. Unless mitigating circumstances exist, the teacher's written response will be given to the Principal/Evaluator within ten (10) work days of the teacher's receipt of the evaluation. The response will be attached to the evaluation form and filed as part of the record.
- E. The Principals may submit a questionnaire to the teachers each spring, and may use the results as a guideline for goals in the future.
- F. When the current evaluation instrument needs revision, a committee of teachers and administrators will meet to study the instrument. Each building will be represented by a teacher appointed by the GEA. An equal number of administrators will serve on the committee. If the committee reaches consensus on desired changes to the instrument, such changes will be made and implemented.

G. Non-Renewal of Bargaining Unit Members

Teachers employed under limited contracts shall be evaluated in accordance with ORC 3319.111 as follows:

1. In any school year in which the Board may wish to declare its intention not to re-employ a limited contract teacher, the teacher shall be evaluated in accordance with ORC 3319.111.
2. In any school year in which the Board intends to re-employ a limited contract teacher, the timelines for the second annual evaluation shall extend from February 1 through April 10.
3. In any school year in which the Board intends to re-employ a limited contract teacher with three (3) or more years of service in Green Schools, the second evaluation shall be optional as determined by the Administration.

- H. The Board agrees to follow the provisions of ORC 3319.11 in non-renewing bargaining unit members.

7.04 TRANSFER OF EXPERIENCE

The Board shall allow credit of not less than five (5) years experience of combined military and full-time teaching [one hundred twenty (120) days in one (1) year], nor more than ten (10) years on the current Green salary schedule.

7.05 ELEMENTARY COUNSELORS

The Board will provide an elementary counselor for Grades K-5.

7.06 STAFF MEETINGS

- A. A designated day of the week shall be set aside for a building staff meeting. A weekly building staff meeting may or may not be held at the discretion of the Principal. All staff members are required to attend the meeting unless excused from attendance by the Building Principal. The building staff meetings shall start as soon as practical after the close of the regular school day, unless by mutual consent they are held in the morning. The building staff meeting shall not exceed one (1) hour beyond the starting time of the meeting, unless mutually agreed upon by the principal and the GEA. There shall be no staff meeting during any week in which building parent-teacher conferences are also scheduled.
- B. In the interest of coordinating all educational programs within the system, and in providing the maximum amount of efficiency to school operations, all building staff meetings shall be scheduled on the same day of the week, as determined by the Administration and the GEA. All GEA meetings shall be scheduled not in conflict with the building staff meeting day as determined by the GEA.
- C. The content of building staff meeting(s) shall not require any mandatory pre-or-post preparation.
- D. Meetings of an emergency nature may be called by either party.

7.07 PAYROLL DEDUCTIONS

- A. Payroll deductions shall be made for employees signing authorization cards, as provided by the Treasurer, for city income tax, tax-sheltered annuities, and any other deductions authorized before September, 1977.
- B. Authorization for these deductions must be in the Treasurer's Office on the Monday before the first payroll in September; and will be deducted twice per month, September through August of each school year, except for professional dues which will be deducted October through May. Those authorizations would have to be in by October 1.
- C. Employees who did not elect deductions in September would have an opportunity to do so during the period of the last two (2) weeks in January, to be effective twice per month through August. Exceptions to this clause can be granted by the Superintendent. One (1) additional optional deduction will be granted to the employee, upon request, for taxes and Credit Union. This additional optional deduction may be requested at any time.

- D. In the case of professional dues, the Board and its treasurer assume no obligations, financial or otherwise arising out of the provisions of this Section; and the Association shall indemnify and hold the Board and its treasurer harmless for any and all claims, grievances, arbitrations, awards, suites, attachments, or any other proceedings arising out of or by reason of any action taken by the Board or its treasurer for the purpose of complying with any of the provisions of this Agreement, except in those cases where negligence or malice can be proven.

7.08 LABOR/MANAGEMENT COMMITTEE

- A. A Labor Management Committee is established. The Committee shall include the GEA President or designee and representatives of the GEA executive committee or other GEA representatives when appropriate. The Board will be represented by the Superintendent or designee and Administrators selected by the Superintendent when appropriate. The Committee will meet when issues of mutual interest arise.
- B. The Labor Management Committee will have the authority to discuss, issues of mutual interest. It will also evaluate school reform issues which may be legislated into effect during the term of this agreement. The Labor Management Committee shall not be construed as collective bargaining.
- C. Decisions by this committee cannot supersede Superintendent and Board authority, nor the authority of the GEA/OEA/NEA as the exclusive bargaining unit representative.

7.09 EMPLOYMENT OF RETIRED CERTIFIED PERSONNEL

- A. The Board is authorized to fill any certificated vacancy, with a previously retired certificated/licensed applicant (i.e., retired from any public school district in Ohio, including the Green Local School District) subject to conditions provided below.
- B. For purposes of salary schedule placement, a previously retired teacher ("PRT") will be granted a maximum of ten (10) years service credit upon initial employment. A PRT may not advance beyond Step 10 on the certificated/licensed salary schedule.
- C. PRTs will be credited with all earned training/education for purposes of salary schedule placement.
- D. PRTs will be awarded one-year contracts of employment that will automatically expire at the end of the applicable school year without notice of non-renewal. No performance evaluations shall be required.

- E. PRTs may be re-employed from year to year under limitations described in paragraph D., above, with Board approval, but shall not be eligible for continuing contract status.
- F. For purposes of Part C, Reduction in Force, PRTs will not accrue seniority.
- G. PRTs shall not be eligible to participate in a contractual retirement incentive program, if any, or for severance pay upon separation from employment.
- H. Prior employment in the District is no guarantee of post-retirement employment or a particular assignment, if hired. A current employee who retires and intends to return under provisions of this Article must completely fulfill the provisions of his/her last pre-retirement individual contract of employment in order to be considered for additional employment.
- I. PRTs shall be entitled to all other contract benefits available to bargaining unit members unless otherwise limited by specific provisions of this contract.

This section intentionally supersedes Ohio Revised Code, including but not limited to 3317.13, 3317.14, 3319.11, 3319.111, and 3319.17.

7.10 DIRECT DEPOSIT

Direct deposit of paychecks for employees at their designated financial institution will be mandatory for all members of the bargaining unit. All employees must provide a deposit slip that shows the correct bank routing number and account number to the Treasurer's office. Each new employee shall provide a deposit slip upon hire. Failure to do so on a timely basis will authorize the Treasurer to hold any paychecks until the requirement is met. Employees will have their direct deposit stub e-mailed to them. New hires shall be provided thirty (30) calendar days to make the aforementioned request upon written notification. Employees may elect to change their aforementioned election by September 15th of each year.

ARTICLE VIII -- AGENCY FEE

8.01 PAYROLL DEDUCTION OF FAIR SHARE FEE

The Employer shall deduct from the pay of members of the bargaining unit who elect not to become members of the Association, a fair share fee for the Union's representation of such non-members during the term of this contract. (No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the Union's work in the realm of collective bargaining.)

8.02 NOTIFICATION OF THE AMOUNT OF FAIR SHARE FEE

Notice of the amount of the annual fair share fee, which shall not be more than 100% of the unified dues of the Union, shall be transmitted by the Union to the Treasurer of the Board on or about September 15 of each year during the term of this Contract for the purpose of determining amounts to be payroll-deducted, and the Employer agrees to promptly transmit all amounts to the Union.

8.03 SCHEDULE OF FAIR SHARE FEE DEDUCTIONS

A. All fair share fee payors' payroll deduction of such annual fair share fees shall commence on the first pay date which occurs on or after January 15th annually. In the case of unit employees newly hired after the beginning of the school year, the payroll deduction shall commence on the first pay date on or after the later of:

1. Sixty days employment in a bargaining unit position,
or
2. January 15th.

B. Upon termination of membership during the membership year, the Treasurer of the Board shall, upon notification by the Union that a member has terminated membership, commence the deduction of the fair share fee with respect to the former member. The amount of the fee yet to be deducted shall be the annual fair share fees less the amount previously paid through payroll deduction. The deduction of said amount shall commence on the first pay date occurring on or after forty-five (45) days from the termination of membership.

8.04 TRANSMITTAL OF DEDUCTIONS

The Employer further agrees to accompany each such transmittal with a list of the names of the bargaining unit members for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each.

8.05 PROCEDURE FOR REBATE

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

ARTICLE IX – HEALTH INSURANCE

9.01 HEALTH INSURANCE

A.

Effective Date:	Employee share of the insurance premium:
September 1, 2011	10%
July 1, 2012	11%
July 1, 2013	12%

B. Effective September 1, 2011:

Removal of vision coverage from Insurance Plan. Each employee participating in the Plan will receive a lump sum payment equal to the monthly cost of the Plan for each year of the Agreement.

C. Effective July 1, 2012 through August 31, 2014:

Each employee participating in the Insurance Plan will receive annual lump sum payments equal to the dollar amount that is incurred beyond the 10% employee insurance premium share. Payments will be made on or before March 1, 2013 and March 1, 2014.

9.02 STARK COUNTY SCHOOLS COUNCIL

A. Stark County COG

The Board of Education may fully meet its obligations to provide health care benefits and services under this collective bargaining agreement by participating in the health benefits program of Stark County Schools Council (COG). The Board shall provide health, dental, and life insurance through the COG. The coverage shall be the standardized COG specifications in effect on March 15, 2004.

The Association and the Board agree that the Board shall not be required to make available to and to inform members of the Association of any option to enroll in a health maintenance organization established pursuant to Chapter 1742 of the Ohio Revised Code.

B. Preferred Provider – Doctors/Hospital

1. The parties agree that one or more preferred provider organization (PPO) programs for hospital and physicians' services may be provided through the Stark County Council of Governments (COG) health insurance program.

2. Participation in any such programs will be voluntary, and there shall be no diminution of benefits for those individuals who choose not to participate in a PPO. However, for those individuals who choose a PPO and then utilize services outside the PPO system, there may be a reduction in benefits.
3. The selection of the PPO(s), the types of benefits/programs, or any changes therein shall be mutually determined by the representative(s) of the COG and the Stark County OEA Office.
4. The duration of this provision shall be from March 1, 1994, and continuing thereafter unless terminated or modified by the representatives outlined in paragraph 3 herein.

C. Preferred Provider – Prescription Drugs

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

1. The program will be available to employees and their dependents who have “primary” coverage under the district’s insurance.
2. The employee will pay the 20% co-payment to the provider, and the remaining 80% will be direct billed to the insurance company. If the yearly maximum has been reached, provisions will be made to refund the employee’s 20% co-payment.
3. The deductible will be waived.
4. The list of covered expenses shall be agreed upon by the Stark County Office and the OEA Canton office.
5. The duration of this provision shall be from July 1, 1995 and thereafter.
6. As agreed to by the representatives of the Stark County Council of Governments and a consultant representative of the OEA Canton office.
7. Mail order prescription: Upon agreement of the OEA consultant representative of the OEA Canton office and the COG representative, an optional mail order prescription program will be implemented.

D. Medical Information

Personal information generated by the operation of this plan shall be kept confidential to the extent possible and necessary and to the extent required by law. Identifiable information may be shared only with the chairperson of the Stark County Schools Council of Governments and/or his designee and the appropriate representative OEA consultant, to the extent necessary to resolve problems and/or make decisions. Any designee will be agreed upon by the chairperson and the designated OEA Consultant.

E. Plan Description (Summary Only)

The Board shall purchase through a carrier licensed by the State of Ohio, employee and family dental insurance equal to or exceeding the specifications below. The full cost of this program and any increases thereof shall be paid by the Board.

DENTAL:

	Class I	Class II	Class III	Class IV
Maximum Benefits:	\$2,500 per person per year			Lifetime Maximum \$1,200 per person - Orthodontia
Deductible:	\$25/year Single	\$75/year Family		
Co-insurance Amounts:	Class I	Class II	Class III	Class IV
	Prevention	Basic	Major	Orthodontia
	100% of usual & customary (no deductible)	80% of usual & customary	80% of usual & customary	60% of usual & customary

HEALTH:

Maximum Benefits:	Unlimited	
Deductible:	\$100 Single	\$200 Family
Accumulation Period:	Calendar Year	
Co-Insurance Provision	80% by the insurance carrier & 20% by the patient, up to a yearly maximum out-of-pocket of \$500 Single or \$1000 Family. After the out-of-pocket has been met by the employee, 100% of eligible charges will be paid.	
Out-Patient Psychiatric	80% UCR up to 15 visits (30 visits if in substance abuse) per person/year (Network PPO)	
In-Patient Psychiatric	31 days per person/year Substance Abuse	

PREVENTIVE:

Routine Pap test, mammogram, and prostate cancer test once per year shall be a covered expense (unless found by a physician to be necessary more often).

DEPENDENT COVERAGE:

Unmarried dependent children from birth to age 19 (to age 26 if full-time student), provided the child is dependent upon the employee for support and maintenance in accordance with the internal revenue dependent guidelines.

PRE-ADMISSION CERTIFICATION:

Under the pre-admission certification/concurrent review program, the doctor's recommendation for non-emergency hospitalization is reviewed and "pre-certified" before the individual is admitted to the hospital. Any elective non-emergency hospital stay (including maternity admissions) must be pre-certified. Failure to follow the pre-admission procedure may result in the patient paying the first two hundred dollars (\$200) of room and board charges.

The admission procedure must be followed for emergency care within forty-eight (48) hours after the emergency.

LIFE:

Term life and accidental death and dismemberment coverage in the amount of fifty thousand dollars (\$50,000) for each member.

Bargaining unit members may purchase additional term life insurance at the group rate, in five thousand dollar (\$5,000) increments, up to a maximum of twenty thousand dollars (\$20,000) coverage in addition to Board paid coverage. Modification to this provision may be necessary to comply with requirements of the insurance carrier.

F. 125 PLAN

Tax sheltering of the individual's contribution for health costs may be implemented under IRS Section 125, if feasible, upon agreement of the superintendent and the Association president.

- G. In the event one or more subsections contained in this article conflicts with the Stark County COG rules or regulations, then COG rules or regulations shall prevail.

9.03 INSURANCE PLAN

- A. The Association President will be provided with current copies of all official insurance policies governing the teachers' insurance coverages that are available to the Board and the Superintendent.
- B. The Association shall be notified thirty (30) days in advance of any proposed change in insurance carrier or third party administrator.
- C. Coverage and services shall not be less than provided by the present carrier.
- D. GEA representatives may participate in any deliberations that lead to a possible change of carrier or third party administrator, but cannot veto the Board's decision.
- E. A joint Insurance Committee shall be appointed to periodically evaluate the Green Local Schools' insurance plans.
- F. The Insurance Committee shall be comprised of five (5) members appointed by the GEA, and an equal number appointed by the Superintendent.
- G. The Insurance Committee shall conduct an ongoing review of insurance coverage and options including cost/benefit analysis of various coverages, cost containment, experience, rates, products, and other alternatives.
- H. The Insurance Committee shall meet at least four (4) times during the school year. The Committee shall maintain minutes of its meetings which shall be approved by the Committee members. Copies of these approved minutes shall be furnished to the Superintendent and the GEA President.

9.08 STRS PICK-UP: SALARY REDUCTION METHOD
(Employer Pick-Up of Employee Contributions to STRS)

The Board herewith agrees with the Association to pick-up (assume and pay contributions to the State Teachers Retirement System (STRS) by salary reduction method), upon behalf of the employees in the bargaining unit, on the following terms and conditions:

- A. The amount to be picked up and paid on behalf of each employee shall be one hundred percent (100%) of the employee's contribution. The employee's annual compensation shall be reduced by an amount equal to the amount picked-up and paid by the Board.
- B. The pick-up percentage shall apply uniformly to all members of the bargaining unit.
- C. No employee covered by this provision shall have the option to elect a wage increase or other benefits in lieu of the employer pick-up.
- D. The pick-up shall become effective May 1, 1984, and shall apply to all compensation including supplemental earnings thereafter.
- E. For Federal and State Tax purposes, the annual contribution shall be the amount of compensation for each member reduced by the current mandatory rate.

9.09 STRS PICK-UP FOR GEA OFFICERS

The Green Education Association (GEA) President, Vice President, Secretary and Treasurer have the option to be paid a stipend by the Board as identified by the GEA. The GEA shall reimburse the Board for the cost for the stipends, state/federal taxes and any applicable retirement costs payable to the Ohio STRS.

ARTICLE X -- COMPENSATION

10.01 COMPENSATION RATE SUMMARY

Academic Work Rate (AWR):
 AWR

Curriculum Work..... AWR (10-35 hr. max.)

Audio Technician..... AWR

LPDC Members (except chairperson)AWR (\$550 max)

Green Learning Expo, Building Coordinator(s)\$300.00

L.D. Tutors..... AWR

Home Instruction:
 \$16.88/hour

Professional Development Teaching AWR

Category	Percent	2011-2014
A	20.0%	\$6,633.40
B	17.5%	5,804.23
C	13.0%	4,311.71
D	11.0%	3,648.37
E	9.6%	3,184.03
F	8.0%	2,653.36
G	6.5%	2,155.86
H	4.5%	1,492.52
I	3.0%	995.01
J	2.0%	663.34
K	1.5%	497.51
L	1.0%	331.67

10.02 MILEAGE

Payment shall be made at the Board rate to any approved teacher who must travel from school within the school system during school hours.

Payment shall be made at the end of the school year based on the following distances times thirty-six (36) weeks:

High School to Intermediate/Middle School	0.5 Miles
High School to Greenwood/Green Primary	1.5 Miles
High School to Portage Lakes Career Center (PLCC).....	1.0 Miles
Intermediate/Middle School to Greenwood/Green Primary	1.8 Miles
Intermediate/Middle School to PLCC	0.5 Miles
Greenwood/Green Primary to PLCC	2.0 miles

10.03 LD TUTORS

A. Effective at the beginning of the 2003-04 school year, LD Tutors shall be paid the Academic Work Rate for the first five years of service.

LD Tutors paid on an hourly rate will be paid for one hundred seventy-nine (179) instructional days and two (2) parent conference days. LD Tutors will receive their hourly rate in cases of snow and other calamity days.

B. Tutors with five (5) years of service in Green will be placed on the regular salary schedule at the 0 step with full benefits. Advancement on the salary schedule is capped at five (5) years. Hours and days for such tutors will be in accordance with the regular teaching contract.

C. All tutors shall be provided a job description.

D. Effective for the 2007-2008 year and thereafter, the current ESL tutor position will be defined as a teaching position and afforded all rights and benefits under the contract. The ESL tutor currently in the ESL position shall be placed on the salary schedule at the step currently placed.

10.04 TUTORING PAY AND HOME INSTRUCTION

Effective at the beginning of the 2007-08 and 2008-09 school years, tutors (except for LD Tutors) employed by the Board will be paid at the rate of \$16.39 and \$16.88 per hour respectively. This rate will be raised in the future by the same percentage increase as reflected at the Bachelors minimum spot on the regular salary schedule. All home instruction positions shall be announced to the staff by the Superintendent's Office. Those interested staff members interested shall contact the Superintendent, or his/her designee, within five (5) business days of the announcement. Staff members will be given first consideration.

10.05 DEPARTMENT HEADS AND GRADE LEVEL COORDINATORS

- A. Department chairpersons and grade level coordinators will be appointed by building administrators with the approval of the Superintendent. They will receive a supplemental contract and will be paid at the rate listed under Extra-Duty. They have the right to reject the appointment.
- B. Department chairpersons and grade level coordinators will have released time of two (2) full days per year. Two (2) additional days may be granted on the Superintendent's approval. Released time will be arranged with the building administrator. Department chairpersons will be released from all non-teaching duties as practical within the building assignments as determined by the Building Principal.
- C. Department chairpersons and grade level coordinators must meet with their departments a minimum of five (5) times a year. Minutes of these meetings must be kept and submitted to the Building Principal no later than five (5) working days after each meeting.

10.06 EXTRA-DUTY PAY

Salaries will be determined as a percentage of the base salary.

CATEGORY A – 20.0%	CATEGORY B – 17.5%	CATEGORY C – 13.0%
Head Band	Head Wrestling	Head Baseball
Head Football	Weight/Conditioning	Head Softball
Head Basketball	Head Soccer	Head Track
		Head Volleyball
		Assistant Band Director
		Assistant Basketball
		Assistant Football
		Assistant Wrestling
		Head 9 th Grade Football
		Head Swimming

CATEGORY D – 11.0%	CATEGORY E – 9.6%	CATEGORY F – 8.0%
9 th Basketball	H.S. Cross Country	Athletic Manager H.S.
9 th Football – Assistant	Head Golf	Athletic Manager M.S.
9 th Wrestling	Head Tennis	9 th Baseball
Head M.S. Football	Assistant H.S. Baseball	9 th Softball
Yearbook High School	Assistant H.S. Soccer	Assistant M.S. Track
Drama High School	Assistant H.S. Softball	M.S. Volleyball
Head H.S. Cheerleader	Assistant H.S. Track	Assistant M.S. Wrestling
Head H.S. Gymnastics	Assistant H.S. Volleyball	Department Heads H.S.
Telecommunications	M.S. Basketball	Vocal Music Director H.S.
	Assistant M.S. Football	Assistant Cheerleader H.S.
	Head M.S. Track	9 th Volleyball
	Head M.S. Wrestling	9 th Grade Soccer
	Debate H.S.	H.S. Dance Team
	Academic Team H.S.	
	Bowling	
	Assistant Swim Coach	

CATEGORY G – 6.5%	CATEGORY H – 4.5%	CATEGORY I – 3.0%
Grade Level Coordinator	Newspaper H.S.	Ski Club H.S.
Assistant Tennis H.S.	Junior Class Advisor	Ski Club M.S.
M.S. Cheerleader	National Honor Society H.S.	Pep Club H.S.
9 th Cheerleader	Creative Arts Publication	Pep Band H.S.
Summer Physical Fitness	Renaissance Director H.S.	Varsity G.H.S.
Summer Open Gym	Outdoor Education Director	Ecology Club H.S.
Majorette Advisor	H.S. Jazz Ensemble & Orchestra	Art Club H.S.
Student Council H.S.	Drama Instrumental Director H.S.	Video Club H.S.
Senior Class Advisor	Mentor(s)	Drama Coach K-8
Girls of Green H.S.	Assistant M.S. Cross Country	Student Council M.S.
Percussion Instructor H.S.	Green Report	Builders Club M.S.
M.S. Cross Country	Writers Club	Science Club H.S.
Web Master		SADD Club H.S.
LPDC Chairperson		Safe Club H.S.
Drama Music Director H.S.		Key Club H.S.
Assistant Golf		Technology Club
Instrumental Music M.S.		Ski Club G.I.S.
Assistant Cross Country H.S.		
Technical Support		
Assistant Bowling		
Chain Reaction		

CATEGORY J – 2.0%	CATEGORY K – 1.5%	CATEGORY L – 1.0%
Latin Club H.S.	Drama Support H.S.	Math counts M.S.
Spanish Club H.S.	Power of Pen M.S.	Read/Write Festival M.S.
French Club H.S.	Ensemble M.S.	Spelling Bee M.S.
German Club H.S.	National Honor Society M.S.	Geography Bee M.S.
Drama Music Director K-8	Bookstore M.S.	Think Quest M.S.
Mock Trial H.S.	Bridge Building Contest H.S.	Yearbook K-8
Science Olym H.S./M.S.		
Drama Support K-8		
Destination Imagination		

- A. Teachers performing extra-duty activities will receive a supplemental contract. They will be paid according to the category breakdown listed above. At their request, teachers will receive half of their pay at the end of the first semester. Positions may be added or deleted from the list upon the recommendation of the Administration and the approval of the Board. Salaries for new positions will be reached through the mutual agreement of the Superintendent, Building principal, sponsor, and the GEA representative. Staff interested in proposing the establishment of new positions should consult the faculty handbook for the proper procedure.

- B. Advisors of all non-athletic extra-duty positions must submit to the Building principal, no later than the end of the third week of school, an outline of proposed activities and a schedule of activity meetings, if applicable. At the end of the school year or at the end of the activity, whichever comes first (e.g. Ski Club), the advisor will submit a list of those participating and the activities/accomplishments of the club, with any recommendations for the coming school year.

10.07 SEVERANCE PAY

- A. A teacher in Green Local Schools, upon retirement from active service under the provisions of the State Teachers Retirement System, or by death, shall receive severance pay equal to thirty-three and one-third percent (33 1/3%) of one hundred thirty-two (132) days accumulated and unused Sick Leave (maximum forty-four (44) days).
- B. Such payment shall be based on the daily rate of pay of the retiree at the time of retirement or death; provided, however, that the retirement be effected within one (1) year of the last day of active service. A teacher who has completed fifteen (15) years or more in the Green Local School District may have up to three (3) years after the last day of active service to collect severance pay.
- C. The above payment shall be exempt from deductions as provided by law.

10.08 RETIREMENT INCENTIVE

All teachers who retire, based on STRS eligibility requirements, during the school year with thirty years or less of service and retire before June 30 of that school year shall receive a one-time lump sum of \$15,000 payable in July of the following year. Teachers who wait to retire until after the thirtieth (30th) year of service will forfeit the opportunity to receive this payment. To be eligible to receive this lump-sum payment, the teacher must turn in his/her resignation before June 1.

10.09 TUITION REIMBURSEMENT

The Board will reimburse teachers 50% for Graduate credit hours up to the maximums defined below per school year. A year is defined as June to May.

Beginning July 1, 2011\$700

10.10 STIPENDS

A. Special Education:

Teachers of special education presently on the staff (1978-1979) will receive three percent (3%) of their base salary figures. Teachers hired after June 1, 1979, will NOT receive this stipend.

B. In-House Subbing:

When a substitute teacher cannot be hired, the Administration may ask a teacher to cover a classroom during their conference or prep time. The teacher has the option of covering that class. In return for the coverage, the teacher will receive the AWR rate of payment. A list of teachers will be made who wish to cover classes and they will be asked on a rotating basis.

Elementary teachers who must cover a special, due to the absence of the specials teacher, will be paid the AWR. A special is defined as art, music, and gym. Every effort will be made to secure a substitute when a specials teacher is absent.

C. Professional Development Teaching:

Green teachers providing in-service for Green staff members as a part of the Green Staff development program will be paid at a rate of \$25.00 (twenty five dollars) per instructional hour.

10.11 SALARY SCHEDULE – COMPENSATION

A. Increments:

Salary increments (vertical and horizontal) on the Salary Schedule in effect shall occur in September of each year in accordance with established practice. Steps 28 and 29 on the Bachelor, 5 year, and BA + 20 columns are effective only for those teachers on step 22 and above as of January 1, 1996.

B. B.A. Column:

For Teachers employed after September 1, 1991, the B.A. Column in the Salary Schedules set forth in this Master Agreement shall end at Step 13. For teachers employed after January 1, 1995, the B.A. Column in the Salary Schedules set forth in this Master Agreement shall end at Step 10.

C. Five Year Column (150 Graduate Hours):

For teachers employed after January 1, 1995, the FIVE YEAR Column in the Salary Schedules set forth in this Master Agreement shall end at Step 13. A teacher must have earned one hundred fifty (150) undergraduate hours since beginning of his/her college work.

D. Additional Columns:

A B.A. plus 20 graduate hours column is added to the salary schedule effective September 1, 1995. A Masters plus 15 hours column is added to the salary schedule effective September 1, 1997.

E. Years That First Pay Is Delayed for One Week:

The first pay date of the new contract year will be determined as follows:

When February 29 (leap year) occurs during the school year, the first pay of that school year will occur on Thursday in the week (Sunday through Saturday) that September 13 falls within. When there is no February 29, the first pay will occur on Thursday in the week of September 12.

Using this formula will cause the first pay of that school year to begin three weeks after the last pay of the previous year. The next few times that this will happen is September 2010, and September 2015.

F. Academic Work Rate:

The Academic Work Rate (AWR) is twenty-four dollars and forty cents (\$24.40) for the 2011-2014 school years.

G. Doctorate Degree:

An employee with a Doctorate's degree will be paid five hundred dollars, (\$500) over the MA+30 column.

H. In the event the General Assembly enacts legislation reducing the employer contribution to STRS and proportionately increases the employee contribution, the employee shall receive that percentage increase over his/her current compensation.

ARTICLE XI -- GRIEVANCE PROCEDURE

11.01 DEFINITION

- A. There are two (2) types of grievances:
 - 1. One type of grievance is a claim by any certified/licensed teaching personnel and/or counselors based upon an event which affects a condition or circumstance of employment of a teacher or teachers, which is an alleged misinterpretation or misapplication of this Agreement, excluding PREFACE (page 1), between the GEA and the Board. These grievances may be grieved through Level V.
 - 2. The other type of grievance may be filed to seek solutions regarding matters and problems not defined in Paragraph A.1., above. These grievances may be grieved only through Level IV.
- B. If a grievance is not initiated within fifteen (15) days after the aggrieved party knew or should have known of the event or condition upon which it is based, the grievance shall be considered waived.
- C. A "grievance procedure" is a method by which any certified/licensed teaching personnel can express a complaint, problem or dispute, without fear of reprisal and obtain a fair hearing at progressively higher levels.
- D. An "Aggrieved" person is any certified/licensed teaching personnel having a grievance.
- E. The "party in interest" is an individual or individuals who are in conflict with the aggrieved person or persons.
- F. A "representative" is an individual who advises or accompanies the aggrieved person or the party in interest.
- G. The limits in days under each level shall be counted as school days. The number of days indicated at each level shall be considered as maximum, and every effort should be made to expedite the process.
- H. Extensions of prescribed time may be made by written mutual agreement. Failure to advance the grievance to the next available level of this procedure within the time prescribed shall consider the grievance to be waived. Failure on the part of the Administration to respond within the time prescribed shall result in the advancement of the grievance to the next level by the aggrieved.
- I. The term "teacher" includes all teaching personnel and counselors.

- J. Nothing in this Grievance Procedure shall be construed so as to deny an individual, the GEA, or its representatives, the right to redress before any appropriate administrative agency or through the courts, if such a course seems to the involved party or parties, at their sole discretion, more appropriate.

11.02 PROCEDURE

- A. The primary purpose of this procedure is to secure, at the lowest possible level, equitable solutions to grievances, which may arise from time to time. Both parties agree that the proceedings will be kept confidential, limited to parties involved or affected.
- B. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be regarded as maximum, and every effort shall be made to expedite the process. The time limits may, however, be extended by mutual agreement of the parties concerned. In the event a grievance is filed just prior to or at the end of the school year, the time limits set forth herein shall be reduced so that the Grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.
- C. The grievance forms shall not become part of the permanent personnel record but will be kept in a grievance file in the Treasurer's Office. The pertinent case may be accessible to the official Board representative or the GEA for purposes of research for legal matters or precedents which have been established. No copies are to be made of any of these grievance files.

11.03 LEVEL ONE

- A. Any teacher or teachers who have a grievance shall discuss it first with the Immediate Supervisor in an attempt to resolve the matter informally. The teacher should state verbally that a grievance is being initiated. If additional informal meetings are required, representatives may be present.
- B. At the completion of Level I, if the "Immediate Supervisor" is the Superintendent, Level II will be by-passed and the grievance moved directly to the Level III procedure.

11.04 LEVEL TWO

- A. If, as a result of the discussion or discussions, the matter has not been resolved to the satisfaction of the aggrieved person within five (5) days, he/she shall set forth his/her grievance in writing:
 - 1. to the party in interest;
 - 2. with the Immediate Supervisor; and
 - 3. if he/she chooses to involve the GEA, to the Green Education Association President or designee.
- B. Within five (5) days of receipt of a written grievance, at Level II or subsequent levels, the Green Education Association shall decide whether or not there is a legitimate grievance.
- C. If the situation requires such, the Immediate Supervisor shall then initiate a hearing to investigate the grievance. The hearing shall include the party in interest, the aggrieved person, the Immediate Supervisor, and any other person who may be needed to give information concerning the grievance.
- D. The Immediate Supervisor shall communicate his/her decision and reasons to the aggrieved person and the party in interest, in writing, within five (5) days of receipt of the written grievance.

11.05 LEVEL THREE

- A. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level II, or no decision has been rendered within five (5) days from the date of the receipt of the grievance at Level II, or no decision has been rendered within five (5) days from the date of the receipt of the grievance by the Immediate Supervisor, the aggrieved may appeal to the Superintendent. The appeal to the Superintendent must be made in writing within ten (10) days of the immediate Supervisor's decision, and must set forth the grounds upon which the grievance is based.
- B. The Superintendent shall request a report from the Immediate Supervisor and shall confer with the concerned parties. Upon request, a separate conference with the party in interest or the aggrieved person shall be granted.
- C. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) days. The Superintendent shall communicate his/her decision in writing, along with supporting reasons, to the aggrieved person, the Green Education Association, to the party in interest, and to the immediate Supervisor.

11.06 LEVEL FOUR

If, after receiving the answer at Level Three, the aggrieved person remains aggrieved, the aggrieved person shall, in writing, request that the matter be submitted to grievance mediation with the Federal Mediation and Conciliation Service (FMCS). This request shall be made within ten (10) days from the receipt of the decision given at Level Three. The parties agree to participate in the mediation of all the issues set forth in the grievance(s) at the first meeting date available to the mediator, but no later than thirty (30) days from the filing of the request for mediation. If the mediation process is not successful or is not completed, and the employee remains aggrieved, the aggrieved person may proceed to Level Five.

11.07 LEVEL FIVE

- A. Within ten (10) days after the conclusion of mediation, the aggrieved may request the issue he/she submitted to arbitration by notifying the GEA. The GEA shall have the responsibility of deciding the advisability of arbitration. If there is a subsequent demand for arbitration filed with the American Arbitration Association (AAA), the GEA will forward a copy of the request to the Superintendent. A designee of the Superintendent and designee of the GEA shall select an arbitrator under the Voluntary Rules and Regulations of the AAA.
- B. The arbitrator shall not have the authority to alter any of the provisions of his/her collective bargaining contract, nor modify the language therein in arriving at a determination of any issue presented that is proper within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and in no way interfere with the Board under its policies, except as is proper within the limitations expressed here in the Contract between the parties.
- C. The arbitrator shall make a report and decisions in triplicate to the aggrieved, the Superintendent, and the GEA. The report and decisions shall be issued as soon as possible, but in no event more than thirty (30) days after the initial hearing.
- D. The decision of the arbitrator, if rendered within and in accordance with the above-stated power, shall be final and binding on the GEA, its members, the teacher or teachers involved, and the Board.
- E. The cost of the arbitrator's services shall be shared equally by the Board and the Association. The expenses of witnesses and other representatives shall be borne by the party they represent. If a stenographic record of the arbitration proceedings is made, each party shall share equally the cost of the arbitrator's copy. The Board and the GEA shall pay for any copies they request.

ARTICLE XII -- CONCLUSION

12.01 REOPENER CLAUSE

Negotiations may be reopened by either party prior to the termination of the existing Agreement on any or all items should the financial status of the school district change significantly.

Any additional benefits will become effective on the next pay day period following a negotiated agreement.

12.02 CONTINUITY CLAUSE

All items not changed, revised, deleted and/or otherwise altered will remain in full force and effect for the duration of any subsequent agreement.

12.03 EFFECT AND DURATION OF CONTRACT

A. Amendment Procedure:

This Contract represents the full understanding and commitment between the parties, and replaces all previous Contracts, agreements or understandings, whether written or verbal or based on alleged past practices, between the Board and the Association and constitutes the entire agreement between the parties. This Agreement represents a completion of negotiations on all issues that were raised or could have been raised for the duration of the agreement. This Contract may be added to, deleted from or otherwise changed only by an amendment properly signed and ratified by each party.

B. Personnel Policies And Practices:

The Board shall change its personnel policies and practices as may be necessary in order to give full force and effect to this Contract. Should there be a conflict between this Contract and any such policy or practice, then the terms of this Contract shall prevail.

C. This Agreement is made and entered into at the Green Local School District, Ohio, on this ____ day of _____, 2010 by and between the parties, as attested to by the representatives whose signatures appear below.

D. Copies of this Contract will be printed and distributed to each employee. The Association shall be supplied with an additional fifty (50) copies. The costs shall be shared equally by the Board and the Association.

- D. This Agreement is made and entered into at the Green Local School District, Ohio, on this 24th day of MAY, 2011 by and between the parties, as attested to by the representatives whose signatures appear below.
- E. Copies of this Contract will be printed and distributed to each employee. The Association shall be supplied with an additional fifty (50) copies. The costs shall be shared equally by the Board and the Association.

**FOR THE
GREEN EDUCATION ASSOCIATION:**

Sam Germano
Sam Germano, President

6-10-11
Date

Frank Jusli
Negotiations Chairperson

6-10-11
Date

**FOR THE
BOARD OF EDUCATION OF THE
GREEN LOCAL SCHOOL DISTRICT:**

Michael E. Nutter
Michael E. Nutter, Superintendent

6/11
Date

Eydie Snowberger
Eydie Snowberger, Treasurer

6.9.11
Date

Robert Campbell
Robert Campbell, Board President

5/24/2011
Date

GEA

DEFINITIONS GLOSSARY

PERSONNEL

"Full-time Tutors" will be defined as tutors who work one hundred twenty (120) days or more a year and five (5) hours or more a day.

"Part-time certificated/licensed teachers" shall be defined as those who work no more than four hours a day, or who teach no more than one-half (1/2) the actual time in classroom hours of a full-time teacher.

"Certificated/licensed personnel" shall be defined as those whose position requires a valid Ohio teacher, counselor, or educational media certificate/license.

SALARY COLUMNS

To be paid according to the "Five Year" column on the salary schedule, a teacher must have earned one hundred fifty (150) semester hours since beginning his/her college work.

To be paid according to the "M.A.+30" column on the salary schedule, a teacher must have earned thirty (30) graduate semester hours after the date of his/her Master's degree.

For the B.A. +20 column a teacher must have earned 20 semester graduate hours. Up to fifteen CEU's may be substituted for up to five (5) graduate credit hours (3:1 ratio).

For the M.A. +15 column a teacher must have earned 15 semester graduate hours after the date of his/her Master's degree. Up to twelve CEU's may be substituted for up to four (4) graduate credit hours (3:1 ratio).

ACADEMIC WORK RATE (AWR)

The hourly rate paid to a member of the bargaining unit who is performing work outside of the regular teaching schedule. This rate is only paid when referenced in this agreement or approved by the Superintendent.

HOLIDAY

A scheduled non-attendance day.

GREEN EA INDEX						
STEPS	BA	Five Years	BA + 20	MASTERS	MASTERS + 15	MASTERS + 30
STEP 0	1.0000	1.0310	1.0510	1.0710	1.0810	1.0910
STEP 1	1.0500	1.0878	1.1113	1.1348	1.1467	1.1585
STEP 2	1.1001	1.1446	1.1716	1.1986	1.2124	1.2261
STEP 3	1.1501	1.2015	1.2320	1.2625	1.2781	1.2937
STEP 4	1.2001	1.2583	1.2923	1.3263	1.3438	1.3613
STEP 5	1.2501	1.3151	1.3526	1.3901	1.4095	1.4288
STEP 6	1.3002	1.3719	1.4129	1.4539	1.4752	1.4964
STEP 7	1.3502	1.4287	1.4732	1.5177	1.5409	1.5640
STEP 8	1.4002	1.4855	1.5335	1.5815	1.6065	1.6315
STEP 9	1.4502	1.5423	1.5938	1.6453	1.6722	1.6991
STEP 10	1.5003	1.5992	1.6542	1.7091	1.7379	1.7667
STEP 11	1.5503	1.6560	1.7145	1.7730	1.8037	1.8343
STEP 12	1.6003	1.7128	1.7748	1.8368	1.8693	1.9018
STEP 13	1.6503	1.7696	1.8351	1.9006	1.9350	1.9694
STEP 16	1.7004	1.8264	1.8954	1.9644	2.0007	2.0370
STEP 19	1.7504	1.8832	1.9557	2.0282	2.0664	2.1045
STEP 22	1.8004	1.9401	2.0161	2.0920	2.1321	2.1721
STEP 25	1.8504	1.9969	2.0764	2.1558	2.1978	2.2397
STEP 27	1.9386	2.0950	2.1796	2.2642	2.3090	2.3537

2011-12	Green Salary Schedule				Base: \$33,167	
STEPS	BA	Five Years	BA + 20	MASTERS	MASTERS + 15	MASTERS + 30
STEP 0	33,167	34,195	34,859	35,522	35,854	36,185
STEP 1	34,825	36,079	36,858	37,638	38,033	38,424
STEP 2	36,487	37,963	38,858	39,754	40,212	40,666
STEP 3	38,145	39,850	40,862	41,873	42,391	42,908
STEP 4	39,804	41,734	42,862	43,989	44,570	45,150
STEP 5	41,462	43,618	44,862	46,105	46,749	47,389
STEP 6	43,124	45,502	46,862	48,222	48,928	49,631
STEP 7	44,782	47,386	48,862	50,338	51,107	51,873
STEP 8	46,440	49,270	50,862	52,454	53,283	54,112
STEP 9	48,099	51,153	52,862	54,570	55,462	56,354
STEP 10	49,760	53,041	54,865	56,686	57,641	58,596
STEP 11	51,419	54,925	56,865	58,805	59,823	60,838
STEP 12	53,077	56,808	58,865	60,921	61,999	63,077
STEP 13	54,736	58,692	60,865	63,037	64,178	65,319
STEP 16	56,397	60,576	62,865	65,153	66,357	67,561
STEP 19	58,056	62,460	64,865	67,269	68,536	69,800
STEP 22	59,714	64,347	66,868	69,385	70,715	72,042
STEP 25	61,372	66,231	68,868	71,501	72,894	74,284
STEP 27	64,298	69,485	72,291	75,097	76,583	78,065

2012-13	Green Salary Schedule				Base: \$33,167	
STEPS	BA	Five Years	BA + 20	MASTERS	MASTERS + 15	MASTERS + 30
STEP 0	33,167	34,195	34,859	35,522	35,854	36,185
STEP 1	34,825	36,079	36,858	37,638	38,033	38,424
STEP 2	36,487	37,963	38,858	39,754	40,212	40,666
STEP 3	38,145	39,850	40,862	41,873	42,391	42,908
STEP 4	39,804	41,734	42,862	43,989	44,570	45,150
STEP 5	41,462	43,618	44,862	46,105	46,749	47,389
STEP 6	43,124	45,502	46,862	48,222	48,928	49,631
STEP 7	44,782	47,386	48,862	50,338	51,107	51,873
STEP 8	46,440	49,270	50,862	52,454	53,283	54,112
STEP 9	48,099	51,153	52,862	54,570	55,462	56,354
STEP 10	49,760	53,041	54,865	56,686	57,641	58,596
STEP 11	51,419	54,925	56,865	58,805	59,823	60,838
STEP 12	53,077	56,808	58,865	60,921	61,999	63,077
STEP 13	54,736	58,692	60,865	63,037	64,178	65,319
STEP 16	56,397	60,576	62,865	65,153	66,357	67,561
STEP 19	58,056	62,460	64,865	67,269	68,536	69,800
STEP 22	59,714	64,347	66,868	69,385	70,715	72,042
STEP 25	61,372	66,231	68,868	71,501	72,894	74,284
STEP 27	64,298	69,485	72,291	75,097	76,583	78,065

2013-14	Green Salary Schedule				Base: \$33,167	
STEPS	BA	Five Years	BA + 20	MASTERS	MASTERS + 15	MASTERS + 30
STEP 0	33,167	34,195	34,859	35,522	35,854	36,185
STEP 1	34,825	36,079	36,858	37,638	38,033	38,424
STEP 2	36,487	37,963	38,858	39,754	40,212	40,666
STEP 3	38,145	39,850	40,862	41,873	42,391	42,908
STEP 4	39,804	41,734	42,862	43,989	44,570	45,150
STEP 5	41,462	43,618	44,862	46,105	46,749	47,389
STEP 6	43,124	45,502	46,862	48,222	48,928	49,631
STEP 7	44,782	47,386	48,862	50,338	51,107	51,873
STEP 8	46,440	49,270	50,862	52,454	53,283	54,112
STEP 9	48,099	51,153	52,862	54,570	55,462	56,354
STEP 10	49,760	53,041	54,865	56,686	57,641	58,596
STEP 11	51,419	54,925	56,865	58,805	59,823	60,838
STEP 12	53,077	56,808	58,865	60,921	61,999	63,077
STEP 13	54,736	58,692	60,865	63,037	64,178	65,319
STEP 16	56,397	60,576	62,865	65,153	66,357	67,561
STEP 19	58,056	62,460	64,865	67,269	68,536	69,800
STEP 22	59,714	64,347	66,868	69,385	70,715	72,042
STEP 25	61,372	66,231	68,868	71,501	72,894	74,284
STEP 27	64,298	69,485	72,291	75,097	76,583	78,065

INDEX

1

1347.09	18
1347.10	18
1347.99	18

3

3317.13	24
3317.14	24
3319.11	24
3319.111	21, 24
3319.131	7
3319.141	5
3319.17	9, 10, 24

4

4117	2, 4, 25
4117	4
4117.08	2
4117.14	4

A

AAA	43
<u>ABSENCE LIMITATION</u>	8
adoption	3, 7
<u>ADOPTION LEAVE</u>	7
<u>AGENCY FEE</u>	24
<u>AMENDMENT PROCEDURE</u>	44
American Arbitration Association	43
arbitrator	43
assault	8
<u>ASSAULT LEAVE</u>	8
<u>ASSOCIATION MEETINGS</u>	8
attendance	8, 13, 20, 22, 46
authority	1, 2, 3, 23, 43

B

birth	7
<u>BOARD POLICY AND PROCEDURE GUIDE</u>	20
<u>BUMPING</u>	10

C

caucus	3
certificated/licensed	1, 6, 23, 46
certification/licensure	9, 10, 11, 19
certified/licensed	2, 5, 9, 10, 11, 19, 40
COBRA	7
collective bargaining agreement	1, 2
<u>COMMITMENTS BEYOND THE NORMAL SCHOOL DAY</u>	13
<u>COMPENSATION</u>	32, 38
<u>CONCLUSION</u>	44

Consultants	3
Continuing Education Units.....	13
<u>CONTINUITY</u>	44
counter proposals	3
<u>COURT APPEARANCE</u>	8
<u>CURRICULUM</u>	12
curriculum director	12

D

death.....	5, 37
Deductions	25
<u>DEFINITIONS GLOSSARY</u>	46
Dental.....	18
<u>DEPARTMENT HEADS AND GRADE LEVEL COORDINATORS</u>	34
<u>DIRECT DEPOSIT</u>	24
disability retirement.....	5
Dispute Settlement Procedure.....	4
<u>DISTRICT PROCEDURES</u>	20
district website.....	16
<u>DONATION OF SICK</u>	5
Donation of Sick Leave days.....	6
<u>DUTY DAY</u>	14

E

<u>EFFECT AND DURATION OF CONTRACT</u>	44
<u>ELEMENTARY CONFERENCE PERIODS/PLANNING PERIODS</u>	15
<u>ELEMENTARY COUNSELORS</u>	21
emergency	22
<u>EMPLOYMENT OF RETIRED CERTIFIED PERSONNEL</u>	23
entry-year	14
Executive Committee.....	12
<u>EXTRA-DUTY PAY</u>	35

F

fair share fee	24, 25
<u>Fair Share Fee</u>	25
Family and Medical Leave Act.....	6
<u>FAMILY LEAVE</u>	6
Federal Mediation and Conciliation Services	4
financial reasons	9

G

good faith.....	1, 3
<u>GREEN EA INDEX</u>	47
Green Learning Expo.....	14
<u>GRIEVANCE PROCEDURE</u>	40
<u>GUIDELINES FOR MEETINGS</u>	2

H

Hospitalization	18
-----------------------	----

I

illness or death in the family 5
 immediate family 5
IN-HOUSE SUBBING 38
 Insurance Committee 30
INSURANCE PLAN 30
INTENT FORMS 16
 involuntary transfer 19

J

JOB POSTING 16
JOB SHARING PROGRAM 17
JUSTIFIABLE ABSENCE 5, 6

L

LABOR/MANAGEMENT COMMITTEE 23
LD TUTORS 33
 Life insurance 18
LOCAL SCHOOL PROFESSIONAL DEVELOPMENT COMMITTEE 12
 LPDC 12, 13, 32

M

mediator 4, 43
MILEAGE 33
 military 21
MULTI-YEAR CONTRACT 15

N

Negotiation sessions 3
NEGOTIATIONS PROCEDURES 2
NEOEA DAY 13
NEW STAFF ORIENTATION 14
 news releases 3
 non-certificated/non-licensed personnel 1
NON-TEACHING ASSIGNMENTS 19
NOTIFICATION OF CERTIFICATE/LICENSE EXPIRATION 16

O

Ohio Revised Code 2, 4, 13, 24
 ORC 2, 4, 5, 9, 10, 11, 18, 21

P

Part time tutors 6, 8
PAYROLL DEDUCTIONS 22
PERSONAL LEAVE 6
PERSONNEL FILES 18
 pregnancy 5, 7
 preparation 14, 15, 20, 22
Procedure for Rebate 25
 Professional Development Plans 13
PROFESSIONAL DEVELOPMENT TEACHING 38

professional dues.....	22, 23
<u>PROFESSIONAL LEAVE/SABBATICAL LEAVE</u>	7
proposals.....	2, 3
PRT.....	23

R

ratification.....	2, 3
rebate.....	25
<u>RECOGNITION</u>	1
reduction in force.....	10, 11, 12
<u>REDUCTION IN FORCE</u>	9
re-employment.....	11
re-open.....	4
<u>REOPENER</u>	44
<u>REPRESENTATION</u>	2
<u>REQUEST FOR MEETINGS</u>	2
<u>RESTORATION OF STAFF</u>	11
retired.....	23
retirement.....	8, 24, 31, 37
<u>RETIREMENT INCENTIVE</u>	37

S

salary.....	7, 12, 20, 21, 23, 31, 33, 34, 35, 38, 39, 46
<u>SALARY SCHEDULE</u>	38
school calendar.....	13, 18, 20
<u>SCHOOL CALENDAR</u>	20
<u>SCOPE</u>	2
Senate Bill 230.....	12
seniority.....	9, 10, 11, 12, 17, 18, 19, 24
severance.....	24, 37
<u>SEVERANCE PAY</u>	37
Sick leave.....	18
<u>SICK LEAVE</u>	5
<u>STAFF DEVELOPMENT</u>	13
staff meeting.....	13, 22
<u>STAFF MEETINGS</u>	22
<u>STAFF RESPONSIBILITIES</u>	12
<u>STAFF RIGHTS</u>	15
State Teachers Retirement System.....	31, 37
stipend.....	12, 14, 31, 38
<u>STIPENDS</u>	38
STRS.....	31, 37
substitute teachers.....	1
Summit County Educational Service Center.....	13
<u>SUPERVISORY DUTY RELIEF</u>	19
supplemental contract.....	34, 36
suspend.....	9, 10

T

tax-sheltered annuities.....	22
<u>TEACHER EVALUATION</u>	20
<u>TEACHER TRANSFER</u>	19
teaching materials.....	15
tentative agreement.....	3
termination.....	10, 25, 44

<u>TRANSFER OF EXPERIENCE</u>	21
<u>TUITION REIMBURSEMENT</u>	37
<u>TUITION-FREE EDUCATION</u>	16
<u>TUTORING PAY AND HOME INSTRUCTION</u>	34
tutors	1, 6, 8, 9, 10, 15, 33, 34, 46
Tutors	32, 33, 34, 46

U

Unused Sick Leave	5
upgrade competency	10

V

vision	18
--------------	----

W

<u>WORKING CONDITIONS</u>	15
---------------------------------	----



OHIO EDUCATION ASSOCIATION

STATE EMPLOYMENT
RELATIONS BOARD

Patricia Frost-Brooks, President
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Jim Timlin, Secretary-Treasurer
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The OEA will lead the way for continuous improvement of public education while advocating for members and the learners they serve.

2011 SEP -2 A 11: 59

August 31, 2011

via U.S. mail

Attention: Office of the Clerk
State Employment Relations Board
65 East State Street, 12th Floor
Columbus, Ohio 43215-4213

Dear Sir or Madam:

Enclosed please find the successor contract (effective June 30, 2011 through June 29, 2014) between the Green Education Association and the Green Local School District Board of Education.

Sincerely,

Mark J. Costantino
OEA Labor Consultant

Enclosure (1)

MJC:lm

