

MASTER AGREEMENT

between the

**Pickerington
Education Association**

and the

**Pickerington
Board of Education**

**Midnight, June 25, 2011
Through
Midnight, June 30, 2013**

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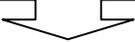
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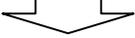
Article 1



RECOGNITION

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

Article 2



BARGAINING UNIT

For the purposes of defining the bargaining unit, all full and part-time, certified employees shall be included. Excluded shall be the Superintendent, Assistant Superintendent, Directors, Principals, Assistant Principals, Administrative Assistant, all other certificated administrators, Dean of Students, Coordinators, Head Nurse, Athletic Director, supervisory employees, casual employees, and substitutes that work less than sixty (60) consecutive days in the same assignment.

Notwithstanding the above, part-time and hourly unit members shall have their pay, benefits and other rights under this contract prorated accordingly with the exception of life insurance.

Article 3

SCOPE OF NEGOTIATIONS

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

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

Article 4



PROCEDURES FOR CONDUCTING NEGOTIATIONS

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

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

Negotiations teams will be limited to five (5) members each. Both sides may agree to change this size by mutual agreement.

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

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

When negotiations are conducted during regular school hours, release time shall be provided for the Association's bargaining team. (Reference: Article 19)

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

As tentative agreement is reached on each issue, it shall be so noted and initialed by each party. When consensus is reached covering the areas under discussion, the proposed Agreement shall be reduced to writing as a tentative agreement and submitted to the Association and the Board for approval. Following approval by the Association and Board, a contract shall be entered into by both parties. The Association and the Board agree to abide by the terms of the Agreement. The final Agreement, as adopted by the Board and ratified by the Association, will be printed by a professional printer and presented to each member within thirty (3) days. The cost of such printing, including labor and material shall be borne by the Board. The Association shall be responsible for getting a print-ready copy to the Board.

In the event an agreement is not reached after forty-five (45) days from the first bargaining session, either of the parties shall have the option of requesting the assistance of a federal mediator under the guidelines of the Federal Mediation and Conciliation Service. In the event that the services of a mediator are called upon, the mediation process will last twenty-one (21) calendar days from

assignment of a mediator and/or the expiration date of the contract, whichever is less. The mediation process may be extended by mutual agreement of the parties.

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

The Board and Association agree that negotiation sessions will be conducted in executive session. During the times that negotiations are in progress, from the commencement of negotiations until a tentative agreement on all issues submitted for negotiations has been reached or mediation has been concluded without agreement, all public communication will be limited to statements regarding the status of negotiation meetings. Statements regarding proposals or positions are specifically prohibited.

After tentative agreement has been reached on all issues submitted for negotiations or the completion of mediation, each party may issue its own press release or other communication without limitation.

Article 5

ASSOCIATION RIGHTS

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

A. ASSOCIATION PRESIDENT RELEASE TIME

A unit member in the position of President of the Pickerington Education Association, upon agreement with the Superintendent/designee, will be granted a leave of absence between one-half (1/2) and full-time over the period of one (1) school year. The request shall be submitted by February 1 of the school year preceding the year for which the leave is requested. (In the first year of full-time release, the Association shall notify the Superintendent no later than April 1 of the school year preceding the year for which the leave is requested.)

For the year in which the leave is taken, the President of the Association shall receive the same salary benefits, under the same conditions as he/she would receive if not on such leave provided that:

1. The Association shall reimburse the Board for the full amount of the salary including the Board's share of STRS, and Board provided benefits to the President of the Association while on leave. If the Association President's leave is full-time, the Association will reduce its reimbursement up to \$10,000. Such reimbursement to the Board shall be made no later than thirty (30) days after receipt of an itemized statement from the district's treasurer, which will include salary, STRS, and any other fringe benefit costs. By virtue of this arrangement, the Board of Education will not be held responsible for any additional expenditures.
2. Reasonable effort shall be made to replace the President of the Association while on leave with a unit member who is qualified and experienced in the President's subject area(s) of instruction and to do so in a manner which will provide consistent quality education for students.
3. The replacement unit member's contract, if applicable, will be one year in duration and be automatically non-renewed due to filling in for a leave of absence.
4. The schedule configuration or possible temporary re-assignment of the President will be determined by the President, the respective building principal, and the Superintendent/designee. The President's schedule configuration and possible temporary assignment will be subject to final approval by the Superintendent.
5. The President will be expected to continue in his/her professional capacity as a teacher in the building, including attendance at staff meetings, in-service, parent-teacher

conferences, open house and any other required activities relative to the President's position as a teacher. In situations of scheduling conflicts, the President will resolve the conflict in consultation with the Superintendent and/or designee.

6. The leave time shall be used on activities, which benefit the District and unit members.
7. The President of the Association will be expected to maintain a regular daily schedule within the school district with any out of district activities being specifically related to Association responsibilities.
8. The year during which the leave is taken by the President of the Association shall count as a full year on the salary schedule and for purposes of length of service in the district and while on such leave, the President shall be considered a full-time employee for purposes of any reduction in force.
9. Upon completion of the leave, the President will return to a similar position of full-time status as held prior to the leave.
10. This release time shall be in addition to the Association Leave provided for the President in Article 19, Section B (2) of the Master Agreement.

B. USE OF SCHOOL FACILITIES FOR MEETINGS

Meetings shall be arranged to avoid interruption of normal instructional programs and in keeping with Board policy governing use of buildings.

C. USE OF SCHOOL EQUIPMENT

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

D. USE OF BULLETIN BOARDS

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

E. SCHOOL COMMUNICATION

The Association has the right to use the regular school mailboxes and email. An e-mail account and document folder will be established for Association use and access by

bargaining unit members. All Association use of the District's computer systems shall be in accordance with the District's Acceptable Use Policy and shall be subject to available server space.

F. IDENTIFYING INSIGNIA

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

G. PAYROLL DEDUCTIONS

The Board agrees to deduct from salaries of the unit members, dues for the Association/OEA/NEA/Central OEA/NEA and individual associations as said unit members, individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to the Association. Unit member authorization will be on a form provided by the Association. The Association relieves the Board and all its officers from any liability in dues deduction disputes.

Deductions will be made for twenty (20) pay periods beginning with the second pay in October. Any changes or additions to the authorized deductions must be in the Treasurer's office no later than October 1. Thereafter, any new hire must file paperwork within forty-five (45) days of hire date. Deductions will be evenly distributed over remaining pays ending with first pay in August.

H. INFORMATION CONCERNING BOARD MEETINGS

The Association President and Vice-President shall receive an advance copy of the agenda of each Board meeting, including material received by the Board that is intended for public discussion and review. Such material shall be sent at the same time said material is sent to the Board. Every effort will be made to notify each building of special Board meetings.

I. BOARD MEETING PARTICIPATION

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

J. GENERAL TEACHERS MEETINGS

The Board shall allow an Association representative(s) to address unit members for twenty (20) minutes following the general teachers' meeting at the beginning of the year if such meeting is held; otherwise, the Association representatives shall have twenty (20) minutes during the first building meeting of the school year to meet with Association members in that building. The Association shall also have the right to address new unit members during lunch at their orientation meeting prior to the beginning of the school year. The Administration and the Association shall mutually develop and present a maximum of one (1) hour orientation for new unit members regarding provisions of the Master Agreement during their orientation meeting at the beginning of the school year.

K. TRANSACTION OF ASSOCIATION BUSINESS

Duly authorized representatives of the Association and its affiliates may transact Association business on school property at any time before, after or during the regular school day; provided, however, that no such business shall be transacted on any class time, Association business shall not in any way interfere with scheduled student-teacher, parent-teacher, or administrator-teacher conferences or other school functions or activities. All visitors, including Association representatives, must report to the building office during teaching hours and sign in before transacting such business.

L. PAYROLL DEDUCTION OF FAIR SHARE FEE

1. The following provision applies to all bargaining unit members.
 - a. The Board shall deduct from the pay of members of the bargaining unit who elect not to become or to remain members of the Pickerington Education Association, a fair share fee for the Association'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 Association's work in the realm of collective bargaining.
 - b. The Association shall notify the Treasurer of the Board by September 30th of the names of any bargaining unit members who elect not to be members of the Association in order that fair share fees can be processed.
2. Notification of the Amount of Fair Share Fee

Notice of the amount of the annual fair share fee, which shall be no more than 100% of the unified dues of the Association, shall be transmitted by the Association to the Treasurer on or about September 30th of each year during the term of this contract for the purpose of determining amount to be payroll deducted, and the Board agrees to promptly transmit all amounts deducted to the Association.

3. Schedule of Fair Share Fee Deductions
 - a. All Fair Share Fee Payers

Payroll deduction of such fair share fee shall commence on the first pay date which occurs on or after January 15th annually and ending with the second pay period in August, except that no fair share fee deductions shall be made for bargaining unit members employed after December 31 until the second paycheck, which period shall be the required probationary period of newly-employed bargaining unit members.
 - b. Upon termination of membership during the membership year the Treasurer shall, upon notification from the Association that a member has terminated membership,

commence the deduction of the fair share fee with respect to the former member, and the amount of the fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction.

4. Transmittal of Deductions

The Board further agrees to accompany each 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.

5. Procedure for Rebate

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

6. Entitlement to Rebate

Upon timely demand, non-members may apply to the Association for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the Association.

7. Religious Exemption

Any exemptions made to this procedure because of a bona fide religious belief shall be made pursuant to Ohio Revised Code 4117.09 (C).

Article 6

MANAGEMENT RIGHTS

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

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

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

Article 7

SALARY SCHEDULES

**Salary Schedule
2011-2012
and 2012-2013**

<u>YEARS</u>	<u>BA</u>	<u>BA150</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
0	\$36,158 1.0000	\$39,412 1.0900	\$43,390 1.2000	\$45,378 1.2550	\$47,367 1.3100	\$49,356 1.3650
1	\$37,803 1.0455	\$41,057 1.1355	\$45,396 1.2555	\$47,385 1.3105	\$49,374 1.3655	\$51,362 1.4205
2	\$39,448 1.0910	\$42,703 1.1810	\$47,403 1.3110	\$49,392 1.3660	\$51,381 1.4210	\$53,369 1.4760
3	\$41,094 1.1365	\$44,348 1.2265	\$49,410 1.3665	\$51,399 1.4215	\$53,387 1.4765	\$55,376 1.5315
4	\$42,739 1.1820	\$45,993 1.2720	\$51,417 1.4220	\$53,405 1.4770	\$55,394 1.5320	\$57,383 1.5870
5	\$44,384 1.2275	\$47,638 1.3175	\$53,423 1.4775	\$55,412 1.5325	\$57,401 1.5875	\$59,390 1.6425
6	\$46,029 1.2730	\$49,283 1.3630	\$55,430 1.5330	\$57,419 1.5880	\$59,408 1.6430	\$61,396 1.6980
7	\$47,674 1.3185	\$50,929 1.4085	\$57,437 1.5885	\$59,426 1.6435	\$61,414 1.6985	\$63,403 1.7535
8	\$49,320 1.3640	\$52,574 1.4540	\$59,444 1.6440	\$61,432 1.6990	\$63,421 1.7540	\$65,410 1.8090
9	\$50,965 1.4095	\$54,219 1.4995	\$61,451 1.6995	\$63,439 1.7545	\$65,428 1.8095	\$67,417 1.8645
10	\$52,610 1.4550	\$55,864 1.5450	\$63,457 1.7550	\$65,446 1.8100	\$67,435 1.8650	\$69,423 1.9200
11	\$54,255 1.5005	\$57,509 1.5905	\$65,464 1.8105	\$67,453 1.8655	\$69,441 1.9205	\$71,430 1.9755
12	\$55,900 1.5460	\$59,154 1.6360	\$67,471 1.8660	\$69,460 1.9210	\$71,448 1.9760	\$73,437 2.0310
13	\$57,545 1.5915	\$60,800 1.6815	\$69,478 1.9215	\$71,466 1.9765	\$73,455 2.0315	\$75,444 2.0865
14	\$59,552 1.6470	\$62,806 1.7370	\$71,484 1.9770	\$73,473 2.0320	\$75,462 2.0870	\$77,450 2.1420
18	\$61,559 1.7025	\$64,813 1.7925	\$73,491 2.0325	\$75,480 2.0875	\$77,469 2.1425	\$79,457 2.1975
22	\$63,566 1.7580	\$66,820 1.8480	\$75,498 2.0880	\$77,487 2.1430	\$79,475 2.1980	\$81,464 2.2530
27	\$65,573 1.8135	\$68,827 1.9035	\$77,505 2.1435	\$79,493 2.1985	\$81,482 2.2535	\$83,471 2.3085

SALARY SCHEDULE RULES AND REGULATIONS/PROFESSIONAL GROWTH

A. SALARY SCHEDULE RULES AND REGULATIONS

1. Schedule is based on one hundred eighty-six (186) days of annual service - one hundred eighty-seven (187) days for new unit members.
2. A base salary and step freeze (both horizontal and vertical) will be implemented for all unit members for the 2011-2012 contract year. The Board will pay a one-time stipend of \$500 to all unit members, prorated on their FTE status, for the 2011-2012 contract year.
3. A base freeze will be implemented for all unit members for the 2012-2013 contract year. The Board will recognize movement of a single vertical step, and horizontal column movement, for the 2012-2013 contract year.
4. Each unit member who has completed training, which would qualify him/her for a higher bracket, shall file with the Treasurer of the Board by September 15 an official transcript to verify Bachelor's and Master's degrees. Official grade slips may be used for verification of 150 hours, MA+15, MA+30, and MA+45.

Salary adjustments will be made according to the following schedule:

- First pay period in October for unit members who submit verification of additional training prior to September 15. This increase will be retroactive to the beginning of the contract year and will be prorated over the remaining pays.
- Second pay period in February for unit members who submit verification of additional training by January 31st. This increase will be calculated on a per diem basis from the first workday of the second semester through the end of the year and will be prorated over the remaining pays.
- First pay period in June for unit members who submit verification of additional training by May 15. This increase will be calculated on a per diem basis from May 15 and prorated over the remaining pays.
- See calculation reference sheet in Appendix 1.
- When a filing deadline falls on a date when school is scheduled to be closed, verification must be submitted by the last previous date that school is open.

5. Unit members new to the system who have not previously retired from the teaching profession, and/or a public sector retirement system, shall be given full credit for each year of service as a regular public school teacher up to a total of at least ten (10) years, including up to five (5) years of military service.
6. Eight (8) continuous months or more of active military service shall equal one year of service credit. Credit for years of service in the military should be determined for periods longer than eight (8) months by multiples of twelve (12) months of actual continuous service with an fractional period remaining to be credited as a year of service or an additional year of service if it is of at least eight (8) months duration.
7. The 150 hour column shall be defined as at least 150 semester hours and a bachelor's degree.
8. For a unit member to qualify for the MA+15 column, the MA+30 column, or the MA+45 column, the hours must be graduate level hours earned after the masters degree is conferred. The MA+15, MA+30, and MA+45 columns refer to semester hours of training. Undergraduate hours may be counted with the approval of the Superintendent.
9. Entry Year Program

A \$500 stipend per entry year teacher will be paid to unit members who serve as teacher mentors. The payment and the training of mentors shall be contingent upon continued State funding for entry year programs at levels no less than those in effect of the effective date of this agreement. Unit members who serve as teacher mentors meet state requirements for service as entry year teacher's mentors.

10. Transition Coach

A transition coach will be assigned to assist each bargaining unit member who is placed on a Corrective Action Plan (CAP) as provided in Article 24 of this agreement. Transition coaches must meet the qualifications for service as teacher mentors as indicated in Item 7 above and will be selected by the principal recommending the CAP. In the event that the member on CAP disagrees with the transition coach designated by the Principal, the Superintendent and the Association President will review and may change the identification of the transition coach. Transition coaches shall provide peer assistance in the implementation of the CAP, and shall be compensated at the rate of \$125.00 per semester of service as a transition coach. Any unit member that is involuntarily transferred to another building that requires a grade level change or an instructional area change will be offered a transition coach for one (1) semester. This does not apply to the opening of new school buildings.

11. Part-time unit members who do not work every day shall be permitted to move on the salary scheduled every two years provided that they have served the equivalent of 120 full workdays or more as of the end of the second year.

B. PROFESSIONAL GROWTH

Each unit member who earns additional professional growth will be eligible for reimbursement providing that all provisions of this article are met. An annual cap of dollars appropriated for professional growth shall be \$120,500 per fiscal year during the term of this contract. During the term of this agreement a total of \$1,000 of the professional growth funds will be appropriated for the training of the Local Professional Development Committee ("L.P.D.C."). The L.P.D.C. must submit a request for funds ("L.P.D.C. Funds"). The funds requested shall be granted provided that at the time of the request sufficient funds remain the professional growth fund. L.P.D.C. funds may be requested only once in any school year. Any request, which is granted, will be reduced from the total allocation of L.P.D.C. funds and will lapse if not spent during the fiscal year the request is granted.

In the event that the Board believes that a reduction in force may be necessary due to financial reasons, the parties agree to meet for the purpose of discussing the possible reduction or elimination of the professional growth expenditures that would otherwise be required by this agreement. In the event that the parties are unable to reach an agreement, the procedures pursuant to Article 46 shall be followed for resolution.

Due to the District wide reduction in force for financial reasons that is being implemented for the 2011-2012 contract year, the \$120,500 reimbursement of professional growth expenditures will be suspended for the 2011-2012 and 2012-2013 contract years.

1. Reimbursement Procedures

- a. To receive reimbursement, all unit members must have completed a minimum of one (1) school year in the Pickerington Local Schools.
- b. Courses entitled to be reimbursed are:
 - i. Courses required for renewal of license/certificate;
 - ii. Courses necessary to upgrade an existing license/endorsements;
 - iii. Courses necessary to earn additional license/endorsements;
 - iv. Courses taken in response to a particular area needed for improvement as indicated in the unit member's evaluation;
 - v. Any other courses taken for professional development.
- c. There shall be four (4) "Pro-Growth Terms" each year, during which time a unit member may request reimbursement for eligible courses.
 - i. The annual cap for a given year shall be divided into fifths with one-fifth (1/5) of the funds allocated to each group made available for each of the fall, winter and spring pro-growth terms and two-fifths (2/5) of the funds

allocated to each group made available for the summer pro-growth term.

- ii. For year-long courses, the deadline for submission of grade slips or a letter from the university and a copy of paid fees or a university fee schedule is forty five (45) days after receipt of grade slips or letter. Unit members will receive reimbursement stipends for year-long courses in lump sum payment within thirty (30) calendar days of the close of whichever pro-growth term the submission falls into.
- iii. The deadline for submission of grade slips or a letter from the university and a copy of paid fees or a university fee schedule for each Pro-Growth Term shall be as follows:

Spring Semester/Quarter - received by Treasurer no later than June 30, pay by July 31.

Summer Term - received by Treasurer no later than September 30, pay by October 31.

Fall Semester/Quarter - received by Treasurer no later than January 31, pay by February 28.

Winter Quarter - received by Treasurer no later than April 30, pay by May 31.

Each FY reimbursement period shall begin with courses taken in the Spring semester/Spring term and submitted according to the schedule above.

- iv. Should a grade slip or letter from the university not be available to turn in by these dates, a unit member's reimbursement will not be paid until the end of the next Pro-Growth Term. In no case shall payment be made after that next Pro-Growth Term.
 - v. Cancelled checks and bankcard bills will not be accepted as verification of fee payment.
 - vi. Unit members will receive reimbursement stipends in lump sum payment within thirty (30) calendar days after the close of each Pro-Growth Term.
 - vii. In no case shall a unit member receive more in reimbursement than the cost of the actual fees.
- d. For the purpose of reimbursement, all hours shall be converted into "Pro-Growth Units" (P.G.U.'s) as follows:

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

At the close of each Pro-Growth Term, the Pro-Growth Units of all approved requests for which grade slips and fee receipts are submitted for reimbursement shall be totaled. This total shall be divided into the funds available in that group for that term to determine an amount per Pro-Growth Unit that each unit member will receive for reimbursement up to but not to exceed 100% of the actual course fees. The treasurer will send a copy of funds spent for each term and amount of funds unused each term to the P.E.A. President as soon as this information is tabulated.

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

2. Reimbursement Restrictions

- a. When a unit member's contract is resigned, non-renewed, or terminated, the unit member shall not be eligible to receive professional growth reimbursement for any courses taken during the quarter or semester in which the resignation, non-renewal, or termination is effective unless the course was completed before the effective date of the resignation, non-renewal, or termination.
- b. The maximum number of hours recognized for reimbursement to any one (1) unit member each fiscal year (July 1 thru June 30) shall be twenty-four (24) quarter hours or sixteen (16) semester hours when paid in accordance with paragraph 1 (C) (3) of this Article. The Board may, however, permit a unit member to exceed the annual quarter or semester hour limits in order to pursue an area of needed educational programming, certification, or licensure, as identified by the district administration. In such cases, the reimbursement for hours approved in excess of the annual limit shall not be deducted from the professional growth funds available for that Pro-Growth Term.
- c. For conferences and workshops in which college credit is earned, the Board will not reimburse the unit member for expenses associated with both the conference and professional growth college credit.
- d. A passing mark of B or higher must be received in order for reimbursement to be paid for any course.

**Reference: Appendix A-2
Appendix A-3**

Article 9

SUPPLEMENTAL DUTY SCHEDULE

Coaches and advisors of extra-curricular activities shall be compensated as set forth in the schedule, which is included and made a part of this Agreement. The following schedule shall be used to determine compensation for supplemental duties:

GROUP	0	1&2	3&4	5&6	7&8	9&10	11&12	13&14	15 or more
1	\$3,000	\$3,500	\$4,000	\$4,500	\$5,000	\$5,500	\$6,000	\$6,500	\$7,000
2	\$2,500	\$3,250	\$3,500	\$4,000	\$4,250	\$4,750	\$5,000	\$5,250	\$5,500
3	\$2,250	\$2,500	\$2,750	\$3,000	\$3,500	\$3,750	\$4,000	\$4,250	\$4,500
4	\$2,000	\$2,250	\$2,500	\$2,750	\$3,000	\$3,250	\$3,500	\$3,750	\$4,000
5	\$1,500	\$1,650	\$1,800						
6 and 6B	\$1,200	\$1,350	\$1,500						

RULES AND REGULATIONS

- A. Experience shall be defined as paid, previous experience in the same sport or activity.
- B. Coaches and advisors of activities new to the Pickerington School District may be given a credit for years of paid coaching or paid advisory experience in the same sport or activity outside the Pickerington School District, up to a maximum of seven (7) years of credit. The Board may grant additional experience credit beyond seven (7) years. Initial placement for reemployed teachers for any supplemental positions shall not exceed five (5) years credit on the supplemental salary schedule.
- C. Coaches or advisors who have 0 years of experience in said activity and either: (1) move from one sport or extra-curricular activity to a different sport or extra-curricular activity, or (2) are awarded a supplemental contract for a new sport or extra-curricular activity, shall be placed at step 0 of the supplemental salary schedule for the new sport or extra-curricular activity.
- D. Members holding a supplemental contract in Group II or below who move to Group I within the same sport shall be placed at the lowest step in Group I which results in an increase in the member’s pay.
- E. Compensation for a supplemental contract that is shared between two (2) or more persons shall be paid on a pro-rata basis according to the number of persons holding the supplemental contract. The years of credit applied to the shared supplemental contract shall be determined by the number of years experience per individual.
- F. When a new supplemental duty position develops, the Superintendent or designee shall determine the Group placement after consultation with the Director of Student Activities for coaching positions. Following approval by the Board for any new supplemental duty

position, the Association shall be immediately notified of the new position and its Group placement. In the event that the Association disagrees with the Group placement of the positions, the Board and the Association agree to meet within thirty (30) days of a written request by the Association to discuss this subject.

- G. The Board retains the right to determine when a supplemental vacancy exists as indicated in Board Policy IGDE.
 - 1. Student interest and participation is sufficient to justify the sport or activity.
 - 2. A qualified individual applies to fill the posted vacancy.
- H. No unit member shall have his/her regular teaching contract non-renewed because of a failure to accept a supplemental duty contract, nor have his/her regular teaching position changed or shifted in any way without his/her consent except in the areas of band and instrumental music. Also, continued employment in a teaching position shall be unaffected by performance in a supplemental position, unless such performance demonstrates good cause for termination or non-renewal.
- I. All non bargaining unit members holding extra-curricular supplemental contracts will automatically non-renew at the end of each school year. These positions will be posted yearly with notification to all unit members. Interested members will follow notification procedures per the respective posting. A non-bargaining unit member will not be employed until unit members have been interviewed. Final selection shall be made based on qualifications as determined by the Director of Student Activities. The Superintendent will have the final decision to recommend supplemental assignments to the Board for approval.
- J. In the event a unit member is hired by the Board for a supplemental position and participation or interest are not sufficient to sustain the activity, the unit member shall be offered another vacant supplemental position (if qualified) or be given first consideration when a vacancy becomes known.
- K. All supplemental contracts will include a beginning and ending date and shall automatically expire on the ending date without Board action of non-renewal or notification.
- L. All supplemental salaries will be calculated to the nearest dollar.
- M. No unit member shall be asked to complete an evaluation of any other unit member. The head coach will provide input on his/her assistant coaches during his/her summary conference with the Director of Student Activities.
- N. All head coaches will receive a one time supplemental payment on the following dates for each season or activity starting in the 2011-2012 school year:
 - 1. September 5, 2011 – Fall season

2. December 5, 2011 – Winter season
3. March 5, 2012 – Spring season

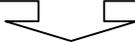
Assistant coaches will receive a one time supplemental payment at the end each season, when all duties are fulfilled.

All year long supplementals will be paid throughout the contract year once the position has been approved by the Board of Education.

Any overpayments will be deducted from the member's paychecks.

- O. All H.S. head coaches and marching band directors are permitted ten (10) student contact days (maximum) of pre-season conditioning pay at \$45.00 per day. Documentation is required.

Article 10



**GROUP ASSIGNMENTS
FOR EXTRA-CURRICULAR ACTIVITIES**

GROUP I

Head Football Coach
Head Basketball Coach
Head Wrestling Coach
Marching Band Director (Summer and Fall)
Head Tennis Coach
Head Golf Coach
Head Swimming Coach
Head Soccer Coach
Head Baseball Coach
Head Softball Coach
Head Volleyball Coach
Head Track Coach
Head Cross Country Coach
Head Cheerleading Coach (Fall and Winter)

GROUP II

HS Varsity Assistant Coaches of Group 1
identified sports
JV Coaches of Group 1 identified sports
Freshman Coaches of Group 1 identified sports
HS Asst Marching Band Director (Summer and
Fall)
HS Drama Director
HS Musical Director

GROUP III

JH Head Coach
JH Cheerleading Coach (Fall and Winter)
Strength Coach
HS Vocal Ensemble Director (Chorale)
Attached Units Advisor

GROUP IV

Assistant JH Coaches
HS Band Director (Winter and Spring)

GROUP V

HS Student Council Advisor
HS Senior Class Advisor
HS Junior Class Advisor
HS Dance Team Advisor
HS Honor Society Advisor
QST HS
QST JH
JH Student Council Advisor

GROUP VI

Industrial Arts Maintenance (1/2 increment)
Panther/Tiger Tech Crew
HS Theatre/Musical Assistant
HS Assistant Band Director (Winter & Spring)
Special Olympics Advisor
FCCLA Advisor
HS Strings Ensemble
Percussion Ensemble

GROUP VI B

High School and Junior High Clubs
Art Club Advisor
Chess Club Advisor
Drama Club Advisor
Ecology Club Advisor
French Club Advisor
German Club Advisor
Sign Language Club Advisor
SADD Advisor
Ski Club Advisor
Spanish Club Advisor
Newspaper
Yearbook
In The Know
Science Olympiad
Mock Trial
JH Yearbook

All Activities in Group VI B carry a Board-approved student fee. The advisor stipend is the total of the student fees collected per activity, including benefits, not to exceed the compensation in Article 9, Group 6B. Additional High School and Junior High clubs may be petitioned for via the building BLT (Building Leadership Team). Board of Education approval is required.

STIPENDS

- A. Athletic Event Supervisor - \$4,000 1 FTE per each Junior High and High School Stipend may be divided per three athletic seasons.
- B. The positions of JH Vocal Ensemble Director, JH Instrumental Instructor, and JH Strings Ensemble Director will receive a \$60.00 stipend for each performance beyond their job description and outside the regular school day. These assignments are limited to a maximum number of ten (10) performances per school year per building.
- C. A stipend of \$600 will be provided to each high school for the combined position of Freshman/Sophomore Class Advisor. Position may be separated for 1/2 stipend.

DEPARTMENT HEADS

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

High School

Foreign Language
Guidance
Language Arts
Math
Science
Social Studies
Special Education
Art (3/4 increment)
Industrial Technology (3/4 increment)
Music (1/2 increment)
Phys. Ed/Health (1/2 increment)

Junior High

Lang. Arts/Social Studies (full increment)
Math/Science (full increment)
Special Education (1/2 increment)

- B. Department heads will receive a sum of \$2,500.00 based on 1.0 FTE.
- C. Duties and responsibilities will be established by the Superintendent/designee.
- D. The parties intend that if department heads are established, then all department head positions will be offered. Should the financial condition of the district prevent the establishment of all department head positions, an individual department head may be implemented for a specific purpose. In such cases, a committee comprised of three (3) unit members selected by the Association and three (3) administrators will review the need for a particular department head position and make a specific recommendation to the Board.

- E. In the event that department head positions are not established, no unit member shall be asked or required to perform department head duties.
- F. Science, Math, English, Foreign Language and Social Studies Department Heads at the high school will be permitted two (2) release days (each) during and one (1) day (each) before and after the school year. Each of the following high school department heads will also receive additional time as listed below.

	<u>Extended Duty Days</u>	<u>Release Days</u>
Special Education	2	2
Art	1	2
Industrial Technology	1	2
Music	0	2
Physical Education/Health	0	2

Each of the following junior high school department heads will receive additional time as listed below.

	<u>Release Days</u>
Language Arts/Social Studies	2/2
Math/Science	2/2
Special Education	2
Art/Music	0
PE/Health	0

- G. The Association may request an increase in Department Head increments from one-half to full.

Article 11

INSURANCE BENEFITS

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

A. HOSPITALIZATION AND MAJOR MEDICAL

See Appendix A-27 and below for information regarding hospitalization and major medical coverage. The Board will provide the current health plan, or one or more health insurance plans as recommended by the insurance committee and approved by the Board, with Board contributions as follows:

Single coverage (2011-12)	Board pays 85% (max. \$517.89/month) ¹ Employee pays 15%
Family Coverage (2011-12)	Board pays 85% (max. \$1,186.03/month) ² Employee pays 15%
Single coverage (2012-13)	Board pays 85% Employee pays 15%
Family Coverage (2012-13)	Board pays 85% Employee pays 15%

1. The Board will offer a Section 125 plan with medical and dental insurance.
 - a. Flexible Spending Account (IRS 125). The District will provide a Flexible Spending Account for employee pre-tax contribution medical and child care expenses to be paid by pre-tax dollars in keeping with provisions of IRS Code 125. The Plan's administrative fees, if any, will be paid by the employees participating in the Plan.
 - b. Flexible Spending Account (IRS 125) for Premium Contribution. The District will continue to provide for the employee contribution to medical and dental insurance premiums to be paid by pre-tax dollars in keeping with the provisions of IRS Code 125. The administrative fee, if any, will be paid by the Board of Education.
2. Two married full-time unit members may choose either two (2) single policies or one (1) family policy.

¹ Based on 85% of the current single health plan, priced at \$609.28 per month, per the September 1, 2011 Anthem renewal rates.

² Based on 85% of the current family health plan, priced at \$1,395.33 per month, per the September 1, 2011 Anthem renewal rates.

Anthem*

	IN-NETWORK	OUT-OF-NETWORK
Deductible (single/family)	\$25/\$150	\$300/\$600
Maximum Out-of-Pocket (single/family)	\$525/\$1,150	\$1,300/\$2,600
Pre-Natal Care Physician Office Visit	\$15 co-pay (1 st visit only)	Deductible, 20%
Newborn Hospital	Deductible, 100%	Deductible, 20%
Well Baby Care & Immunizations	No co-payment/coinsurance	Deductible, 20%
Routine & Non-Routine Mammography	No co-payment/coinsurance	Deductible, 20%
Routine Vision Exam	No co-payment/coinsurance	Deductible, 20%
Routine Pap Smear	No co-payment/coinsurance	Deductible, 20%
Emergency Room	\$150 co-pay	\$150 co-pay
Urgent Care	\$15 co-pay	\$15 co-pay
Prescription Drugs Retail 30 day supply Includes diabetic test strip	\$100 Deductible (Network/Non-Network Combined) \$10/\$15/\$30	\$100 Deductible (Network/Non-Network Combined) \$10/\$15/\$30
Mail Order 90-day supply Includes diabetic test strips	\$20/\$30/\$60	Not covered
Chiropractor 16 visits per calendar year Combined In/Out Network	\$15 co-pay - OV	Deductible, 20%
Physical Therapy 20 visits per calendar year Combined In/Out Network	\$15 co-pay - OV	Deductible, 20%
Lifetime Maximum	Unlimited	Unlimited

* The terms of the health insurance plan are listed herein for informational purposes. Plan changes may be made during the term of the Master Agreement by agreement of the Insurance Committee.

Additional coverage: Contraceptive coverage covered under RX above subject to same deductibles on other RX. Please see insurance plan document for actual details (Appendix A-30).

If the monthly premium costs of the Board's health insurance plan increase by over nine and one-half percent (9.50%) from the Board's monthly premium costs for the 2011-2012 contract year, and after negotiations with health insurance providers and shopping the insurance plan, the insurance committee will implement decrements to the health insurance plan equal to the costs which exceed nine and one-half percent (9.50%) over the above-listed monthly base rates for the 2011-2012 contract year.

B. LIFE INSURANCE

The Board will pay the full amount of the premium for \$40,000 of group term life insurance for each unit member effective through the life of the contract. Members shall be permitted to purchase up to an additional \$40,000 of life insurance subject to the requirements of the insurer and provided that such additional insurance purchases shall be at no additional cost to the Board. Such additional purchases shall be made through payroll deduction.

C. DENTAL INSURANCE

The Board will pay no more than \$55.00 of the monthly premium for dental insurance. Unit members choosing dental insurance will pay the additional cost on a monthly basis through payroll deduction. A copy of the dental plan in effect shall be included in the Appendices.

Reference: Appendix A-28

D. INSURANCE COMMITTEE

1. An insurance committee will be formed and maintained by the Board and Association. The committee will consist of three association members designated by the Association President and three administrative representatives designated by the Superintendent or designee. The insurance committee may utilize the services of consultants, provided that any expenses of such consultants be approved in advance by the Board.
2. The initial insurance committee meeting of the school year will take place no later than October 30. The insurance committee will meet not less than once each semester on release time to review all existing health insurance plans, including medical, dental, and life insurance to identify the most cost-effective method of providing adequate insurance benefits to the employees of the District. The committee may submit recommendations for changes in insurance plan to the Board and Association, however, no such change shall become effective until approved by the Board and the Association. The Committee shall be co-chaired by an appointee of the Superintendent and an appointee of the Association President. The co-chairs shall jointly schedule and establish the agenda for the insurance committee meetings no later than October 30. Information regarding plan design or

rate options developed or provided by the district's insurance consultant will be provided to the co-chairs.

E. OTHER PROVISIONS

Regular unit members who render-part-time or hourly rated service shall be entitled to the above insurance benefits on a pro-rated formula based on the average number of hours worked per day. However, unit members hired on or after June 30, 2011 with less than a half-time contract shall not be eligible to receive medical or dental insurance benefits provided in this Agreement.

F. OPT-OUT BONUS

Each year of the Master Agreement, a \$1,500 one-time payment in lieu of health insurance coverage shall be paid to those unit members who drop family insurance on or before September 1st of each year, and a \$750 one-time payment in lieu of health insurance coverage for those who drop single insurance on or before September 1st of each year beginning with September 1, 2011. The Board shall pay this opt-out bonus on the June 20th pay following the year in which the unit member elects to drop his/her insurance.

For part time unit members, the opt-out bonus will be prorated to reflect the proportion of a full time equivalent (FTE) position held by the unit member. For example, a .6 FTE unit member who drops a family insurance plan shall be paid a \$900 opt-out bonus (i.e. \$1,500 x .6).

In order to be eligible to receive the opt-out bonus, the unit member must stay off the Board's health insurance plan from September 1st through the remainder of that contract year. However, if the unit member experiences a qualifying event (including, but not limited to the unit member's spouse losing his/her job) that prevents the unit member from taking insurance elsewhere, then, in such event, the unit member will be eligible to immediately resume his/her health insurance coverage through the Board. The unit member's opt-out bonus will be prorated to reflect the percentage of a full contract year that the unit member was off the Board's health plan.

If the employer of the spouse of a unit member has a health insurance open enrollment period that begins on January 1st, then the unit member may opt-out of the Board's health insurance plan, effective January 1st through the remainder of that contract year. In such event, the above-referenced health insurance opt-out bonus would be prorated to reflect the percentage of a full contract year that the unit member stays off the Board's health plan.

Article 12

STRS PICK-UP

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

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

Interim Bargaining

Article 13
MILEAGE

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

The following guidelines shall be observed in claiming mileage reimbursement.

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

	<u>One Way</u> <u>Distance</u>	<u>Round Trip</u> <u>Distance</u>
Pickerington Elementary to Violet Elementary	2.8	5.6
Pickerington Elementary to Fairfield Elementary	3.0	6.0
Pickerington Elementary to Heritage Elementary	1.6	3.2
Pickerington Elementary to Ridgeview Junior High	1.1	2.2
Pickerington Elementary to Pickerington High School Central	1.8	3.6
Violet Elementary to Fairfield Elementary	2.3	4.6
Violet Elementary to Heritage Elementary	1.8	3.6
Violet Elementary to Ridgeview Junior High	3.4	6.8
Violet Elementary to Pickerington High School Central	4.2	8.4
Fairfield Elementary to Heritage Elementary	4.1	8.2
Fairfield Elementary to Ridgeview Junior High	4.0	8.0
Fairfield Elementary to Pickerington High School Central	4.9	9.8
Tussing Elementary to Fairfield Elementary	3.6	7.2
Tussing Elementary to Violet Elementary	5.1	10.2
Tussing Elementary to Pickerington Elementary	4.4	8.8
Tussing Elementary to Heritage Elementary	6.9	13.8
Tussing Elementary to Ridgeview Junior High	5.3	10.6
Tussing Elementary to Pickerington High School Central	6.0	12.0
Heritage Elementary to Ridgeview Junior High	0.8	1.6
Heritage Elementary to Pickerington High School Central	1.4	2.8

	One Way Distance	Round Trip Distance
Ridgeview JH to Pickerington High School Central	0.7	1.4
Harmon Middle School to Fairfield Elementary.....	1.1	2.2
Harmon Middle School to Tussing Elementary	3.8	7.6
Harmon Middle School to Violet Elementary.....	1.1	2.2
Harmon Middle School to Heritage Elementary	2.9	5.8
Harmon Middle School to Pickerington Elementary	2.5	5.0
Harmon Middle School to Ridgeview Junior High.....	3.4	6.8
Harmon Middle School to Pickerington High School Central	4.1	8.2
Harmon Middle School to Diley Middle School	3.3	6.6
Diley Middle School to Fairfield Elementary	3.7	7.4
Diley Middle School to Tussing Elementary.....	5.0	10.0
Diley Middle School to Violet Elementary	3.5	7.0
Diley Middle School to Heritage Elementary	2.0	4.0
Diley Middle School to Pickerington Elementary	1.1	2.2
Diley Middle School to Ridgeview Junior High.....	1.6	3.2
Diley Middle School to Pickerington High School Central.....	2.3	4.6
Diley Middle School to Harmon Middle School	3.3	6.6
Pickerington High School North to Lakeview Junior High	0.4	0.8
Pickerington High School North to Pickerington High School Central.....	3.2	6.4
Pickerington High School North to Ridgeview Junior High.....	2.7	5.4
Pickerington High School North to Heritage Elementary	2.0	4.0
Pickerington High School North to Violet Elementary	1.4	2.8
Pickerington High School North to Harmon Middle School	2.3	4.6
Pickerington High School North to Fairfield Elementary.....	3.4	6.8
Pickerington High School North to Tussing Elementary.....	5.3	10.6
Pickerington High School North to Pickerington Elementary	3.6	7.1
Pickerington High School North to Diley Middle School.....	4.1	8.2
Lakeview Junior High to Pickerington High School Central	3.6	7.2
Lakeview Junior High to Ridgeview Junior High	3.1	6.2
Lakeview Junior High to Heritage Elementary	2.4	4.8
Lakeview Junior High to Violet Elementary.....	1.8	3.6
Lakeview Junior High to Harmon Middle School	2.7	5.4
Lakeview Junior High to Fairfield Elementary	3.8	7.6
Lakeview Junior High to Tussing Elementary	5.7	11.4
Lakeview Junior High to Pickerington Elementary	4.0	8.0
Lakeview Junior High to Diley Middle School	4.5	9.0
Sycamore Creek Elementary to Pickerington High School Central.....	1.5	3.0
Sycamore Creek Elementary to Ridgeview Junior High.....	1.7	3.4
Sycamore Creek Elementary to Diley Middle School.....	1.8	3.6
Sycamore Creek Elementary to Harmon Middle School	5.0	10.0
Sycamore Creek Elementary to Pickerington Elementary	2.8	5.6
Sycamore Creek Elementary to Fairfield Elementary.....	5.6	11.2
Sycamore Creek Elementary to Violet Elementary	5.0	10.0
Sycamore Creek Elementary to Lakeview Junior High	6.8	13.6
Toll Gate Elem./Middle School to Pickerington High School North.....	1.4	2.8

	<u>One Way Distance</u>	<u>Round Trip Distance</u>
Toll Gate Elementary/Middle School to Lakeview Junior High	1.8	3.6
Toll Gate Elementary/Middle School to Violet Elementary.....	2.6	5.2
Toll Gate Elementary/Middle School to Harmon Middle School	3.6	7.2
Toll Gate Elementary/Middle School to Fairfield Elementary.....	4.7	9.4
Toll Gate Elementary/Middle School to Tussing Elementary	7.2	14.4
Toll Gate Elementary/Middle School to Pickerington Elementary.....	5.3	10.6
Toll Gate Elementary/Middle School to Heritage Elementary	3.1	6.2
Toll Gate Elementary/Middle School to Ridgeview Junior High	3.7	7.4
Toll Gate Elem./Middle School to Pickerington High School Central.....	4.3	8.6
Toll Gate Elementary/Middle School to Sycamore Creek Elementary.	5.5	11.0

- C. Athletic travel, resulting from scouting opponents, shall be the financial responsibility of the athletic department.
- D. Extra-curricular club, athletic, and activity sponsors shall be paid mileage when such responsibilities involve travel to locations other than the unit members assigned school building.
- E. The unit member is requested to submit mileage statements to his/her principal for approval. Such statements should be submitted on a monthly basis on the form provided. Unit members are requested to retain mileage statements until the amount exceeds \$10.00.
- F. Extra-curricular activities involving trips from home to school and back home shall not constitute reimbursed mileage.
- G. Unit members who travel between two or more buildings in a given school day shall be scheduled in a manner that does not require a unit member to leave a class while it is still in session nor to arrive at a class that has already begun unless another teacher is regularly assigned or the administration has provided for coverage. Travel time shall not be included in the time allotted for lunchtime or conference periods. Traveling teachers will be scheduled adequate time for lunch, travel and planning period.

Reference: Appendix A-4

Article 14

PAY PERIODS

Unit members will be paid twenty-four (24) checks per year. Pays will be on the 5th and 20th of each month. When a pay falls on a holiday or on a day school is scheduled to be closed, the paychecks will be available on the preceding workday.

All Board contributions will be shown on the paychecks. Direct deposit notifications will be delivered to employee staff email accounts.

Direct Deposit

Unit members will have their payroll checks directly deposited into a checking or savings account in a bank that participates in the Automated Clearing House (ACH) system. Direct deposit shall be mandatory for new unit members for their first year of employment. Conditions for implementation are as follows:

- A. Direct deposit may be elected by June 30 for the first pay of the succeeding school year and by November 30 for the first pay following January 1 of the new calendar year. Once direct deposit is elected, a unit member may not rescind that election for one (1) year.
- B. Unit members may designate one (1) or two (2) bank accounts and one (1) or two (2) banks. Designation will be made on a form provided by the Treasurer. A voided check or deposit slip must be attached for each account and/or bank designated.

All deductions except tax-sheltered annuities will begin on the second pay of the month. Authorizations for deductions must be in the Treasurer's office no later than Friday noon two weeks preceding the payday. All time sheets for extra duty must be in the Treasurer's office no later than Friday noon two weeks prior to payday.

In addition to established deductions, unit members may authorize a deduction for the following:

- 1. Contributions to any District-recognized organization (such a contribution would be a minimum of two dollars [\$2.00] per pay period for at least five [5] pay periods).
- 2. Purchase of U.S. Savings Bonds.

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

Unit members may have a deduction for purposes of contributing money to the Pickerington Education Foundation.

Reference: Appendix A-5

Article 15

SEVERANCE PAY

In accordance with Section 124.39 1 of the Ohio Revised Code, all unit members who present evidence of retirement from the State Teachers' Retirement System at the time of retirement from active service with the Pickerington Local School District shall be granted severance pay for their accrued sick leave days according to the following provisions:

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

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

Notwithstanding the above, any unit member having the maximum accumulation of two hundred sixty (260) sick leave days will be paid for sixty-five (65) days.

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

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

E. Such payment shall be made only once to any unit member. Unit member has the option to have this payment forwarded to a Tax Sheltered Annuity.

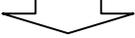
F. Contributions to the unit member's retirement system based upon monies paid for accrued unused sick leave will not be made by either the Board or the unit member.

G. Unit members retiring between January 1 and March 31 of any year will receive their severance pay within thirty (30) days of submission to the District of proof of their retirement. A unit member has the option to have some or all of this payment forwarded to a 403(b) annuity and/or a 457(b) plan, provided it is forwarded within 2-1/2 months of each unit member's respective termination of employment date with Pickerington School System. A former unit member is not eligible to forward severance pay into a 403(b) and/or 457(b) plan

if such severance pay is received more than 2-1/2 months after such former unit member's termination of employment date with Pickerington School System.

- H. Unit members retiring between April 1 and December 31 of any year have the option to have some or all of their severance pay forwarded to a 403(b) annuity and/or a 457(b) plan. If a unit member elects to forward any portion of his/her severance pay to a 403(b) annuity and/or 457(b) plan and has submitted proof of their retirement, within 2-1/2 months of the unit member's termination of employment date with Pickerington School System, the District will forward such payment to the appropriate 403(b) and/or 457(b) plan and will forward the remaining portion of his/her severance pay to the unit member. If a unit member does not elect to forward any portion of his/her severance pay to a 403(b) and/or 457(b) plan, the unit member will receive his/her severance pay no earlier than January 1 and no later than January 31 of the year following their retirement, provided that he/she has submitted to the District proof of their retirement by December 31. A former unit member is not eligible to forward severance pay into a 403(b) and/or 457(b) plan if such severance pay is received more than 2-1/2 months after such former unit member's termination of employment date with Pickerington School System.
- I. Severance pay checks shall be subject to all legal deductions.
- J. Eligible unit members may elect to have annuity contributions deducted from their severance pay as long as total deposits are within the maximum excludable allowances for the 403(b) Annuity for the year in which severance pay is given.
- K. Eligible unit members shall give thirty (30) days notice to the Board, prior to payment, as to method of payment desired.
- L. If a bargaining unit member, otherwise eligible for retirement and severance pay as stipulated above, dies, payment shall be made to his/her estate in the amount equal to the severance pay for which the bargaining unit member would have qualified.

Article 16



CREDIT UNION

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

Article 17

NOTIFICATION OF ABSENCE

A substitute and absence management system will be provided for unit members to notify the District of an absence.

Any time a unit member is absent and a substitute is necessary, the District shall make every effort possible to provide a substitute.

The Director of Human Resources or designee shall be designated as the district office employee to deal with unit members' complaints or problems related to the hiring of substitutes.

Article 18

SICK LEAVE

A. CALCULATION OF SICK LEAVE

1. There shall be fifteen (15) days of sick leave per school year for each full-time unit member employed by the Board. Unit members who render part-time, seasonal, intermittent, per diem, or hourly service shall be entitled to sick leave for the time actually worked at the same rate as that granted like full-time unit members. A unit member employed as a substitute with an assignment to one specific teaching position shall, after sixty (60) days of service, be granted sick leave. The basis for determining the number of days of sick leave for full-time unit members shall be one and one-fourth (1-1/4) days per month for twelve (12) months. Sick leave shall be cumulative to a maximum of two hundred sixty (260) days. Sick leave above two hundred sixty (260) days can accumulate at the rate of 15 days per year for the purposes of sick leave only.

a. Accumulation of sick leave shall be as follows:

Effective at the beginning of the 2010-2011 school year, all unit members shall accumulate 1.25 days of sick leave each month in accordance with the applicable provisions of the Ohio Revised Code. Part-time unit members shall accumulate 1.25 days of sick leave based on the individual's work day and such accumulation will be posted on the employee's pay stub as such. (For example only: If a unit member works a 3 hour and 45 minute day, that member will receive 1.25 days of sick leave for each month based on that 3 hour and 45 minute work day.)

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

<u>Amount of Time Absent Per Day</u>	<u>Sick Leave Deduction</u>
5 hrs. 39 min or more	1.00 day
3 hrs. 46 min to 5 hrs. 38 min.	0.75 day
1 hr. 54 min. to 3 hrs. 45 min.	0.50 day
Up to 1 hr. 53 min.	0.25 day

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

3. If a unit member is hired during the school year, he/she shall be credited with sick leave in proportion to the fractional part of his/her term which remains at the rate of one and one-fourth (1-1/4) days per month.

B. USE OF SICK LEAVE

1. Unit members may use sick leave for absences due to personal illness, disability resulting from pregnancy, injury, exposure to a contagious disease which could be communicated to others, and for illness, injury, or death in the immediately family. For sick leave purposes, immediate family shall be defined as father, mother, sister, brother, husband, wife, son, daughter, grandchildren, grandparents, father-in-law, mother-in-law, sister-in-law, brother-in-law, person or children living in the same household, or another person who has established a similar relationship.
2. Proof of illness or of absence for other reasons must be established with the local Superintendent.
 - a. Each absence of three (3) consecutive days or less must be explained on a form provided by the district office.
 - b. A unit member absent more than three (3) consecutive days, or for any number of days suggesting a pattern of possible sick leave abuse may be required to furnish a satisfactory written, signed statement listing the name and address of the attending physician, and the dates when he/she was consulted, to justify the use of sick leave. This is also to be applied to absence due to illness or injury in the immediate family. The signing and filing of such absence report by a unit member shall be a certification by him/her that the facts and statements contained in said report are true and correct. The filing of any willfully false statement by a unit member shall be considered by the Board as grounds for suspension or termination of employment under Section 3319.16 of the Ohio Revised Code.

C. OTHER PROVISIONS

1. A unit member planning to request a leave of absence and/or use of sick leave because of disability resulting from pregnancy shall make her request in writing, accompanied with a statement from her doctor indicating the expected delivery date. This request should be made at least forty-five (45) days prior to her expected delivery date. For the purpose of this provision, disability resulting from pregnancy is the period during which the unit member is not physically and/or emotionally capable of performing all the duties, and functions of her position. This beginning date of disability shall be established by written statement of the unit member's doctor. Also, the ending date of the disability shall be established by a written physician's statement.
2. Personnel new to the district having accumulated sick leave in other appropriate Ohio employment, as defined in the Ohio Revised Code 3319.141, may transfer a maximum of one hundred twenty (120) days to the Pickerington Schools. If a unit member is

transferring accumulated sick leave from another agency, such employment in that agency must have occurred within the past ten (10) years.

3. Any unit member who uses all his/her accumulated sick leave may substitute unused personal, emergency or other forms of leave provided for under Section 3319.08 of the Ohio Revised Code. Each regularly employed unit member, who used all accumulated sick leave and personal leave during a school year, shall be entitled to an advancement of five (5) days of sick leave. Such sick leave shall be charged against sick leave subsequently accumulated by the unit member.
4. In accordance with the Comprehensive Omnibus Budget Reconciliation Act of 1985 (C.O.B.R.A.), eligible unit members may continue group hospitalization, surgical and major medical, and dental insurance coverage. The cost of such coverage is to be paid by the unit member. Group life insurance coverage may be continued at the member's expense in accordance with the District's life insurance policy in effect at the time.
5. A unit member absent from work in excess of the number of sick leave or other authorized leave days accumulated by the unit member shall receive a salary deduction calculated by dividing the number of days in the unit member's duty year into gross annual salary thus arriving at a per day deduction.
6. The Superintendent may require that a unit member returning to work after an extended illness, accident, or pregnancy leave, supply the administration with a doctor's statement indicating that he/she is able to return.
7. A member who is pregnant or who is adopting a child may use sick leave pursuant to this section and/or may take an unpaid leave for the period of the member's disability. For this purpose, "period of disability" means the period during which the bargaining unit member is unable to perform the duties of the job as determined by her physician and the provisions of this paragraph. It is presumed that such period extends for a minimum of six (6) weeks beyond birth in the case of birth by normal delivery and eight (8) weeks beyond birth in the case of a birth by cesarean section. The Board may require medical certification, using the prescribed form, if paid leave is requested beyond the applicable presumed period of disability. If the Board questions such medical certification, the Board may have the employee's condition evaluated, at Board expense, by a Board designated physician. If a disagreement exists between the employee's physician and the Board designated physician, the employee (with Association assistance) and the Board shall mutually agree upon the selection of a third physician, whose opinion shall be final and the cost of which will be borne by the Board if the physician sides with the employee's physician and by the Association if the physical sides with the Board designated physician. The Board will not question the medical certification provided by the employee under this paragraph arbitrarily or capriciously.

D. SICK LEAVE TRANSFER

The Board will honor written requests from a bargaining unit member to donate one or more sick leave days from the donor's accumulated sick leave to a member donee under the following conditions:

1. The written request for donation of sick leave shall be forwarded to the Superintendent and the Association President who shall meet and confer if the request falls into the category of "catastrophic". For purposes of this Section normal pregnancy shall not be considered a "catastrophic" illness. Any disagreement between the Association President and the Superintendent shall be resolved using expedited arbitration in accordance with the voluntary rules of the Federal Mediation Conciliation Services (FMCS). Expenses for the arbitrator's services shall be equally shared by the parties.
 - a. Should the Association President and the Superintendent agree that the request falls in the category of "catastrophic", they will forward the request to the Sick Leave Transfer Committee.
 - b. Should the Association President and the Superintendent agree that the request does not represent a catastrophic illness or injury, then the request shall be denied. The member will have the right to request expedited arbitration indicated in paragraph A above.
2. Donated sick leave days may only be credited to a donee member who has, or is about to exhaust all of the donee members' accumulated sick leave and personal leave due to a catastrophic illness or injury of the donee member or illness of child and/or spouse of the donee member.
3. Donated sick leave days may only be used for personal catastrophic illness/injury of the donee member, or illness of child and/or spouse of the donee member, and may not be used for the illness of other family members.
4. A sick leave donation form, authorizing the Treasurer to deduct donated sick leave days from the donor member's accumulated sick leave and to credit the donated sick leave day(s) to the donee member will be sent to unit members for completion. Completed forms will be returned to the committee. The committee will provide the Treasurer with a form indicating the number of days to be transferred, from whom, and the name of the recipient.
5. Any request to donate sick leave days to a member must be submitted to the Treasurer not less than fifteen (15) days prior to any payroll that will include payment for the donated sick leave days.
6. Any member who has reached the maximum sick leave accumulation will have his accumulation reduced by the number of sick leave days donated.
7. Requests for sick leave days will be honored only as long as days are available from donors.

8. The following limitations will apply to this section:
 - a. No bargaining unit member who begins the school year with less than 45 days as of July 1 can donate sick days.
 - b. Donations from a bargaining unit member must be in units of one (1) day or more provided that the donor does not go under 45 days of accumulated sick leave.
 - c. Either the bargaining unit member or the member's spouse and/or child must have the catastrophic illness or injury.
 - d. The bargaining unit member can use donated sick days until disability retirement is effective.
9. No member may use donated sick leave days to defer eligibility for disability retirement under STRS regulations, to claim severance pay, or to transfer to any other public employer.
10. No member may use more than thirty (30) donated sick leave days in total in any year.

**Reference: Appendix A-6
Appendix A-7**

Article 19

LEAVES OF ABSENCE

A. ASSAULT LEAVE

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

B. ASSOCIATION LEAVE

1. The Association shall be granted fifteen (15) days of Association Leave per year and twenty-five (25) days per year in contract negotiations years, provided the Association notifies the Superintendent of the name(s) of the unit member(s) taking the leave.
2. If the Association President is not full time, the Association President shall be granted additional leave of seven (7) days. The President has the authority to transfer any of these seven (7) days to the total in #1 above, during bargaining years. The Association President shall notify the Principal/Superintendent at least twenty-four (24) hours prior to the leave.
3. For the Association Executive Committee members, the leave may be divided into half (1/2) days, as needed.
4. If more days are required for the leave referred to in Sections 1 or 2 above, they may be granted upon approval of the Superintendent, provided the Association reimburses the Board for the cost of the substitute for those additional days.

C. CHILD CARE LEAVE

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

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

D. MANDATORY COURT APPEARANCES AND JURY DUTY

The Board shall grant a unit member leave for jury duty. The unit member shall receive his/her regular rate of pay and shall be required to notify the Treasurer's Office regarding the amount of monies received from the court less expenses, and pay such amount to the Treasurer, as requested. Members required to appear in court by subpoena as a result of the performance of regular teaching or supplemental duties will be granted leave with pay except when the court appearance is for the purpose of testimony or participation in a matter or proceeding adverse to the Board of Education.

E. MILITARY LEAVE

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

F. PERSONAL LEAVE

Three (3) personal leave days will be granted each unit member yearly to be used in accordance with the following paragraphs. Part-time, unit members shall have their personal days prorated based upon their full-time equivalent hours worked. Unit members hired after the start of the school year shall be given one (1) personal day for each sixty (60) days contracted.

Personal leave shall be used only for personal business that cannot be conducted at any other time except during the regular school day. Requests for personal leave shall be submitted to the building principal at least forty-eight (48) hours in advance of the day requested.

Personal leave will not be available during the first week and the last three (3) full weeks of school* ending with the last teacher work day, and shall not be used to extend a holiday or vacation period or used three (3) days in succession unless approved by the Superintendent.

If emergency circumstances make it impossible to submit the request in advance, the request must be made by telephone and then confirmed by submission of a completed personal leave form.

Unit members requesting personal leave on the day preceding or the day following a holiday or vacation period, or during the first week or last three (3) weeks of school, must submit the appropriate form along with written reasons for the request. If the request is due to an emergency, personal business, the wedding or the day before the wedding of the unit member or the member's child or the need to attend a school related activity of an immediate family member (spouse or child) occurring on a school day which cannot be conducted at any other time except during the regular school day, and is acceptable to the Superintendent or designee, the regular deduction rate will apply. If the reason for the request is not acceptable to the Superintendent or designee, the unit member may take personal leave, but will have personal leave deducted at a rate of one and a half days (1-1/2) per one (1) day of personal leave usage.

Unused personal leave days shall be either:

- Converted to sick leave accumulation; or
- Cashed in at a rate of \$90 per day (request must be submitted by April 1 regarding intent to cash in the days vs. converting them to sick leave),
- Payment for unused days shall be included in the July 20th pay.

*The three (3) week period includes the period beginning twenty (20) calendar days prior to the last workday for unit members for a total of twenty-one (21) days.

G. **PROFESSIONAL LEAVE**

The Board shall, within its financial means, provide opportunities for unit members to develop and improve their skills beyond that which may be attained through their assigned duties. Requests for attendance at conferences outside the State of Ohio and for any conference requiring more than one night of lodging must have prior Board approval. The following procedures and regulation shall be observed.

Such opportunities include the following:

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

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

1. Criteria for Attendance at Professional Meeting

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

- a. How will attendance enhance the district's continuous improvement goals?
- b. How will the Pickerington Schools benefit?
- c. How is the meeting or conference appropriate for person making the request?
- d. How much time would be lost from work?

- e. Are funds available in the appropriation?
- f. How many persons are requesting attendance at this meeting or conference?
- g. How many meetings has this person attended?
- h. Can suitable arrangements be made for the unit member's school responsibilities?

2. Visitation

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

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

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

3. Educational Service Center Meetings

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

4. Conference/Workshop Reimbursement Procedures

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

Upon approval, a unit member shall be entitled to reimbursement of the necessary and actual expenses incurred as a result of attending the conferences or workshop, including mileage at I.R.S. established rate. Expenses must be itemized for such costs and submitted with receipts to the Treasurer within thirty (30) days for reimbursement following the unit member's return. Tips and liquor are not reimbursable.

Conference/workshops registrations for unit members will be prepaid up to the amount approved by the respective Building Leadership Team. Should a unit member not

attend a conference or workshop, they will reimburse the district for the registration fee portion that was prepaid. This reimbursement will be deducted from the unit member's pay.

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

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

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

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

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

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

5. Procedures for unit member involvement as an out-of-district workshop presenter or tournament worker.

- a. Unit members who are to be presenters in another educational institution may use professional leave and the district shall provide the substitute teacher, if any.
- b. Unit members who are presenters for any other organization or who are tournament workers may use professional leave provided the District is reimbursed for the cost of the substitute, if any.
- c. The unit member may be reimbursed for any expenses incurred such as meals, mileage, and lodging by the organization, but not the Board.

- d. After the cost of a substitute for the unit member is paid out of compensation paid to the unit member for presentation or tournament work, any remaining compensation shall be divided equally between the unit member and the District. The District shall allocate the monies to the building or department in which the unit member works to be used for that building's programs or for any other mutually agreed upon allocation.
- e. No more than two days of leave per unit member per year for presentations and one day per unit member per year for a tournament may be authorized under this section.

H. **SABBATICAL LEAVE**

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

6. As a condition of being granted a sabbatical leave, a unit member must agree to return to the Pickerington Schools for a period of one (1) year upon returning from leave. Failure to do so shall require the unit member to refund to the Board all payments received from the Board for sabbatical leave purposes during the leave period. Such refund shall be made within a four (4) month period of time, beginning with the first full month said unit member was to have returned to duty. Such time limit may be extended by agreement of both parties.
7. Unit members on sabbatical leave shall be given full experience credit on the salary schedule and credit for seniority purposes for the period of the leave and shall return to their same or to a similar position as they held at the time the leave commenced.
8. A bargaining unit member on sabbatical leave may maintain health, life, and dental insurance benefits during the period of leave. Any member desiring continuation of such benefits must notify the Treasurer not less than thirty (30) days prior to the commencement of the leave and pay to the Treasurer an amount equal to fifty percent (50%) of the total monthly cost of the insurance not less than ten (10) days in advance of the time that the Board premium payment is due.
9. Any bargaining unit member who purchases retirement credit for the portion of their salary forfeited during the sabbatical leave will pay to STRS both the employee and employer share of retirement contributions.
10. All such sabbatical leaves shall be granted in conformity to the provisions of Section 3319.131 of the Ohio Revised Code.

I. **UNPAID LEAVES**

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

1. Requests for Leaves of Absence

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

2. Types of Leaves of Absence

Leaves of absence shall be granted for the following reasons:

- a. Personal illness
- b. Disability
- c. Professional improvement
- d. Illness in immediate family

- e. Military service
- f. Social obligations

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

3. Unpaid Disability Leave

Unit members who have exhausted all available sick leave benefits, who are not disabled under STRS disability retirement standards but who qualify for an unpaid leave of absence for medical reasons shall be required to request such leave from the Board of Education and such leave shall be granted or extended for up to two years.

Unit members who are unable to return to work and who fail to request such leave, or to return to duty upon the expiration of such leave shall be given written notice by the district treasurer that such action is deemed an abandonment of employment and all further rights to employment in the school district are extinguished.

4. Contract Status

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

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

5. Assignment Upon Return

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

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

requesting a leave of absence. Upon return, said position shall not be exempt from the procedures of the RIF policy.

6. Compensation During Leave of Absence

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

7. Length of Leave of Absence

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

8. Notification of Return

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

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

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

J. FAMILY AND MEDICAL LEAVE ACT

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

K. RELIGIOUS LEAVE

A unit member may be absent with pay on a religious holiday not included in the school calendar. The holiday must be observed by a bona fide religion or religious body, which has historically observed the religious holiday in such a fashion as to preclude attendance at

school. Such absences shall not exceed two (2) days during the school year. A unit member must fill out a Request for Religious Holiday Leave Form at least forty-eight (48) hours in advance of the day requested. The request form shall state the specific religious holiday requested.

Article 20

DISABILITY RETIREMENT

Unit members who are disabled shall apply for and begin disability retirement status with the State Teachers' Retirement System at the earliest possible time. Sick leave may not be used as an alternative to disability retirement benefits.

Unit members who are approved for STRS disability retirement shall choose one of the following two options for their remaining sick leave, if any:

- A. Take severance pay pursuant to Article 15.
- B. Be paid the difference between the daily rate the retiree receives under STRS disability and the unit member's daily rate at the time of retirement from the District. Such payment shall be made for the number of days the retiree had remaining on the books at the time of retirement, and shall be made in a lump sum payment within thirty (30) days of the submission of proof of retirement. Such payment shall eliminate all of the unit member's remaining sick leave.

Article 21

UNIT MEMBER PERSONNEL FILES

- A. There will be established and maintained one (1) official file on all professional teaching unit members. The file shall be maintained in the office of the Superintendent. Each building may maintain a building personnel file for the purpose of storing evaluation information and other relevant personnel information on an annual basis. The provisions of Section C of this Article shall apply to all information, other than evaluation data, copies of which have been provided to the unit member, contained in the building personnel file. At the end of each school year, the building personnel file information may be incorporated into the District file maintained in the office of the Superintendent.
- B. The Board will make every reasonable effort to protect the confidentiality of bargaining unit members' personnel files, consistent with the Ohio Revised Code. Access to an employee's personnel file shall be in keeping with the applicable provisions of the Ohio Revised Code. The Superintendent or his designee will make every reasonable attempt to notify a bargaining unit member when such a person requests access to the member's personnel file.
- C. All materials placed in the personnel file of any unit member shall be properly dated and include the initials of the unit member in whose file the entry is being made and the initials of the administrator placing information in the file. If a unit member disagrees with the content of the material, the unit member shall initial the material; however, the unit member may then attach additional information to the item in question. If the Association or bargaining unit member files a grievance regarding any disputed documents, the disputed documents will not be placed in the personnel file until the grievance procedure is exhausted. In the event the unit member refuses to initial the materials, the administrator shall so record on the document involved and then place the item in the file consistent with this section. Such material shall be considered as a part of the official file.

The unit member may submit letters of merit, which shall be placed in his/her personnel file.

- D. If and when a unit member and the Superintendent or his/her designee agree that there is adequate evidence that certain material in said unit member's official file is irrelevant, inappropriate or false, or if the validity of a complaint is sustained by the grievance procedure, such material shall be removed from the file or corrected.
- E. A unit member shall have the right to inspect his/her personnel file at any time so long as such request is during the normal working hours of the administration offices. The unit member shall schedule an appointment with the Human Resources Department. However, there shall be no more than one (1) unit member per hour requesting to inspect his/her files during his/her free time or free period.
- F. All of the above is subject to the Ohio Revised Code.

- G. Any materials of a disciplinary nature shall be removed from the personnel file after two (2) years if there have been no other intervening incidents of the same nature. Matters relating to discipline of such a nature as to warrant retention may be retained in member's official personnel file beyond the two (2) year period of time. If the Association or the bargaining unit member disagrees on the administration's decision pursuant to this section, a committee appointed by the Superintendent and Association President will meet to try and resolve the issue prior to a grievance being filed. The committee shall consist of at least two (2) persons from the administration and two (2) persons from the Association.

Article 22



UNIT MEMBER PROTECTION

- A. The Board will provide an updated copy of all Board policies by posting on the District's computer network. Policy materials will be updated semiannually.
- B. Any complaint about a unit member considered serious enough to warrant disciplinary action will be communicated to the member. If the complaint is presented in writing the member will be given a copy. The unit member and his/her principal will meet to discuss the complaint. The unit member will be afforded the right to Association representation at any such meeting. Persistent written complaints that have been substantiated may be used in disciplinary action against the unit member, consistent with terms of this agreement. Bargaining unit members will be considered to be innocent unless and until the complaint(s) have been substantiated and the bargaining unit member has had an opportunity to respond to the complaint(s) pursuant to this section. Unit member shall be afforded all due process rights under Federal and State Law.
- C. Any termination of a bargaining unit member will be conducted in accordance with Chapter 3319.16 of the Ohio Revised Code. The statute shall be the exclusive remedy and no grievance may be initiated under this Agreement.
- D. When a complaint related to information of which notice to a law enforcement agency is required, the unit member will be so advised to the extent permitted by the law or regulations governing the notification.
- E. Disciplinary action includes any verbal or written reprimand. Disciplinary action leading to non-renewal or termination will be progressive in nature unless the infraction(s) are serious enough to warrant immediate non-renewal or termination. All disciplinary action will be conducted in private. If a meeting is called by the administrator for the purpose of disciplinary action, the unit member may be accompanied by an Association representative designated by the Association President, if he/she so requested. Except in emergency circumstances, the unit member will receive twenty-four (24) hours written notice of a disciplinary conference. When such notice has been provided, the member will give the administration not less than four (4) hours advance notice if the member will be accompanied by an Association representative at the conference.
- F. A bargaining unit member may be suspended without pay for up to three (3) school days for just cause. Prior to any such suspension the Superintendent will notify the member of the grounds for any such suspension and provide an opportunity for a hearing before the Superintendent. Any appeal of a disciplinary suspension shall be through the grievance procedure and may be advanced directly to arbitration. This provision shall not limit the right of the Board to consider termination of teaching contracts when, in the judgment of the Board, termination is warranted.

- G. The safety of staff, students, parents, and the general public shall be a primary objective of the District. Assaults and threats of physical violence on staff members will not be tolerated. Staff members who are assaulted or threatened with physical violence shall immediately report the assault on a report form as in Appendix 12. This report will be given to the building administrator for appropriate action in accordance with Board Policy and/or the pupil code of conduct.

Article 23

UNIT MEMBER CONTRACTS

A. Upon initial employment of a unit member, the Board shall issue a limited contract for a duration not to exceed one (1) year. If reemployed, the Board shall adhere to the following procedure for issuing limited contracts:

- 2nd contract.....1 year limited
- 3rd contract.....1 year limited
- 4th contract2 year limited
- 5th and all succeeding contracts3 year limited

The first three one-year limited contracts are probationary contracts. Board action to non-renew such contracts' is not subject to challenge under either the grievance procedure or the provisions of Revised Code Section 3319.11 or 3319.111. The non-renewal of any subsequent expiring limited contract may be done only for just cause. Such non-renewals are subject to challenge only through the grievance procedure, which shall be the sole and exclusive means of challenge.

B. The Board may interrupt the above sequence upon the recommendation of the Superintendent in the event of documented deficiencies identified through the evaluation procedure and grant not more than two (2) successive one (1) year probationary contracts. In granting a probationary contract, the following procedure will be utilized:

1. The Superintendent/designee will notify, in writing, the unit member of his/her intent to recommend a one (1) year probationary contract before April 1. Written reasons directed at improvements needed, will be included with the notification from the Superintendent. The Board will notify the unit member by April 30 of its action upon the Superintendent's recommendation. It is agreed that probationary contracts will be for only one (1) year in length. The Superintendent reserves the right to recommend a subsequent probationary one (1) year contract or a multi-year contract in accordance with the above, based upon the unit member's correction of noted deficiencies.
2. The Board retains the right to interrupt the limited contract cycle upon the recommendation of the Superintendent for just cause resulting from the evaluation procedure at any time during a unit member's employment and if necessary, as an alternative to non-renewal, this interruption may occur more than one time.

C. Continuing contracts shall be issued as provided by ORC 3391.11. Upon the unit member receiving his/her certificate/license and becoming eligible for continuing contract status, he/she may apply to the Superintendent for consideration.

1. A unit member shall not be eligible for a continuing contract, nor be deemed employed under a continuing contract by operation of law, unless the unit member, no later than October 15th of the school year in which the unit member's employment contract is scheduled to expire, files with the Superintendent or designee, a letter of notification that he/she will meet all legal qualifications for a continuing contract prior to receipt of a new contract for the following contract year. Failure by the unit member to provide written notice of continuing contract eligibility by October 15th shall result in the unit member being eligible only for a limited contract should the unit member's contract be renewed in April of that year. The unit member may reapply for a continuing contract the following year but the Board reserves the right to deny a continuing contract during the term of a multi-year limited contract. If so, then the unit member may apply for a continuing contract by November 1st of the year in which said limited contract expires.
 2. Unit members eligible for a continuing contract shall provide the Superintendent or designee with the necessary degree, transcripts and certificate/license prior to April 1st of the school year in which the unit member's employment contract is scheduled to expire.
 3. The requirements in Articles 23.C.1. and C.2 shall be in addition to the requirements for continuing contract eligibility in ORC. 3319.08 and ORC 3319.11.
- D. For purposes of this agreement, "initial employment" means the year that the unit member was first employed with the school district. In cases of interrupted service, initial employment means the year in which the most recent period of uninterrupted service began.
- E. Except for unit members on sabbatical leaves, a unit member's continuous service in the district will not be interrupted by approved leaves of absence. For the purpose of salary schedule placement, the unit member will not advance on the salary schedule while on an approved leave of absence unless he/she has worked the requisite one hundred twenty (120) days of the school year.
- F. All contracts and salary notices shall contain the following information:
1. Type of contract the unit member is under. If limited multiple year contract - year and duration (i.e., two [2] or three [3] years).
 2. Annual compensation to be paid for the upcoming year.
 3. Basis of determination (i.e., classroom unit member - BA degree - five [5] years experience).
 4. Number of pay periods.
 5. Provisions for the signature and the date of the unit member receiving the contract or notice. Annual salary notices will be issued effective with the first pay of September of each year via electronic mail. There is no requirement for unit members to acknowledge receipt of this electronic mail salary notice. The parties intend that this

provision shall supersede and take the place of the annual salary notice requirement of R.C. Section 3319.12 to the fullest extent permitted by law.

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

Information contained on supplemental contracts:

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

- H. Any unit member employed after the start of the school year will have his/her contract automatically non-renewed on or before April 30 without any cause or evaluation needing to be demonstrated or conducted. The Board reserves the option of considering renewal of said contracts.

- I. Rehiring of Retired Teachers

A teacher retired from the teaching profession and/or any public sector retirement system ("reemployed teacher") may be reemployed under the following conditions:

1. The reemployed teacher shall be given full credit for each year of service as a regular public school teacher up to a total of at least four (4) years and their appropriate educational level. The reemployed teacher will be advanced one (1) year on the salary schedule above Step 4 for each year of reemployment service in the District to a maximum of Step 10 on the appropriate salary schedule column.
2. The reemployed teacher will be eligible for Board-paid health/medical insurance only if she/he is not eligible for coverage under a public or private retirement system, or his/her spouse's employer. She/he will be eligible for other insurances offered by the Board, which are not available through the reemployed teacher's public or private retirement system. A reemployed teacher who is not eligible for Board paid insurance may purchase such insurance by payment of the full cost of such insurance.

3. Reemployed teachers will be placed on one year limited contracts of employment for any period of reemployment with the District. The one year contracts will be automatically non-renewed at the conclusion of each year without notification, Board action, or the need for compliance with ORC Sections 3319.11 and 3319.111. Reemployed teachers will be evaluated pursuant to Article 24, Section I B.
 4. The reemployed teacher will not resume and is not eligible for continuing contract status during any period of reemployment with the District.
 5. In the event of a reduction in force, the reemployed teacher will not have any bumping rights under Article 27.
 6. Such reemployment will not cause the displacement of a current teacher.
 7. Subject to these provisions, reemployed teachers are part of the bargaining unit.
 8. Reemployed persons are eligible for sick leave accumulation commencing with the first year of such reemployment. Such person's sick leave balance shall begin at 0 each year that the person is reemployed.
 9. Reemployed teachers are not eligible to participate in any retirement incentive program nor are they eligible for severance pay.
 10. The PEA president shall be notified of any reemployment situation.
 11. Initial placement of reemployed teachers for any supplemental positions shall not exceed five (5) years of experience credit on the supplemental salary schedule.
- J. The Board and Association intend the provisions of this Article to supersede and take the place of Revised Code Sections 3319.11 and 3319.111 to the fullest extent permitted by law.

Article 24

UNIT MEMBER EVALUATION

The Board and the Association share the belief that the primary purpose of teacher evaluation is to improve delivery of the instructional program for the district's students. Other functions of the formal evaluation process include:

1. Providing an opportunity for the unit member and administrator to share concepts, beliefs, and concerns.
2. Creating specific goals for instructional improvement.
3. Measuring progress in the professional growth of the teacher, and
4. Supporting administrative decisions for contract recommendations.

To ensure a meaningful and effective evaluation, the process should be based upon mutual trust between the teacher and the evaluator and must follow established procedures. Toward that end, all unit members' shall be assigned by their building principal and/or the Superintendent to one of three (3) evaluation tracks. These evaluation tracks and their respective guidelines are described below.

A. COMPREHENSIVE EVALUATION CYCLE

1. This evaluation cycle is for the unit member who is performing satisfactorily, which includes most unit members in the school district.
2. Unit members eligible for the Comprehensive Evaluation Cycle are as follows:
 - a. This is the evaluation track to which the majority of unit members will be assigned.
 - b. Unit members who are in their first (1st), second (2nd), or third (3rd) year with the school district and making satisfactory progress.
 - c. Unit members in their fourth (4th) or fifth (5th) years with the school district and who have received the normal two (2) year limited contract.
 - d. Unit members who are in the third (3rd) year of a three (3) year limited contract and whose performance is satisfactory.
 - e. Unit members who are on continuing contracts, performing satisfactorily, and not assigned to the Annual Evaluation track.

- f. A rehired retired teacher will follow the Comprehensive Evaluation Cycle during their first two, one-year contracts. Thereafter, a rehired retired teacher will follow the Annual Evaluation Cycle under the same regulations as others assigned to this cycle.
3. The timeline for the Comprehensive Evaluation Cycle is as follows:
- a. Group or individual orientation - By: September 15th.
 - b. Establishment of job targets and planning for the year (Pre-evaluation conference):
 - By September 15th (teacher's targets provided to principal)
 - By September 30th (principal's targets, if any, are added and process is finalized)
 - c. Unit member and evaluator work together in fulfillment of teacher job description and job targets (observations/follow-up conferences) - September 1st through March 31st.

Required observation/conference - one by the end of the first semester.

(Note: These dates may be altered by mutual agreement.)

Unit members in their fourth (4th) or fifth (5th) years with the school district will complete a summary self-evaluation using the Evaluation Summary form. This self-evaluation will be in addition to the Evaluation Summary completed by the evaluator.

- d. Summary conference - Culmination of evaluation - By: March 31st, if contract expires. By: May 1st, if contract does not expire.
- e. Contract recommendation, if appropriate - By: April 1st.
- f. Board of Education action on the contract, if appropriate - By: April 30th.

B. ANNUAL EVALUATION CYCLE

- 1. This evaluation cycle is for the unit member who has consistently demonstrated satisfactory performance over a period of years, based upon preceding evaluations.
- 2. Unit members eligible for the Annual Evaluation cycle are as follows:
 - a. Unit members who have consistently demonstrated satisfactory performance based upon preceding evaluations.

- b. Selected unit members in the first (1st) or second (2nd) year of a three (3) year limited contract.
 - c. Selected continuing contract unit members; however, a continuing contract unit member may not be assigned to the Annual Evaluation track for more than four (4) consecutive years.
3. The Annual Evaluation Cycle shall consist of the following components:
- a. Establishing job targets.
 - b. An annual summary conference with a building administrator.
 - c. One of the following evaluations as selected by the unit member:
 - i. Optional observations and/or post-observation conferences by the building administrator.

(Note: The building administrators retain the option of conducting formal classroom observations at their discretion, subject to those restrictions listed under Section IV, General Considerations.)
 - ii. Self-reflection
 - iii. Peer-evaluation
 - iv. Student or parent evaluation (instrument developed by unit member and approved by building administrator).
4. The timeline for the Annual Evaluation Cycle is as follows:
- a. Group or individual orientation - By: September 15th.
 - b. Establishment of job targets:
 - By September 15th (teacher's targets provided to principal)
 - By September 30th (principal's targets, if any, are added and process is finalized)
 - c. Planning for the year, and selection of evaluation option by unit member: By September 30th.
 - d. Summary Conference - Culmination of evaluation and appropriate forms: By May 31st.

C. CORRECTIVE ACTION PROGRAM (CAP)

1. The CAP is for those unit members, regardless of contract status, whose performance, based upon previous unsatisfactory evaluations, has demonstrated an area or a number of areas that are in need of improvement.
2. Unit members whose performance has shown documented deterioration after school opens may be transferred to CAP from another evaluation cycle until March 31 (if the unit member's contract expires that year), or April 30 (if the unit member's contract does not expire that year).
3. The unit member's instruction will be formally observed a total of at least six (6) times. These six (6) observations shall be conducted by the building principal, designee, or a District Director.
4. Timeline for CAP
 - a. Individual orientation - The appropriate administrator will hold an individual orientation with the unit member at the same time he/she is notified of placement on CAP.
 - b. Establishment of job targets - within fifteen (15) working days of orientation of the member placed on CAP, or by September 15th for those placed on CAP from the previous school year, the Building Principal or designee, the unit member, and the selected transition coach, shall meet to establish job targets established by the Building Principal and to develop a plan to correct problem areas and fulfill job targets. Any disagreement shall be resolved by the Superintendent.
 - c. If the unit member begins the school year on CAP, or is placed on CAP prior to the end of the first semester, the unit member will have a total of six (6) evaluations between September 15 and March 1. Specific corrective action with regard to the alleged deficiency will be suggested by the evaluator.
 - d. If the unit member is placed on CAP after the end of the first semester, the unit member will have four (4) evaluations, which shall be completed no later than March 31st.
 - e. Summary conference - Culmination of evaluation - By: March 31st, if contract expires. By: April 30th if contract does not expire.
 - f. Contract recommendation, if appropriate - By: April 1st.
 - g. Board of Education action on the contract, if appropriate, by April 30th.
 - h. Planning for next school year - April 1 through September 30th.

5. Teachers in the first three (3) years of employment with the district are subject to non-renewal as provided in Article 24. The placement or failure to place any such teacher on CAP shall not limit the Board's right to non-renew such contracts.

D. GENERAL CONSIDERATIONS

1. Job Targets

Teachers will provide at least three (3) job targets. One (1) will be correlated to the District's Continuous Improvement Plan Goals. The principal may add an additional job target for each teacher. The principal will discuss the additional job target with the teacher before issuing it.

2. Evaluation items rated as unsatisfactory require the evaluator to provide comments for them. Items marked unsatisfactory are highly recommended to become job targets, if applicable, for the following school year.
3. The observation/evaluation process shall be based on the professional performance of the unit member. The private life of the unit member shall not be appropriate subject matter for evaluation of the job performance of professional duties.
4. Should a unit member disagree with an observation or an evaluation, the unit member may file a written response, which shall be forwarded to the District Office for attachment to the observation form or the evaluation form.
5. Observations of classroom performance shall not be counted as part of the official evaluation the day prior to Thanksgiving, Christmas, or Spring Break, or within two (2) working days of his/her return when the unit member has had an extended absence of one (1) week or more.
6. Copies of formal observations and evaluations will go to the principal and/or his designees and to the unit member. The original of the final evaluation will be included in the unit member's personnel file.
7. The Board may non-renew a unit member for continuing deficiency(ies) in job performance for good cause when said deficiency(ies) have been identified through the "Employee Evaluation" process and the below-detailed procedure has been followed:
 - a. When the overall performance of a unit member is unsatisfactory, the principal or, when appropriate, designated observer/evaluator shall give the unit member at least five (5) days written notice of a conference to discuss the unit member's alleged deficiency(ies). During the conference, the principal or designated observer/evaluator shall provide the unit member with a written statement of the specific deficiency(ies) on the appropriate form and attempt to develop mutually with the unit member a program to correct such deficiency(ies). Said program shall be directly related to correcting the unit member's specific deficiency(ies).

- b. If the deficiency(ies) is not corrected, the unit member shall, within thirty (30) days following the conference provided in Section 7. a. above, receive a written notice setting forth the specific deficiency(ies) not corrected.
 - c. If the deficiency(ies) still is not corrected, the unit member shall, not sooner than fifteen (15) days nor later than thirty (30) days after the receipt of the written notice in Section 7. b., be afforded a conference with the Superintendent or his/her designee, unless the unit member waives the right in writing. At such conference, the unit member shall be afforded the opportunity to present testimony, evidence, and statements in the unit member's own behalf. The unit member shall be notified of the Superintendent's/designee's decision.
8. The parties intend that the provisions of the foregoing Article 24, Unit Member Evaluation, will supersede and take the place of any and all contrary provisions of Ohio law, including, but not limited to, the provisions of Revised Code sections 3319.11 and 3319.111 as contained in Am. Sub. H.B. 330, or as may hereafter be amended. Any changes in the evaluation procedure or the evaluation instrument during the term of this master agreement must be mutually agreed upon between the Board and the Association.
- E. The Race to the Top ("RTTT") Transformation Team shall be empowered to review RTTT and the requirements of Ohio Law (if any) related to mandated changes in the evaluation procedure and appropriate appendices. This Committee shall meet through May 15, 2012 and shall submit its findings to both parties for ratification so that new procedures can be in place for field testing in the 2012-2013 school year and for full implementation in 2013-2014.

Reference: Appendix 13
Appendix 14
Appendix 15
Appendix 16
Appendix 17
Appendix 18
Appendix 19
Appendix 20

Article 25

ASSIGNMENTS - VACANCIES - TRANSFERS

A. TRANSFERS

The final decision on the transfer or assignment of unit members shall remain the Superintendent's. The overriding factor in making decisions will be to assign personnel into positions that are most likely to enhance the education program. Within five (5) school days of receiving a denial of a request for voluntary transfer or notification of an involuntary transfer a unit member may request either written reasons for the transfer or denial or a conference with the Superintendent/designee.

B. POSTING OF UNIT VACANCIES

Vacancies, as determined by the District Administration, will be posted using the District's communication system and on the District Job Posting phone line. The Association President will be sent a copy of all job postings. The notice shall include the position available, the qualifications, the requirements for the job, the deadline for notification of interest, the effective start date, and any additional pertinent information. Upon notification of vacancies, unit members will have three (3) workdays in which to respond via the District's communication system. Any unit member who is appropriately certified/licensed (including, where applicable, designated as a "highly qualified" teacher) may apply for the posted vacancy. Assignment to posted vacancy will be considered based on system-wide seniority and certification.

For positions that become available after August 1st through five (5) student days after the start of the school year, the Administration shall not be required to post vacancies.

Any position filled after the start of the first student day shall be filled on a temporary basis through the end of that school year. At the end of the school year, it may be posted and filled in accordance with the provisions of this contract.

C. VOLUNTARY TRANSFERS

1. No vacancy shall be filled until a notice of vacancy has been posted for three (3) working days. If a teacher wishes to be considered for any posted vacancy, the teacher shall apply via email to the Superintendent, or designee, within three (3) working days. The unit member with the most seniority will be given first option for the assignment.
2. Voluntary transfers will not be available to unit members during the first three (3) years of employment, except for good cause demonstrated to the Superintendent. After the initial three (3) years of employment, transfers will be limited to one voluntary transfer during any two (2) year period.

D. INVOLUNTARY TRANSFER

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

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

All other involuntary transfers shall be executed according to system-wide seniority, appropriate certification, and after all voluntary transfers have been completed.

Involuntary transfers may be made without regard to seniority in the event that the transfer of a teacher will enhance the educational programs of the District; or the transfer is necessary to provide a reasonable accommodation to a teacher with a disability; or a teacher is arrested or indicted for any offense that, in the judgment of the Superintendent, requires temporary reassignment.

E. ASSIGNMENT GUIDELINES

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

F. ASSIGNMENT OF STAFF TO A NEW SCHOOL

With the establishment of a new school, the reassignment of staff shall first be to offer staff the opportunity to transfer to both current and new titled positions in the new building. Staff requesting to transfer will be considered based upon seniority and the appropriate certification/licensure, including, where applicable, designation as a "highly qualified teacher." Interested staff members who meet the qualifications as above would interview with the principal assigned to the new school.

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

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

G. GRADE LEVEL ADVANCEMENT

Subject to the approval of the building principal, two teachers in grades K-4 may agree to a plan for transfer under which each teacher moves one grade level per year, with one teacher

moving forward with the class to which that teacher was assigned the previous year and other teacher moving backward to one earlier grade level. For example, a teacher assigned to a class at grade 3 may advance to grade 4 with the same class, while the other "paired" teacher would move from grade 4 to grade 3.

H. REASSIGNMENT WITHIN BUILDINGS (GRADES K-6)

When it becomes necessary to reassign staff within a K-4 or 5-6 building, the principal shall make reassignments on a voluntary basis to the mutual satisfaction of the principal and the bargaining unit members affected. If this is not possible, the choice of assignments shall be given, in turn, to the affected bargaining unit member(s) with the greatest seniority until all assignments have been made. Reassignments within a building will be made prior to the posting of vacant positions.

I. TEACHER ON SPECIAL ASSIGNMENT

The position of "teacher on special assignment" has been created to assist staff in the development and implementation of education programs, as directed by the Superintendent. The Superintendent shall have the final authority to assign unit members to this position. The creation of any bargaining unit position, including that of teacher on special assignment, does not mean that such position need be filled.

Any assignment to the position of teacher on special assignment shall generally be for the duration of one school year, unless continued for subsequent year(s). Upon completion of such assignment, the bargaining unit member will be reassigned following the procedures outlined in this Article, and in the same manner as applied to a unit member returning from a leave of absence.

Bargaining unit members holding the position of teacher on special assignment shall not be required to evaluate staff.

Article 26

VOLUNTARY JOB SHARING

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

A. DEFINITION

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

B. COMPENSATION

1. Salary compensation for each job-sharing employee shall be prorated according to the amount the bargaining unit member would have earned if the employee was full-time.
2. All other benefits, including insurance (with the exception of life insurance), shall be prorated for job sharing employees.
3. If one of the job-sharing employees is absent from work, the other bargaining unit member may assume the full-time duties, compensated on a regular, substitute basis per Board policy. Should it be immediately evident that the other job-sharing employee will be absent in excess of fifty-nine (59) days, he/she will be compensated per the employee's regular salary.

C. NOTIFICATION OF INTENT

1. Bargaining unit members who wish to be considered for a job share position for the following year must submit a Letter of Intent to the Superintendent by March 1. Final approval for any proposed job share position shall be the decision of the Superintendent and building Principal and shall be binding. Within five (5) school days of receiving a denial of transfer, a unit member may request either written reasons for the denial or a conference with the Superintendent/designee.
2. Once a job share proposal has been submitted, a meeting will be held including, but not limited to, the two (2) teachers who may be involved in the time sharing, the Director of Instruction, building principal and the PEA President. Upon tentative approval of the Director of Instruction, the two (2) teachers shall meet with the principal of the building where the job sharing is proposed for the purpose of attempting to reach mutual agreement on the duties and responsibilities (including, but not limited to, in-service, staff meeting, parent-teacher conferences) to be performed by each teacher under the job sharing proposed. The job sharing will not occur if the building principal and teachers are unable to reach mutual agreement on the duties and responsibilities to be performed.
3. Any initial job sharing arrangement provided for in this Article shall have a maximum duration of one (1) school year. In order for a particular job sharing arrangement to continue or be renewed for an additional school year, there must be mutual agreement among the building principal and the participating teachers. An agreement to continue a job sharing arrangement for more than one (1) year shall not establish a past practice entitling the participating teachers to continue the job sharing an additional year in the absence of mutual agreement with the building principal.
4. Within five (5) school days of receiving a denial of transfer, a unit member may request either written reasons for the denial or a conference with the Superintendent/designee.
5. Job sharing bargaining unit members who wish to return to full time positions shall follow the voluntary transfer provisions established in Article 25, Assignment, Vacancies, and Transfers.

Interim Bargaining

Article 27

REDUCTION IN FORCE PROCEDURES

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

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

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

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

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

A. DEFINITION OF SENIORITY

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

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

1. Total years of teaching experience in a state chartered school.
2. Date the employment application was received by the school district.
3. Total qualifications related to the position in question as determined by the Superintendent.

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

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

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

C. BUMPING RIGHTS

1. Once the RIF lists are prepared, the unit members whose contracts will not be suspended, but whose current assignment has been eliminated, will be identified in order of seniority. Unit members to be reassigned are those with the least seniority in the grade level affected in grades K-6 or the department affected at the secondary level. Reassignment shall be into areas that the individual is certified/licensed for. Unit members may bump into areas for which they have the appropriate certification and/or licensure only. Appropriate licensure and/or certification must be on file with the Board on the date the RIF is announced.
2. Of this group of unit members to be reassigned, the most senior unit member will bump the unit member with the least seniority throughout the District within his/her area of certification/licensure. Vacancies shall be interpreted to include those positions that are currently held by unit members whose contracts will be suspended, but the position itself is not being eliminated.

3. Once the most senior unit member has exercised his/her bumping rights, then the next senior unit member will exercise his/her bumping rights, etc. until no further bumping can occur.
4. Upon written request to the Superintendent, the unit member may choose to have his/her contract suspended and be placed on the recall list in order of seniority. The unit member will then be eligible for recall pursuant to Section D of these procedures. This option is available only to those unit members who must be reassigned because of a Reduction in Force (RIF).
5. A unit member will have two (2) work days to exercise bumping rights. If a unit member does not exercise his/her bumping rights within two (2) work days, the unit member will be assigned a teaching position.
6. If a vacancy occurs in the original building the year during which a unit member has been transferred, that unit member may request to return to the original building if: (1) school is not in session, (2) if the vacancy occurs prior to August 1, and (3) the unit member is certified for the vacancy.
 - Unless the unit member can move back to an original building in the current year, the reassignment process will not be redone unless mutually agreed to by all concerned.

D. RECALL FROM SUSPENSION

1. Unit members whose contracts have been suspended as part of a RIF will be eligible for recall for twenty-four (24) months from the effective date of the suspension.
2. The callback process shall begin with the list of unit members holding continuing contracts, followed by those with limited contracts.
3. When a vacancy occurs, the most senior certificated/licensed unit member on the callback list of unit members with suspended contracts shall be: (1) contacted either in person or by telephone and advised of the vacancy, or (2) if personal contact is not possible, the unit member shall be notified of the vacancy by registered mail. It is the unit member's responsibility to keep the District Office personnel informed of his/her whereabouts. The District should be notified of any changes of address, phone number, certification/licensure and place of employment.
4. The unit member shall respond to the vacancy opportunity within two (2) work days of notice if the notice is issued prior to August 1. If the notice is issued after July 31, the unit member shall respond within two (2) calendar days.
5. If a unit member declines the vacancy, or does not respond to a vacancy opportunity within two (2) work days after verbal contact, the opportunity for assignment goes to the next most senior unit member on the callback list. A unit

member who declines or does not respond to a vacancy equivalent or greater to the position held when the RIF occurred will be removed from the recall list.

6. If no unit member on the callback list accepts the vacancy in order of seniority, a new unit member from outside the district will be employed for the vacancy.

E. OTHER CONSIDERATIONS

1. No unit member new to the district will be employed until all unit members on the callback list have been reassigned. Exceptions to this will occur when there is no unit member on the callback list certified for a vacancy or when all unit members on the callback list reject a vacancy.
2. Suspended unit members shall have the right to pay premiums for hospitalization, dental and other insurance benefits as per the provisions of C.O.B.R.A. for a period of eighteen (18) months following the effective date of suspension. Group life insurance coverage may be continued at the member's expense in accordance with the District's life insurance policy in effect at the time.
3. During a period of a suspension, a unit member's seniority with the district will be continued; however, a unit member will not be granted experience credit on the salary schedule for the period of time the contract is suspended.
4. A unit member whose contract expires during a period of the contract suspension because of a RIF will be eligible for contract renewal as follows:
 - a. A unit member who is suspended for the duration of the contract or who teaches less than one (1) semester on the contract will have his/her contract renewed for the same length as the expiring contract.
 - b. A unit member who teaches more than one (1) semester during a contract and is suspended for the balance will be eligible for contract renewal pursuant to the District evaluation procedures.
5. The parties agree that these procedures apply only to the suspension of contracts as provided under Ohio Revised Code 3319.17 or for financial reasons. This Article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedures in the District.

Article 28

UNIT MEMBER DAY AND YEAR

For the 2011-2012 School Year, the Memorandum of Understanding titled "Changes to Unit Member Work Day and Year", found at the end of this Agreement, shall supercede Article 28.

- A. The unit member workday shall not be longer than seven and one-half (7-1/2) hours.
1. If a required meeting is scheduled, a unit member may be required to remain up to an additional fifteen (15) hours per school year beyond the work day for Open House, "Back to School Night", Early Dismissal In-services, and building/district meetings that are mandatory. Any meeting called and held on the same day shall be within the seven and one-half (7-1/2) hour workday.
 2. If a required duty is scheduled before or after the student day, the unit member will serve that duty. Duties will be assigned by the building principal or his/her designee in a fair and equitable way. Total minutes of duty time shall be assigned as nearly equal as possible among unit members. The duty schedule will be prepared in advance with the understanding that unit members may trade duties if the trade is agreeable to both unit members. The building principal shall be notified prior to the duty if times are trades. K-4 unit members shall not be assigned more than one (1) duty per day of not more than fifteen (15) minutes in length.
 3. Grades 5 & 6 unit members shall not be assigned more than one (1) duty per day of not more than fifteen (15) minutes in length exclusive of study hall. Grades 5 & 6 special area teachers (art, music, physical education) are excluded from this provision.
 4. The Board will pay ten dollars (\$10.00) per hour for unit members who supervise bus duty beyond the seven and one-half (7-1/2) hour unit member duty day, or compensatory time as arranged between the unit member and the building principal.
 5. A supplemental contract will be issued for supervisors of administratively organized detentions at the junior high and high school. Unit members who require students to serve detentions with them personally on an intermittent basis will not receive additional compensation.
- B. The workday for each full-time unit members will include:
1. At least a thirty (30) minute, uninterrupted, duty-free lunch period at a time the cafeteria is serving food. Unit members may leave the building during their duty-free lunch period upon notification of the building principal/designee.

2. No less than forty (40) minutes during the student day for unit members in grades 7-12 will be scheduled for educational planning time.
3. No less than two hundred (200) minutes per week for grades K-4 homeroom teachers will be scheduled for educational planning time when special area classes are scheduled. All other K-4 unit members will have no less than two hundred (200) minutes per week for educational planning for unit members. Such time shall not be scheduled in less than thirty (30) minute increments. Planning time will be scheduled in at least thirty (30) minute increments during the student school day for no fewer than four (4) days per week.
4. If any meeting such as IAT, IEP, or building meeting is scheduled during a unit member's planning time, the unit member shall be entitled to a compensatory planning time to be used at a time mutually agreed upon with the building principal. Such compensatory planning time shall be scheduled within thirty (30) days, unless both parties agree otherwise.

C. Unit members shall not be required to substitute during their planning time. However, members who are requested by their administrators to supervise pupils during their planning time in the absence of a substitute and who voluntarily supervise pupils during their assigned planning time in response to such a request will be paid an additional amount at the rate of \$20.00 per hour, in increments of not less than one-fourth (1/4) hour. It shall be the member's responsibility to keep track of time spent supervising pupils during the member's planning time and to submit requests for payment in accordance with Board policy.

D. Scheduled parent-teacher conferences days may start at a time different from the regular starting time for unit members as established by the Superintendent (or designee) and the Association President (or designee) with input from the principal and faculty in each building. However, such scheduled time shall not exceed seven and one-half (7-1/2) continuous hours including a one-half (1/2) hour duty-free time for unit members. Days of parent-teacher conferences will be days of instruction for classes not conducting conferences.

E. Central OEA/NEA, Inc. Day will not be a contract duty day.

F. Unit Member Year (Except New Unit Members)

The unit member year shall be defined as follows:

<u>K-8 Year</u>		<u>9-12 Year</u>	
179	Instructional days	180	Instructional days
3	Parent-Teacher Conference Days	2	Parent-Teacher Conference Days
2	Record Days*	2	Record Days*
2	<u>Pre-School Days</u>	2	<u>Pre-School Days</u>
186	Total	186	Total

There will be one (1) record day at mid-year and one (1) at the end of the year. The mid-year record day will be used for planning, grading, and record keeping.

At least one (1) of the two (2) pre-school days shall be utilized for uninterrupted teacher preparation for the new school year.

- G. The equivalent of one (1) full day of in-service training shall be developed at the building level. The parties recognize that some district-wide issues, as those issues relate to the individual buildings, may need to be addressed during this time, however, the primary focus should be directed to building level issues. The equivalent of one (1) full day for planning and curriculum development at the district level shall be scheduled. In scheduling activities for these days, the programming needs of grade K-6 and 7-12 shall be considered.
- H. When evening parent/teacher conferences are held, early dismissal of students shall occur. Parent/teacher conferences shall be scheduled to minimize the disruptions related to early dismissal and transportation.
- I. Should it be necessary to close one (1) or more buildings in the district due to an emergency, staff affected may be temporarily assigned to work in other district buildings.
- J. The district will apply for waiver day(s) for the 2008-2009 and subsequent school years from the State of Ohio for one (1) or more of those days in Item G above or a day or days above those which shall be used for professional development and related to the CCIP.
- K. Compensatory time in June shall be granted to K-6 unit members who must score diagnostic tests in the spring and for K-12 special education unit members in recognition of additional responsibilities. Such compensatory time shall be based on an early dismissal schedule.
- L. During the 2008-2009 school year, the Association president or designee and the Superintendent or designee shall gather data and study options related to the school day/school year schedule to improve the efficiency of the teaching and learning throughout the district. These two (2) shall have the ability to involve other district personnel as necessary and visit other districts as necessary to fully explore these school days/school year options.

M. Part-Time Unit Members

There will be no assignments of .875 F.T.E. or more, (but less than full-time) offered to unit members unless the unit member so requests in writing.

At the secondary level a daily schedule of a minimum of one hundred twenty (120) instructional minutes or more will entitle the unit member to forty (40) minutes of planning time per day.

An equivalent arrangement for planning time will be made for part-time unit members at the elementary level. Planning time may be provided over a week's schedule at the elementary level.

On days when part-time members are paid for attendance at parent-teacher conferences, record days and pre-school days, such members shall be in attendance at school for the entire school day.

Article 29

INSTRUCTIONAL DUTIES BEYOND DAY/YEAR

The Board shall offer instructional assignments outside the regular school day/year to unit members prior to offering such assignments to individuals outside the bargaining unit. For direct instructional assignments or for academic credit courses that are offered to and accepted by a unit member, the member will be paid his/her regular hourly rate of pay. For indirect instructional assignments including but not limited to duties formerly performed by instructional coaches, enrichment coordinators, JHS department heads, including ordering supplies shall be paid at an hourly rate of \$20 per hour.

Representatives of the parties will mutually develop a form on which the unit member will document time served.

Interim Bargaining

Article 30

TESTING

A. Retention/Promotion of Pupils

Bargaining unit members who are required to approve retention/advancement for pupils as required by law shall not be subject to adverse employment actions by the Board based on such decisions.

B. Diagnostic Screenings Grades One and Two

Diagnostic screenings for students in grades one and two who transfer into a building will be administered by qualified personnel other than the pupils' classroom teacher. Specific dates will be designated for mandated diagnostic screenings for each month of the school year and the results of such screenings will be provided to the classroom teachers to whom the screened pupils are assigned.

C. Kindergarten Early Literacy Screening

Kindergarten teachers will be given the first three (3) days students are in school at the beginning of the school year to do the state mandated Kindergarten Readiness Assessment Literacy.

D. Special Education Alternative Assessment

Special Education unit members who give alternate assessments in lieu of Ohio mandated testing for special education pupils and who must take data collected during the study day, analyze such data and compile documents for student evaluation as required by Ohio law in connection with such alternate assessments shall be granted either one-half day release time per alternative assessment pupil or additional compensation of \$50 per alternative assessment pupil. Member must elect the type of compensation (release time or financial compensation) by written notice to the Treasurer at the time of the first alternative assessment in any year. Such election shall remain in effect for the remainder of the school year.

Article 31



OBSERVANCE OF DAILY TIME SCHEDULE

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

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

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

Article 32

VOLUNTARY MEETINGS

The Board and the Association agree that the administration or the building staff may request unit members to attend meetings on a voluntary basis beyond the normal work day and year. Such voluntary meetings should be for the development and improvement of curriculum and instruction and/or for building level needs. Generally these meetings would be for a half to a full workday.

No unit members will be required to attend and no recrimination will be taken for those failing to attend.

Unit members who choose to attend such voluntary meetings will be compensated at the current daily substitute teacher rate on a pro-rated basis.

Compensation will not be available if, as a result of a voluntary program, unit members are able to pick up any professional college growth, continuing education units, or grant funds are available to compensate unit members.

Compensation will not be expected for the 15 hours of contractually required meetings during the school year that go beyond the workday.*

The Superintendent will be the final authority for determining if there is to be any compensation. All voluntary meetings must receive prior approval from the Superintendent.

These procedures do not imply additional compensation for attendance at any meetings required as a result of fulfilling an extra-curricular supplemental position; or working as a volunteer with any school district support groups such as PTO's, Academic Boosters, Athletic Boosters, or Music Boosters.

***For 2011-2012 school year, reference Memorandum of Understanding, attached at the end of this Agreement, titled "Changes to Unit Member Work Day and Year."**

Interim Bargaining

Article 33

CURRICULUM PLANNING

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

A. **Tasks**

1. Survey the curriculum to identify needs.
2. Initiate action based on identified needs.
3. Facilitate communications between organizational units, staff, administration and the community.
4. Arrange for and guide curriculum evaluation.
5. Coordinate the curriculum with the Ohio Academic Standards.

B. **Guidelines**

1. The Association will be permitted to select the unit member representatives of the district-wide curriculum committee for each building.
2. Unit member representatives will be granted released time when curriculum activities are scheduled during the school day.
3. Minutes of district-wide curriculum meetings will be distributed to all members as well as to all members of the bargaining unit via email.
4. When a curriculum committee recommends to the Board changes in program, curriculum, etc. and the Board authorizes a major course of study review, most often release time will be used to provide committee members time to complete the study.

C. **Ad Hoc Committee**

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

1. Continuous Improvement Planning Committee

2. Technology Planning Committee
3. Committees which are grade level committees for elementary school and subject committees for secondary schools.
4. Committees which work on selected problems or themes.
5. Textbook selection.

PROFESSIONAL DEVELOPMENT

Professional development shall be of three types:

A. District Wide Professional Development Programs

1. District wide professional development activities, which involve all staff members or specific groups, shall be planned, organized, and coordinated by the Curriculum Department. District prepared professional development agendas will be sent to building staffs prior to the professional development activities.

B. Building Professional Development Programs

1. Building level professional development will be part of the overall district professional development plan.
2. The building level professional development committee will either be the building advisory committee or the principal's advisory committee, as determined by the building principal. This committee shall be responsible for building level professional development programs. A written agenda developed by the committee will be given to the building principal and the Director of Instruction at least two (2) weeks prior to any scheduled professional development.
3. The committee shall identify areas of staff interest and/or need and plan the program accordingly.

C. Individual Professional Development Program

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

Outside resources and specialists from the Educational Service Center, the State Department of Education, and other agencies shall be utilized as determined by the committees responsible for planning the professional development education.

Article 35



INDIVIDUAL RIGHTS

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

- A. The right to join and participate in civic or professional organizations on one's personal time.
- B. The right to participate in political functions on one's personal time.
- C. The right to hold elected office.
- D. The right to privacy and recognition that one's personal life is not a condition of employment, unless it interferes with the effective performance of contract duties.

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

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

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

Article 36

ACADEMIC FREEDOM

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

Article 37

PROCEDURES FOR DEVELOPMENT OF SCHOOL CALENDAR

A committee shall be established to meet annually upon the call of the Superintendent to recommend to the Board a school calendar.

A. Procedures to Follow in Determining the Yearly Calendar

1. The school year shall begin no earlier than August 15th and end no later than June 15th and shall consist of the following non-instructional days on which unit members will not be required to work:

- Labor Day
- Thanksgiving and the following Friday
- Last weekday before Christmas
- Christmas
- New Year's Day
- January 2nd (unless January 1st falls on a Friday or Saturday)
- Martin Luther King Day
- President's Day
- Good Friday
- Spring Break - which shall consist of at least five (5) consecutive weekdays
- Memorial Day

2. The Calendar Committee shall consist of the Assistant Superintendent/designee or designee and another representative of the Administrative staff, the Pickerington Education Association President/designee, and one (1) Board Member.
3. The committee shall follow federal and state mandates in the development of the school calendar and shall be responsible for teacher conference days, possible emergency days, and the beginning and ending of grading periods in conjunction with the holidays/non-instructional days indicated in item one (1) above.
4. The recommendation of the calendar committee may be rejected by the Board and returned to the committee for further discussion up to two (2) times. However, the Board has the final authority to establish the calendar.

D. Overage Payments

Overage payments will be made, as follows, to teachers having more than the number of pupils specified in Section B1, 2, and 3 of this Article.

1. Self-Contained Classrooms - Grades K-6

For each pupil in excess of the maximum number of pupils in grades K-6 regular self-contained classrooms and above the unit member will be compensated at the rate of \$30.00 per week.

2. Team Teaching (Grades K-6) and Grades 7-12

For each pupil in excess of the maximum number of pupils in grades K-6 (team teaching), grades 7-12, the unit member will be compensated at the rate of \$20.00 per pupil, per week, per overage class. Unit members teaching core subject areas working within teams regardless of grade level will not be able to receive compensation for more than three (3) overage classes per day per student.

3. Departmentalized Classes

As used in this section, "departmentalized classes" means art, music and physical education classes. Elementary (K-4) departmentalized class teachers will receive \$15.00 per week for between 1 to 5 homeroom teachers within the building that are receiving overload payments and \$20.00 per week between 5 to 10 homeroom teachers within the building that are receiving overload payments. Departmentalized class teachers in grades 5 and above will be compensated at the rate of \$20.00 per week per overage class.*

***Does not apply for the duration of the MOU Unit Member Day and Year.**

- E. Homeroom teachers in grades K-6 with a regular self-contained classroom assignment in excess of twenty-eight (28) pupils will in addition not be assigned any duty so long as the number of assigned pupils exceeds twenty-eight (28).
- F. It shall be the responsibility of the unit member to notify the building principal/designee that an adjustment in class size (+ or -) and a class size overload payment is required. Class size overload payment forms for any class size overload payments shall be completed by the unit member and submitted to the building principal/designee at the end of each grading period for payment.
- G. Pupils on home instruction or in alternative school(s) will be counted in the class size of the unit member responsible for the homework assignments and grades of the pupil.

- H. Every attempt will be made to follow state guidelines concerning special education class size. In the event that the District must apply for a class size waiver, the unit member affected will be provided the standard class size overage payment.

Reference: Appendix 21
Appendix 22
Appendix 23
Appendix 24
Appendix 25

Article 39

GRIEVANCE PROCEDURE

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

A. Definition

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

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

A group grievance or an Association grievance shall have arisen out of circumstances affecting one (1) or more unit member(s). Each affected unit member shall be listed on the grievance form and shall be provided a copy of the grievance form by the Association in the case of grievances filed by the Association.

A day shall mean an actual working school day.

B. Non-Reprisal

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

C. Procedure

1. Informal

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

2. First Formal Level - Principal

If an individual grievance is not resolved at the informal level, the grievant shall complete and submit, on the designated grievance form, the basis of the grievance,

including the specific article(s) of the Agreement giving rise to the grievance, and the relief sought, to his/her building principal or immediate supervisor.

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

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

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

3. Second Formal Level - Superintendent

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

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

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

4. Third Formal Level - Arbitration

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

A representative for the Board and the Association shall meet to agree upon an arbitrator. If the representatives cannot agree upon an arbitrator within seven (7) days of the Association's notice to demand arbitration, an arbitrator shall be obtained through one (1) or more lists but not to exceed a maximum of two (2) lists of arbitrators provided by the American Arbitration Association in keeping with its labor arbitration rules and regulations, unless otherwise provided by provisions in this Article.

The arbitrator will confer with representatives of the Board and the Association and hold such hearings as necessary to obtain the information and facts necessary to make his/her findings. The arbitrator's decision shall be in writing and will state his/her findings, reasoning, and conclusion of the issue(s) submitted by the Board and Association. The arbitrator's authority shall be strictly limited to deciding only the

issue(s) presented and shall be based solely on his/her interpretation of the meaning or application of the express relevant language of the Agreement. Further, the arbitrator shall have no authority to add to, subtract from, or modify in any manner, a term of this contract or to make any award inconsistent with the provisions of this agreement.

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

5. Miscellaneous

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

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

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

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

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

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

Reference: Appendix A-26

Article 40

INTERNAL COMPLAINT PROCEDURE

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

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

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

BUILDING LEADERSHIP TEAM

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

A. Rules and Regulations

1. In the elementary and middle school buildings, the membership of each BLT shall consist of one (1) unit member selected by the Association from each grade level for every ten (1) members or major fraction thereof. Additionally, the BLT shall consist of one (1) special education teacher, one (1) guidance counselor, and the building principal/designee. Representatives from the building integration team shall be invited to all BLT meetings. BLT members shall be elected by the unit members assigned to that building.
2. At the secondary level, the membership of each BLT shall consist of one (1) unit member selected by the Association from each department and/or team, one (1) media center specialist, one (1) guidance counselor, and the building principal/designee.
3. An organizational meeting shall be held each May for the upcoming school year at which time a chairperson shall be elected (excluding the Building Principal), and the first meeting shall be set for the upcoming school year.
4. The chairperson shall be responsible for preparing an agenda and distributing copies to all unit members prior to each meeting. Any staff member or administrator who wishes to have a particular topic or concern placed on the agenda for discussion should consult the BLT chairperson.
5. Each year, the BLT should elect a Secretary from its membership who will be responsible for recording the minutes for all BLT meetings. Immediately after each meeting the Secretary should prepare a copy of the minutes and distribute electronic copies to each unit member in the building and post the minutes to the First Class BLT folder.
6. The BLT should be responsible for setting its own meeting schedule and for distributing electronic copies of this schedule to all unit members. In general, it is suggested that each BLT meet at least once per month.
7. All meetings of the BLT shall be open to every unit member, non-certified employees, and administrators (except building principal/designee) as non-voting observers.

8. Any proposed building guidelines recommended by majority vote of the BLT that have been mutually agreed to by the building principal shall first be given an initial reading at a BLT meeting. The guidelines must be committed to writing by the BLT chairperson or secretary and distributed to all employees in the building and the Superintendent for review.
9. The Building Leadership Team shall make every effort to share "best practices" with the BLT's in other buildings and the BLT's shall make every effort to integrate modern business concepts into building operations.

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

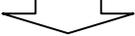
Article 42



DRUG-FREE WORKPLACE ACT COMPLIANCE

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

Article 43



PUPIL ISSUES

A. Medical Needs

1. No unit member, except MD teachers and nurses, shall be required to assist a student with caring for the student's personal bodily needs or to physically lift a student unless in an emergency.
2. No unit member, except nurses, shall be required to administer any medicine or to perform any medical procedure. The limitations of this and the preceding paragraph shall not be construed to prohibit any unit member from voluntarily undertaking these activities. If a member so chooses then such activity shall be deemed as acting within his/her contracted duties.

B. New Student Notification

When possible, teachers will receive advance notice of new or at-risk students assigned to their classes. Teachers will also be informed of pertinent student information, to the extent permitted by law that will allow teachers to best assist students instructionally.

Article 44



LOCAL PROFESSIONAL DEVELOPMENT COMMITTEES

The Association and the Board hereby agree to establish a Local Professional Development Committee (L.P.D.C.) consistent with R.C. 3319.22 as amended by S.B. 230 and regulation adopted thereunder.

A. Purpose

The L.P.D.C. shall oversee and review professional development plans for course work, continuing education units, or other equivalent activities, as required by law.

B. Structure

1. The L.P.D.C. shall consist of seven members as follows:
 - Four (4) PEA members appointed by the President. All four (4) must be practicing classroom teachers.
 - Three (3) non-PEA members appointed by the Superintendent.
2. The terms of service for members of the Committee shall be for a period of up to three (3) years as determined by the party making the appointment.
3. The number of meetings and the time and place of each, shall be determined by the Committee.
4. The Committee shall determine the manner in which it makes decisions and the items it will consider.
5. The Committee shall determine the structure and function of any subcommittee they may create to help carry out their purpose. Such subcommittee shall be in keeping with the provisions of S.B. 230.

C. Compensation

Members of the Committee shall be compensated for their work in the form of paid released time or at their per diem rate. The amount, time and manner of compensation will be agreed upon before any committee work is performed.

D. Training

Training shall be provided for all committee members in a manner and form sufficient for the members to successfully satisfy its purpose as prescribed by law.

The methods, timing, and manner of training will be established by the Board and Association, and the cost for said training shall be paid by the Board of Education.

Article 45

INTERIM BARGAINING

- A. In the event that the Board determines to implement changes during the term of the agreement in the wages, hours, or other terms and conditions of employment for bargaining unit members on an issue that the Board is required by law to bargain about, the Board will give timely notice of such determination to the Association. Within ten (10) calendar days the Association may submit a written demand to bargain the affects of the implementation on wages, hours, or other terms and conditions of employment for members of the bargaining unit. If such a demand is made the parties will engage in good faith bargaining for a period of not more than thirty (30) days. Bargaining may be conducted by teams as designed by the Board and the Association, respectively. Teams may consist of fewer than seven (7) members.
- B. If the bargaining teams have not reached agreement by the end of the thirty (30) day bargaining period the parties will engage in mediation for a period of not more thirty (30) additional days or until resolution is reached, whichever occurs first. The mediator shall be an agreed member of the Federal Mediation and Conciliation Service. In the event the parties are unable to agree on a mediator, a mediator will be assigned by the Federal Mediation and Conciliation Service.
- C. If the parties have not reached agreement by the end of the mediation period, the Board and Association may, upon mutual agreement after the conclusion of the mediation period, submit the unresolved issue or issues to arbitration. If the parties agree to submit the matter to Arbitration, an arbitrator will be selected and Arbitration conducted in accordance with the provisions of Article 38 of this Agreement (Grievance Procedure). The decision of the Arbitrator will be binding on the parties provided that the Arbitrator shall have no authority to make any award contrary to law or regulations of the Ohio Department of Education or any other agency having lawful jurisdiction over the Pickerington Local School District. The Association shall have no right to strike if the outstanding issues are submitted to binding arbitration.
- D. If the parties do not agree to refer the unresolved issue or issues to arbitration, the Board may implement its last best offer and the Association may, within ten (10) days after the conclusion of mediation, issue a strike notice as provided in Revised Code Chapter 4117.
- E. The following topics will be subject to the interim bargaining procedure during the life of this Master Agreement.
 - 1. Technology Use by Students and Staff – monitoring student use, etc.
 - 2. New Residency Requirements – transition to the new requirements, mentor/mentee release time, PAR, Professional Learning Committee
 - 3. Credit Flexibility

4. Reduction in Force – if there are changes required in Ohio Law
5. Review of Articles 30, 33, and 34 as to updating.
6. Race to the Top issues (continuing process)
7. Alternative School
8. Article 41 – Building Advisory Committees
9. Article 13 - Mileage
10. Article 8, Section A., subsections 7 (Entry Year Program) and 8 (Transition Coach)
11. Master Teacher Program

Article 46



LICENSURE FEES

The Board will provide up to \$50 per unit member for the purpose of fingerprinting in connection with the renewal or upgrade of a unit member's teaching license.

Article 47

COMPLETE AGREEMENT

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

Article 48

SAVINGS CLAUSE

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

Article 49
DURATION

The terms and conditions of this Agreement shall remain in full force and effect from midnight June 25, 2011 through midnight, June 30, 2013. This Master Agreement shall replace the 2008-2010 Master Agreement and the 2010-2011 extension in place on June 25, 2010.

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

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

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

For the:

**Pickerington Education
Association**

**Pickerington Local
Board of Education**

Carl A. Guth 6-25-11
PRESIDENT DATE

David A. Reade 6-25-11
BOARD PRESIDENT DATE

Patricia H. Kukx-Morgan 6-25-11
TEAM MEMBER

Karen Matia 6-25-11
SUPERINTENDENT

Teri Allen 6-25-11
TEAM MEMBER

Daniel Orsman 6/25/2011
TREASURER

Bill Pearson 6/25/11
OEA REPRESENTATIVE

Daryl Long 6/25/11
LEGAL REPRESENTATIVE

Memorandum of Understanding

District Staffing

The Board and Association agree to establish a committee to review the composition and utilization of regular classroom intervention specialists, special education intervention specialists, nursing, guidance, ELL and other education specialists in the district. The committee will meet at a mutually agreed upon time. Subsequent meetings shall be held upon the mutual request of the Superintendent/designee or the Association President. Staffing input may be requested from the District staff by the Superintendent/designee and Association President. Unless continued, the Staffing Committee will cease to exist upon the expiration of this contract.

Memorandum of Understanding

Non-discrimination and Recruitment of Minorities

The Pickerington Local Board of Education and the Pickerington Education Association recognize the need to recruit qualified minority personnel for bargaining unit positions; therefore, both the Board and Association commit to promoting diversity in the hiring of new employees. The Board and Association agree that Board policy regarding non-discrimination, the current version of which is attached as a reference but not incorporated into this agreement, shall govern the operations of the district in this area.

The Director of Instruction/Personnel shall participate in recruiting of qualified minority candidates for unit member positions.

Memorandum of Understanding

CHANGES TO UNIT MEMBER WORK DAY AND YEAR

The Pickerington Local School District Board of Education (hereinafter, "the Board") and the Pickerington Education Association (hereinafter "the Association") recognize that the Board wishes to change the provisions of the Master Agreement for 2011-2012. The changes indicated below will be in place for the 2011-2012 school year, shall be enforceable under the grievance procedure of the current Master Agreement and shall be in place for 2011-2012 regardless of any possible changes made in those articles in negotiations for a successor Master Agreement:

Article 28

UNIT MEMBER DAY AND YEAR

- A. The unit member workday shall not be longer than seven and one-half (7 1/2) hours.
1. If a required meeting is scheduled, a unit member may be required to remain up to an additional eight (8) hours per school year beyond the work day for Open House or "Back to School Night", professional development and building/district meetings that are mandatory. Any meeting called and held on the same day shall be within the seven and one-half (7-1/2) hour workday.
 2. If a required duty is scheduled before or after the student day, the unit member will serve that duty. Duties will be assigned by the building principal or his/her designee in a fair and equitable way. Total minutes of duty time shall be assigned as nearly equal as possible among unit members. The duty schedule will be prepared in advance with the understanding that unit members may trade duties if the trade is agreeable to both unit members. The building principal shall be notified prior to the duty if times are traded. K-4 unit members shall not be assigned more than one (1) duty per day of not more than fifteen (15) minutes in length.
 3. Grades 5 & 6 unit members shall not be assigned more than one (1) duty per day of not more than fifteen (15) minutes in length exclusive of study hall.
 4. The Board will pay ten dollars (\$10.00) per hour for unit members who supervise bus duty beyond the seven and one-half (7-1/2) hour unit member duty day, or replacement time as arranged between the unit member and the building principal.
 5. A supplemental contract will be issued for supervisors of administratively organized detentions at the junior high and high school. Unit members who require students to serve detentions with them personally on an intermittent basis will not receive additional compensation.

- B. The workday for each full-time unit members will include:
1. At least a thirty (30) minute, uninterrupted, duty-free lunch period at a time the cafeteria is serving food. This time shall be completely free of any duty/student contact time, including but not limited to, the time the teachers take students to lunch and return them to the classroom. Unit members may leave the building during their duty-free lunch period upon notification of the building principal/designee.
 2. Teachers will be provided 240 minutes of educational planning time per week over a 4-day period, in daily allotments of at least forty (40) consecutive minutes. At the discretion of the principal, one day per week (in an allotment of at least 40 consecutive minutes) will be reserved to conduct the business of the School District.
 3. If any meeting such as IEP, RTI or any building meeting is scheduled during a unit member's planning time, the unit member shall be entitled to replacement planning time to be used at a time mutually agreed upon with the building principal. Such replacement planning time shall be scheduled within thirty-(30) days, unless both parties agree otherwise.
 4. K-8 teachers shall have a morning planning time prior to the start of the student day. Teachers in grades 9-12 shall have their planning time in the afternoon after the end of the student day.
- C. Unit members shall not be required to substitute during their planning time. However, members who are requested by their administrators to supervise pupils during their planning time in the absence of a substitute and who voluntarily supervise pupils during their assigned planning time in response to such a request will be paid an additional amount at the rate of \$20.00 per hour, in increments of not less than one-fourth (1/4) hour. It shall be the member's responsibility to keep track of time spent supervising pupils during the member's planning time and to submit requests for payment in accordance with Board policy. **(Not applicable for 2011-2012 under this MOU)**
- D. Scheduled parent-teacher conference days may start at a time different from the regular starting time for unit members as established by the Superintendent (or designee) and the Association President (or designee) with input from the principal and faculty in each building. However, such scheduled time shall not exceed seven and one-half (7 1/2) continuous hours including a one-half (1/2) hour duty-free time for unit members. Days of parent-teacher conferences will be days of instruction for classes not conducting conferences.
- E. Unit Member Year (Except New Unit Members)

The unit member year shall be defined as follows:

K-8 Year

9-12 Year

179	Instruction days	180	Instructional days
3	Parent-Teacher Conf. Days	2	Parent-Teacher Conf Days
1	Record Days*	1	Record Days*
<u>3</u>	Pre-School Days	<u>3</u>	Pre-School Days
186	Total	186	Total

* There will be one (1) record day at mid-year that will be used for planning, grading, and record keeping. At least one (1) of the three (3) pre-school days shall be utilized for uninterrupted teacher preparation for the new school year.

- F. Should it be necessary to close one (1) or more buildings in the district due to an emergency, staff affected may be temporarily assigned to work in other district buildings.
- G. The district will apply for waiver day(s) which shall be used for professional development and related to the CCIP.
- H. Replacement time in June shall be granted to K-6 unit members who must score diagnostic tests in the spring and for K-12 special education unit members in recognition of additional responsibilities. Such replacement time shall be based on an early dismissal schedule.
- I. Part-Time Unit Members

There will be no assignments of .875 F.T.E. or more, (but less than full-time) offered to unit members unless the unit member so requests in writing.

At the secondary level a daily schedule of a minimum of one hundred twenty (120) instructional minutes or more will entitle the unit member to forty (40) minutes of planning time per day.

An equivalent arrangement for planning time will be made for part-time unit members at the elementary level. Planning time may be provided over a week's schedule at the elementary level.

On days when part-time members are paid for attendance at parent-teacher conferences, record days and pre-school days, such members shall be in attendance at school for the entire school day.

This Memorandum of Agreement shall be in full force and effect for the 2011-2012 school year. This Agreement shall not set a practice or precedent for similar or dissimilar circumstances now or in the future.

Example



PICKERINGTON LOCAL SCHOOL DISTRICT

UPGRADE SALARY NOTICE

September 15th Upgrade Deadline
(Retro to 1st pay in September)

Salary Schedule: BA+150 to MA Step 5

Pay Calculation

186 (days) x \$287.22 (daily rate) = \$53,423.00

Total: \$53,423.00

Divided into the remaining pays

DISCLOSURE:

This example is based on the 2012-2013 contract.

Example



PICKERINGTON LOCAL SCHOOL DISTRICT

UPGRADE SALARY NOTICE

January 31st Upgrade Deadline

Salary Schedule: BA+150 to MA Step 9

Pay Calculation

92 (days) x \$291.50 (daily rate) = \$26,818.00 (old rate)

94 (days) x \$330.381 (daily rate) = \$31,055.81 (new rate)

Total: \$26,818.00 + \$31,055.81 = \$57,873.81

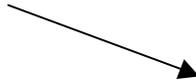
Divided into the remaining pays

DISCLOSURE:

This example is based on the 2012-2013 contract.

The number of days may fluctuate between 1st and 2nd semester.

Example



PICKERINGTON LOCAL SCHOOL DISTRICT

UPGRADE SALARY NOTICE

May 15th Upgrade Deadline

Salary Schedule: BA to BA+150 Step 0

Pay Calculation

168 (days) x \$194.397 (daily rate) = \$31,707.81 (old rate)

18 (days) x \$211.892 (daily rate) = \$3,814.05 (new rate)

Total: \$31,707.81 + \$3,814.05 = \$35,521.86

Divided into the remaining pays

DISCLOSURE:

This example is based on the 2012-2013 contract.

The number of days may fluctuate based on how many days are left in the contract following the upgrade deadline.

PICKERINGTON LOCAL SCHOOL DISTRICT

APPLICATION FOR REIMBURSEMENT OF PROFESSIONAL GROWTH

The following form must be completed and turned in with grade slips and receipts to be eligible for professional growth reimbursements.

Name (please print) _____ Date of Submission_____

Assignment _____

Building_____

Degree Held _____

Certificates/Licenses held (list all certificates/licenses and indicate if Provisional, Professional, or Permanent status.)

1. _____

2. _____

3. _____

4. _____

Name(s) of course(s) requesting reimbursement:

<u>Course #</u>	<u>Course Name</u>	<u>University</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

Signature of employee making request

Courses entitled to reimbursement are:

1. Courses required for the initial license after passage of the Praxis;
2. Courses required for renewal of license/certificate;
3. Courses necessary to upgrade an existing certificate;
4. Courses necessary to earn additional certificates;
5. Courses taken in response to a particular area needed for improvement as indicated in the unit member’s evaluation.
6. Any other courses taken for professional development.

Failure to report accurate information will result in disqualification for reimbursement.

PICKERINGTON LOCAL SCHOOL DISTRICT
APPLICATION FOR GRADUATE PROGRAM OF STUDIES

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

Name (please print) _____ Date of Request _____

Building Assignment _____ Teaching Assignment _____

Years of Experience in the Pickerington School System _____

Degree Sought _____ Major _____

University or College where program will be earned _____

Approximate length of time planned to complete program _____

Number of hours in program: Semester _____ Quarter _____

Relate how this program will benefit you as an educator:

List the titles of required courses:

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

Signature of employee making request

Recommendation to Board of Education Approval Disapproval Date _____

Signature of Principal

Signature of Superintendent

Reason for denial: _____

Application Instructions: Submit one copy to the employee’s principal/supervisor. When action is taken by the Board of Education, a copy will be returned to the employee. A copy will be retained in the District Office. **Reminder** - An Application for Reimbursement of Course Work form will need to be submitted for each course request.

PICKERINGTON LOCAL SCHOOL DISTRICT
MILEAGE STATEMENT

 Name (please print)

 Date Submitted

Circle month(s) for which statement is submitted:

January February March April May June July August September October November December

Teachers submit form to principal for approval.

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

Submit form when total amount due exceeds \$10.00.

Date	Place	Purpose of Trip	Round Trip Miles

Total Miles _____ x .555¢ = \$ _____

Other Reimbursable Expenses = _____

Total Amount Due = \$ _____

 Supervisor/Principal Approval

 Date

 District Office Approval

 Date

PICKERINGTON LOCAL SCHOOL DISTRICT
DIRECT DEPOSIT AUTHORIZATION FORM

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

Employee's Name (please print) _____

Employee's Social Security # _____ - _____ - _____

1. Name of Financial Institution _____

Transit Number of Financial Institution _____

Employee's Account Number _____ Checking Savings

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

2. Name of Financial Institution _____

Transit Number of Financial Institution _____

Employee's Account Number _____ Checking Savings

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

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

Employee Signature

Please attach a voided check for each account referred to above. Deposit slips will not be accepted.

PICKERINGTON LOCAL SCHOOL DISTRICT
SICK LEAVE TRANSFER REQUEST FORM

Sick leave transfer requests (not to exceed thirty (30) days) must be submitted to both the Superintendent/Designee and the Association President for approval.

I, _____, do hereby request
Name of Employee (please print)

_____ day(s) of sick leave transfer starting with
of Days

_____ through to
Month Day Year

_____.
Month Day Year

This request is due to the following catastrophic personal illness, or illness of child and/or spouse.
(please explain)

I hereby certify that this request is due to catastrophic personal illness, or illness of child and/or spouse.

Date Signature of employee making request

Request for sick leave transfer for _____ number of days. Approved Disapproved

Superintendent/Designee Association President

*Approved requests will be submitted to the Sick Leave Transfer Committee for collecting and verifying sick leave transfer days.

PICKERINGTON LOCAL SCHOOL DISTRICT
PERSONAL LEAVE CASH-IN REQUEST FORM

Unused personal leave days shall be either converted to sick leave accumulation, **or** cashed in at a rate of \$90 per day. The request must be submitted by **April 1** regarding intent to cash in all unused personal leave days; otherwise all unused days will be converted to sick leave. Payment for unused personal leave days shall be included in the July 20th paycheck.

I, _____ do hereby request that all of my unused days of personal
 Name of Employee (please print)

leave be cashed in at the rate of \$90 per day. This payment will be included in the first paycheck in August.

 Signature of Employee making request

 Date signed

 Date Supervisor or Principal recommendation Approved Disapproved

 Signature of Principal

 Date Local Superintendent/designee decision Approved Disapproved

 Signature of Superintendent/Designee

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

PICKERINGTON LOCAL SCHOOL DISTRICT
REQUEST FOR PERSONAL LEAVE

Personal leave shall not be available during the first week and the last three (3) weeks of school, and shall not be used to extend a holiday or vacation period, and cannot be used three (3) days in succession unless approved by the Superintendent/designee.

Personal leave requested for the day preceding or the day following a holiday or vacation period, or during the first week or last three (3) weeks of school*, must be submitted with written reason(s) for the request. If the request is due to an emergency or personal business, the wedding or the day before the wedding of the unit member or the member's child, or the need to attend a school related activity of an immediate family member (spouse or child) occurring on a school day, which cannot be conducted at any other time except during the regular school day, and is acceptable to the Superintendent, the regular deduction rate will apply. If the reason for the request is not acceptable to the Superintendent, personal leave may be taken, but will be deducted at a rate of one and a half (1-1/2) days per one (1) day of personal leave usage. *The three (3) week period includes the period beginning twenty (20) calendar days prior to the last work day for unit members for a total of twenty-one (21) days.

I, _____, do hereby request _____ day(s) of personal leave on _____
 Name of Employee (please print) # of Days Date of Request

 Month Day Year

I hereby certify that this request is for personal business. (If personal leave is being requested for the day preceding or the day following a holiday or vacation period or during the first week or last three (3) weeks of school, written reason(s) must be submitted with this form.)

 Signature of employee making request

 Date Supervisor or Principal recommendation Approved Disapproved
 No. of Days _____

 Signature of Principal

 Date Local Superintendent/Designee decision Approved Disapproved
 No. of Days _____

 Signature of Superintendent/Designee

TO BE COMPLETED BY HUMAN RESOURCES DEPARTMENT

Number of days remaining after above date(s) are factored in: _____.

If box is checked, this request has exhausted your Personal Leave for this school year.

Please note: _____

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

Grant Funds _____
 Building Funds _____

Check one: Certificated Support Staff
 2011-2012 **2012-2013**
 PICKERINGTON LOCAL SCHOOL DISTRICT

REQUEST FOR PERMISSION TO ATTEND PROFESSIONAL MEETING OR VISITATION*

Name (please print) _____ Building _____

Signature _____ Date Request Submitted _____

THIS IS MY FORMAL REQUEST TO BE ABSENT FROM SCHOOL TO ATTEND THE:

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

at _____ on the following dates _____

- Meets the following CCIP strategies: (✓ Check a box) On-Site Out-of-District
 Highly Qualified Teacher Instruction of a Diverse Population Department Head Release Day
 Promotes Student Achievement IPDP Plan Athletic Conference/Clinic

I will need a substitute for the following days _____
 Building will arrange for sub coverage

_____ Date
 _____ Signature of Principal
 Supervisor or principal recommendation **➔** **Approved**
 Disapproved

Workshop or Conference Expenses

Registration Fee \$ _____
 (✓ Check One)
 Please register me for the professional meeting, visitation, conference, workshop, clinic, etc. I have attached a completed registration form and a check for the difference (**the district will only pay \$150.00 dollars towards registration for any conference or workshop**). *The check will be made payable to PLSD. I understand that I will need to submit proof of attendance.*
 I will register myself for the professional meeting, visitation, conference, workshop, clinic, etc. I am including a copy of the brochure or agenda with my request. I will be requesting from the district a reimbursement, (up to \$150.00 dollars) to cover the registration fee of the conference. I understand that I will have to submit evidence (receipt of payment) for conference or workshop completion in order for my reimbursement to be processed.

_____ Date
 _____ Signature of Superintendent/designee
 Local Superintendent/designee recommendation **➔** **Approved**
 Disapproved
 Reason(s) for denial _____

*****This form needs to be submitted 30 (thirty) days prior to the registration deadline. Failure to complete this form correctly will result in a delay of its processing.**
 When the District Office takes action, copies and/or an email will be sent to the principal/supervisor and the requesting employee.
 *If your grant allows additional reimbursement for other expenditures, you will need to complete an addendum for expenses.

Office Use Only

Fund _____ Date _____

Fund Coordinator
 Req. # Assigned _____
 Ck. # _____ Amt. _____

PICKERINGTON LOCAL SCHOOL DISTRICT
REQUEST FOR UNPAID ABSENCE

Date of Request

I, _____, do hereby request _____ day(s) of unpaid absence for the
Name of Employee (please print) # of Days

following dates _____
Month Dates

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

Signature of employee making request

Date Supervisor or Principal recommendation Approved Disapproved

No. of Days _____
Signature of Principal

Date Local Superintendent/designee decision Approved Disapproved

No. of Days _____
Signature of Superintendent/Designee

Reason for denial _____

Application Instructions: Submit one copy to the employee's principal/supervisor. When action is taken by the District Office, two copies will be returned to the principal/supervisor. One copy will be retained by the principal/supervisor, and the other copy is to be returned to the employee. **Reminder** - prior to approval of unpaid leave a staff member must have exhausted all applicable personal leave and vacation.

PICKERINGTON LOCAL SCHOOL DISTRICT

INCIDENT REPORT FORM
Assaults/Threats - Physical or Verbal

Employee Name (please print) _____

Position _____ Building _____

Date of Incident _____ Approximate time the incident occurred _____

Where did the incident occur? _____

Who was involved in the incident? (first and last names) _____

Who witnessed the incident? (Give specific first and last names of adults and students who witnessed the event)

Describe any relevant events that preceded the incident _____

Describe the incident in detail from the beginning _____

If appropriate, describe any succeeding events that occurred since the incident _____

Relief sought _____

Employee signature

Date

Office Use Only

Principal/Assistant Principal _____

Date Received _____ Date(s) follow-up conducted _____

Action taken _____

cc: Superintendent/designee

Staff Member's Name **and** Building (Please Print)

PICKERINGTON LOCAL SCHOOL DISTRICT

JOB TARGET FORM

Instructions: The ultimate goal is to improve student success/achievement. The following list of job targets has been developed by the licensed staff member and the evaluator. These job targets are to be used as a guide for instructional improvement by the licensed staff member during the current school year. As such, they should be stated in specific terms, which make them relatively measurable and observable. The targets are not necessarily listed in priority order. It should be noted that there is space provided for the licensed staff member and/or the evaluator to comment upon any and all of the targets that are listed. Further, it should be understood that these targets do not preclude any item of the adopted Job Description. At the conclusion of the evaluation conference, a copy of this form will be inserted in the licensed staff member's official personnel file. Any disagreement on job targets may be addressed under the Comments section by both the licensed staff member and the evaluator.

JOB TARGETS:

TEACHER COMMENTS:

EVALUATOR COMMENTS:

Licensed staff member's signature

WHITE - TEACHER'S COPY

Date

CANARY - PRINCIPAL'S COPY

Evaluator's signature

PINK - HUMAN RESOURCES DEPT.

PICKERINGTON LOCAL SCHOOL DISTRICT
OBSERVATION REPORT

Licensed Staff Member (please print) _____ Date _____

School _____ Subject _____

Observer _____ Time _____ - _____ Observation # _____

Observation Conditions (special situations, circumstances, environmental factors, etc.) _____

DOMAINS	NOTES
<p>Domain A: Planning and Preparation</p> <ol style="list-style-type: none"> 1. Demonstrating knowledge of content 2. Demonstrating knowledge of students 3. Selecting instructional/educational goals 4. Demonstrating knowledge of resources 5. Designing coherent instruction/implementing effective intervention strategies 6. Assessing student learning and/or student/family progress 	
<p>Domain B: The Working Environment</p> <ol style="list-style-type: none"> 1. Creating an environment of respect, trust and rapport 2. Establishing a culture for learning, understanding and problem-solving 3. Managing classroom/building procedures 4. Managing student behavior 5. Organizing and maintaining a safe environment 	
<p>Domain C: Instruction</p> <ol style="list-style-type: none"> 1. Communicating clearly and accurately 2. Engaging students/families in learning, problem-solving 3. Using appropriate strategies, questioning, discussion, and assessment techniques 4. Providing feedback to students/families 5. Demonstrating flexibility and responsiveness 	
<p>Domain C: Professional Responsibilities</p> <ol style="list-style-type: none"> 1. Reflecting on teaching/effectiveness 2. Maintaining accurate records 3. Communicating with administration, staff, students and families (sharing ideas, resources, interacting professionally, etc.) 4. Contributing to the school and district 5. Growing and developing professionally 6. Demonstrating professionalism 	

WHITE - TEACHER'S COPY

CANARY - PRINCIPAL'S COPY

PINK - HUMAN RESOURCES DEPT.

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

Conference regarding this report only is hereby waived. Yes No

Licensed Staff Member's Signature _____ Date _____

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
SELF-REFLECTION FORM

Licensed Staff Member (please print) _____

Year _____ Building _____

Highlights, Accomplishments and Challenges of My Year

WHITE - TEACHER'S COPY

CANARY - PRINCIPAL'S COPY

PINK - HUMAN RESOURCES DEPT.

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY (Page 2)

JOB TARGETS:

- The licensed staff member has met all job targets as previously stated in the Job Target Form.
- The licensed staff member has partially met the job targets as previously stated in the Job Target Form.
- The licensed staff member has failed to meet the job targets as previously stated in the Job Target Form.

EXPLANATION - JOB TARGETS:

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR:

- Annual Evaluation
- Comprehensive Evaluation
- Corrective Action Program

ANNUAL CONTRACT RECOMMENDATIONS:

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

- Currently under a multi-year contract
- Non-renewal
- Termination
- Renewal: One Year Two Year Three Year Continuing

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

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
SUMMARY OF EVALUATION FROM PARENT SURVEYS

Licensed Staff Member (please print) _____

Year _____ Building _____

Summary of Results and Implications for Instruction

WHITE - TEACHER'S COPY

CANARY - PRINCIPAL'S COPY

PINK - HUMAN RESOURCES DEPT.

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY (Page 2)

JOB TARGETS:

- The licensed staff member has met all job targets as previously stated in the Job Target Form.
- The licensed staff member has partially met the job targets as previously stated in the Job Target Form.
- The licensed staff member has failed to meet the job targets as previously stated in the Job Target Form.

EXPLANATION - JOB TARGETS:

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR:

- Annual Evaluation
- Comprehensive Evaluation
- Corrective Action Program

ANNUAL CONTRACT RECOMMENDATIONS:

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

- Currently under a multi-year contract
- Non-renewal
- Termination
- Renewal: One Year Two Year Three Year Continuing

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

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
SUMMARY OF EVALUATION FROM STUDENT SURVEYS

Licensed Staff Member (please print) _____

Year _____ Building _____

Summary of Results and Implications for Instruction

WHITE - TEACHER'S COPY

CANARY - PRINCIPAL'S COPY

PINK - HUMAN RESOURCES DEPT.

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY (Page 2)

JOB TARGETS:

- The licensed staff member has met all job targets as previously stated in the Job Target Form.
- The licensed staff member has partially met the job targets as previously stated in the Job Target Form.
- The licensed staff member has failed to meet the job targets as previously stated in the Job Target Form.

EXPLANATION - JOB TARGETS:

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR:

- Annual Evaluation
- Comprehensive Evaluation
- Corrective Action Program

ANNUAL CONTRACT RECOMMENDATIONS:

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

- Currently under a multi-year contract
- Non-renewal
- Termination
- Renewal: One Year Two Year Three Year Continuing

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

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
PEER EVALUATION FORM

Licensed Staff Member (please print) _____

Year _____ Building _____ Peer Evaluator's Name _____

Section A: (To be completed by the Peer Evaluator)

1. Observed Strengths:

2. Suggestions for Improvement:

Section B: (to be completed by the Licensed Staff Member)

Comments:

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY (Page 2)

JOB TARGETS:

- The licensed staff member has met all job targets as previously stated in the Job Target Form.
- The licensed staff member has partially met the job targets as previously stated in the Job Target Form.
- The licensed staff member has failed to meet the job targets as previously stated in the Job Target Form.

EXPLANATION - JOB TARGETS:

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR:

- Annual Evaluation
- Comprehensive Evaluation
- Corrective Action Program

ANNUAL CONTRACT RECOMMENDATIONS:

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

- Currently under a multi-year contract
- Non-renewal
- Termination
- Renewal: One Year Two Year Three Year Continuing

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

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY FORM

Licensed Staff Member (please print) _____ School Year _____

Subject _____ Grade _____ Building _____

JOB TARGETS:

- The licensed staff member has met all job targets as previously stated in the Job Target Form.
- The licensed staff member has partially met the job targets as previously stated in the Job Target Form.
- The licensed staff member has failed to meet the job targets as previously stated in the Job Target Form.

EXPLANATION - JOB TARGETS:

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR:

- Annual Evaluation
- Comprehensive Evaluation
- Corrective Action Program

ANNUAL CONTRACT RECOMMENDATIONS:

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

- Currently under a multi-year contract
- Non-renewal
- Termination
- Renewal: One Year Two Year Three Year Continuing

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

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY

Licensed Staff Member (please print) _____ School Year _____

Evaluator _____ Date _____

DOMAIN	Not Applicable	No Opportunity to Observe	Unsatisfactory	Needs Improvement (BASIC)	Effective (Proficient)	Refer to Comments	COMMENTS
Domain A: Planning and Preparation 1. Demonstrating knowledge of content. 2. Demonstrating knowledge of students. 3. Selecting instructional/educational goals. 4. Demonstrating knowledge of resources. 5. Designing coherent instruction/implementing effective intervention strategies. 6. Assessing student learning and/or student/family progress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Domain B: The Working Environment 1. Creating an environment of respect, trust and rapport. 2. Establishing a culture for learning, understanding and problem-solving. 3. Managing classroom/building procedures. 4. Managing student behavior. 5. Organizing and maintaining a safe environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Domain C: Instruction 1. Communicating clearly and accurately. 2. Engaging students/families in learning, problem-solving and planning. 3. Using appropriate strategies, questioning, discussion and assessment techniques. 4. Providing feedback to students/families. 5. Demonstrating flexibility and responsiveness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Domain D: Professional Responsibilities 1. Reflecting on teaching/effectiveness. 2. Maintaining accurate records. 3. Communicating with administration, staff, students and families (sharing ideas, resources, interacting professionally). 4. Contributing to the school and district. 5. Growing and developing professionally. 6. Demonstrating professionalism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Please see Evaluator's Comments for explanation of any unsatisfactory areas, a plan for improvement, and the means by which to receive assistance to improve.

WHITE - TEACHER'S COPY

CANARY - PRINCIPAL'S COPY

PINK - HUMAN RESOURCES DEPT.

PICKERINGTON LOCAL SCHOOL DISTRICT
EVALUATION SUMMARY (Page 2)

JOB TARGETS:

- The licensed staff member has met all job targets as previously stated in the Job Target Form.
- The licensed staff member has partially met the job targets as previously stated in the Job Target Form.
- The licensed staff member has failed to meet the job targets as previously stated in the Job Target Form.

EXPLANATION - JOB TARGETS:

EVALUATOR'S COMMENTS:

LICENSED STAFF MEMBER'S COMMENTS:

EVALUATION CYCLE ASSIGNMENT FOR NEXT SCHOOL YEAR:

- Annual Evaluation
- Comprehensive Evaluation
- Corrective Action Program

ANNUAL CONTRACT RECOMMENDATIONS:

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

- Currently under a multi-year contract
- Non-renewal
- Termination
- Renewal: One Year
- Two Year
- Three Year
- Continuing

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

Date Report Discussed _____

Licensed Staff Member's Signature _____ Date _____

Evaluator's Signature _____ Date _____

PICKERINGTON LOCAL SCHOOL DISTRICT
UNSATISFACTORY PERFORMANCE/PROGRESS REPORT

Licensed Staff Member (please print) _____ Date _____

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

Suggestions or recommendation for improvement:

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

Signature of Licensed Staff Member

Date

Signature of Evaluator

WHITE - TEACHER'S COPY

CANARY - PRINCIPAL'S COPY

PINK - HUMAN RESOURCES DEPT.

PICKERINGTON LOCAL SCHOOL DISTRICT
CLASS SIZE OVERAGE PAYMENT FORM
 Class size overage payments include the first 10 days of school.

Teacher (please print) _____ Date _____

Building _____ Week of _____

Note: Please submit to building principal/designee at the end of each grading period.

Total Class Size / # of Overage

Week:	Ex:	1	2	3	4	5	6	7	8	9
	27 1	/	/	/	/	/	/	/	/	/

 Office Use:

TO BE COMPLETED BY PRINCIPAL

_____ Student(s) approved for overload payments \$30.00 per week for grades K-6 regular self-contained classrooms.

_____ Week(s) approved for payment.

 Principal's Approval

PICKERINGTON LOCAL SCHOOL DISTRICT
CLASS SIZE OVERAGE PAYMENT FORM

Class size overage payments include the first 10 days of each semester.

Teacher (please print) _____ Date _____

Building _____ Week of _____

Note: Please submit to building principal/designee at the end of each grading period.

Note:

- Do not include students assigned to L.D. Resource Room
- K-4 over 26 students
- No more than 3 overage classes per student per day

Per.	Subject	Week:	1	2	3	4	5	6	7	8	9
0	<i>Sample</i> - Math	28	2	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/

 Office Use:

Total Load _____

TO BE COMPLETED BY PRINCIPAL

_____ Student(s) approved for overload payment - \$20.00 per week.

_____ Week(s) approved for payment.

 Principal's Approval

PICKERINGTON LOCAL SCHOOL DISTRICT
CLASS SIZE OVERAGE PAYMENT FORM

Class size overage payments include the first 10 days of each semester.

Teacher (please print) _____ Date _____

Building _____ Week of _____

Note: Please submit to building principal/designee at the end of each grading period.

- Grades 5-6 over 28 students.
- Unit members teaching core subject areas working within teams, regardless of grade level, will not be able to receive compensation for more than three (3) overage classes per day, per student.

Per.	Subject	Week:	1	2	3	4	5	6	7	8	9
0	Sample - Math		30 2	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/

_____ Total Load _____

Office Use:

TO BE COMPLETED BY PRINCIPAL

_____ Student(s) approved for overload payment - \$20.00 per week for grades 5-6 team teaching.

_____ Week(s) approved for payment.

 Principal's Approval

PICKERINGTON LOCAL SCHOOL DISTRICT
CLASS SIZE OVERAGE PAYMENT FORM

Class size overage payments include the first 10 days of each semester.

Teacher (please print) _____ Date _____

Building _____ Week of _____

Note: Please submit to building principal/designee at the end of each grading period.

Note: Do not include students assigned to L.D. Resource Room

- Grades 7-8 - List your total teaching load (excludes Study Halls, Choir and Band).
- Insert total class size/overage (number of students above 28) for each week as shown below.

Per.	Subject	Week:	1	2	3	4	5	6	7	8	9
0	<i>Sample</i> - Math		30 2	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/

_____ Total Load _____

Office Use:

TO BE COMPLETED BY PRINCIPAL

_____ Student(s) approved for overload payment - \$20.00 per week.

_____ Week(s) approved for payment.

 Principal's Approval

PICKERINGTON LOCAL SCHOOL DISTRICT
CLASS SIZE OVERAGE PAYMENT FORM

Class size overage payments include the first 10 days of each semester.

Teacher (please print) _____ Date _____

Building _____ Week of _____

Note: Please submit to building principal/designee at the end of each grading period.

Note: Do not include students assigned to L.D. Resource Room

- Grades 9-12 - List your total teaching load (excludes Study Halls, Choir and Band).
- Insert total class size/overage (number of students above 30) for each week as shown below.

Per.	Subject	Week:	1	2	3	4	5	6	7	8	9
0	Sample - Math		32 2	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/
			/	/	/	/	/	/	/	/	/

Total Load _____

Office Use:

TO BE COMPLETED BY PRINCIPAL

_____ Number above 180

_____ Student(s) approved for overload payment - \$20.00 per week.

_____ Week(s) approved for payment.

 Principal's Approval

PICKERINGTON LOCAL SCHOOL DISTRICT
GRIEVANCE TIMELINE

Grievance Defined:

1. Contract Violation
2. Board/Administrative Policy - Board Level Only

Grievant: Individual, Group, Association

Day: Work Day

Informal: Required

Days to file initial - 1st level formal - 20

Principal Hearing? Not required

Principal's Written Response - within seven (7) days of filing

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

Superintendent Hearing - within seven (7) days of receipt of request

Superintendent Response - within seven (7) days of hearing

Request for Board Hearing - within ten (10) days of receipt of Superintendent's response

Board Hearing - no timeline stated

Board Response - no timeline stated

Request for Arbitration - within ten (10) days of receipt of Board response

- Goes to Association
- Association Grievance Committee has ten (10) days to determine submission to arbitration
- If Association agrees to submit to arbitration - seven (7) days to agree on an arbitrator - then use AAA

Final Step - Arbitration binding on Association and Board

PICKERINGTON LOCAL SCHOOL DISTRICT
GRIEVANCE FORM

Grievance No. _____ Date Filed _____

Grievant's Name (please print) _____ Position _____ Building _____

Grievance Defined _____

Date Grievance Occurred _____

Relief Sought _____

Note: Attach additional relevant documents or additional statements.

Signature of grievant _____

Principal Level

Date Filed _____

Administrative Response _____
(Add attachment if additional space is needed)

Grievant's Name _____ Position _____ Building _____

(cc: Superintendent, PEA, Grievant)

Grievant's Response to Step 1 Administrative Response:

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

Grievant's Signature _____ Date _____

(cc: Superintendent, PEA, Grievant)

Superintendent Level

Date Filed

Date of Hearing _____

Superintendent's Response _____

Superintendent's Signature

Date

(cc: Grievant, PEA)

Grievant's Response to Superintendent's Response _____

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

Grievant's Signature

Date

Board of Education Level

Date Filed

Date of Hearing _____

Board's Response _____

Signatory for the Board, Position

Date

Grievant's Response to Board's Response _____

- The above response resolves this grievance.
- The above response does not solve this grievance, and it is hereby requested it be submitted to the PEA Grievance Committee.

Grievant's Signature

Date

(cc: PEA, Superintendent)

PEA Grievance Committee Arbitration Request Determination

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

Signatory for PEA, Position

Date

Date Filed with Superintendent _____

(cc: PEA, Grievant)

PICKERINGTON LOCAL SCHOOL DISTRICT

Managed Care

Benefit Description	In-Network	Out-of-Network	Notes
1. Deductible Single Family	\$25 \$150	\$300 \$600	
2. Co-Insurance	100% for most services	80% for most services	
3. Maximum Out-of-Pocket including Deductible and Co-Insurance Single Family	\$525 \$1,150	\$1,300 \$2,600	
4. Office Visits-Primary Office Visits-Specialist	\$15 co-pay \$20 co-pay	Deductible, 80%	Allergy shots in physician's office: In: 100% after deductible Out: 80% after deductible
5. Inpatient Hospital	100% after deductible	Deductible, 80%	
6. Substance Abuse Inpatient Behavioral Health	100% after deductible	Deductible, 80%	
7. Pre-Natal Physician Office Visit	\$15 co-pay (PCP)	Deductible, 80%	
8. Newborn Hospital	Deductible, 100%	Deductible, 80%	
9. Well Baby Care & Immunizations to 12 months of age	No co-payment/ co-insurance	Deductible, 80%	
10. Well Baby Care age 1 to 9	No co-payment/ co-insurance	Deductible, 80%	
11. Pre-Admission Testing	\$15 co-pay in doctors office, otherwise 100% after deductible	Deductible, 80%	
12. Diagnostic Testing & Lab (e.g., X-ray, cat scan, MRI)	100% after deductible	Deductible, 80%	Lab testing if done in doctors office may be subject to a \$15/\$20 co-pay if an office visit co-pay is charged
13. Hospital Doctor Visits (Prof. Fees)	100% after deductible	Deductible, 80%	
14. Surgery Med./NEC Outpatient Surgery	100% after deductible	Deductible, 80%	

15. Consultation Outpatient-Primary Consultation Outpatient-Specialist	100% after deductible	Deductible, 80%	
16. Routine Mammogram and non-routine	No co-payment/ co-insurance	Deductible, 80%	If additional mammograms needed based on medical necessity they will be covered
17. Routine Adult Physical Exam	No co-payment/ co-insurance	Deductible, 80%	
18. Routine Vision Exam (Annual Eye Exam)	No co-payment/ co-insurance	Deductible, 80%	
19. Routine Pap Smear	No co-payment/ co-insurance	Deductible, 80%	If additional pap smears needed based on medical necessity they will be covered
20. Home Health Care	100% after deductible	Deductible, 80%	Unlimited
21. Hospice	100% after deductible	100% after deductible	
22. Physician Surgery (inpatient and outpatient)	100% after deductible	Deductible, 80%	
23. Emergency Accident/Emergency Medical Care	\$150 co-pay for emergency room (waived if admitted)	\$150 copy for emergency room (waived if admitted)	
24. Ambulance	80% after deductible	Deductible, 50%	
25. Human Organ & Tissue Transplant	100% after deductible	Deductible, 80%	
26. Prescription Drugs	\$10 co-pay - Tier 1 \$15 co-pay - Tier 2 \$30 co-pay - Tier 3 Oral contraceptives included \$100 deductible for Tier 2 and Tier 3 drugs	Same as In-Network	Mail Order (90 day supply) \$20 - Tier 1 \$30 - Tier 2 \$60 - Tier 3
27. Consultation In-Hospital	100% after deductible	Deductible, 80%	
28. Private Duty Nurse as coordinated by Home Care Services	100% after deductible	Deductible, 80%	
29. Durable Medical Equipment	100% after deductible	Deductible, 80%	
30. Cosmetic	Generally excluded	Generally excluded	Routine cosmetic surgery not covered. If due to an accident or birth defect, may be a covered expense.

31. Elective Abortions	100% after deductible	Deductible, 80%	
32. Prosthetics (Initial/Replacement)	100% after deductible	Deductible, 80%	
33. Dental Services - Accident Only	80% after deductible	Deductible, 80%	
34. Chiropractor (including X-rays)	\$15 co-pay in doctors office, then 100% [16 visits per calendar year combined In/Out]	Deductible, 80%	
35. Dialysis	100% after deductible	Deductible, 80%	
36. Chemotherapy - Outpatient	100% after deductible	Deductible, 80%	Chemo administered in In-Network physician's office is either a \$15 or \$20 co-pay, then 100%
37. Physical Therapy - Out-Patient	\$15 co-pay in doctors office, then 100% {Twenty (20) visits per calendar year combined in/out)	Deductible, 80%	20 visits per calendar year Network and Non-Network combined.
38. Second Opinion for Elective Surgery - Primary Second Opinion for Elective Surgery - Specialist	\$15 co-pay, then 100% \$20 co-pay, then 100%	Deductible, 80%	
39. Sterilization	100% after deductible	Deductible, 80%	
40. Reversal of Sterilization	Excluded	Excluded	
41. Lifetime Maximum Benefit	Unlimited	Unlimited	
42. Dependent Age Limit	26	26	
43. Maternity Eligibility	Includes dependent daughter's maternity	Includes dependent daughter's maternity	Generally, the newborn of a covered dependent daughter is not covered, unless the employee has legally been named by a court decree, the legal guardian of the newborn.
44. Health Care Management Pre-certification Requirements	Provider responsibility	Patient responsibility	Patient initiates pre-certification whether in or out of network

45. Other	Skilled Nursing: 60 days, combined network and non-network - 100% after deductible Home Health: No limit, network and non-network - 100% after deductible	Deductible, 80%	
46. Medically necessary doctor prescribed orthotic devices	100% after deductible	Deductible, 80%	

PICKERINGTON LOCAL SCHOOL DISTRICT
SCHEDULE OF DENTAL BENEFITS

Calendar Year Deductible

Type I Service	None
Type II & III Services Combined	\$25 per person \$50 per family

Benefit Percentages

Type I Services	100% of reasonable charge
Type II Services	80% of reasonable charge
Type III Services	60% of reasonable charge
Type IV (orthodontia) Services	60% of reasonable charge

Maximum Benefit per Calendar Year

Type I, II, & III Services Combined	\$2,500
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Maximum Benefit Payable per Lifetime

Type IV (orthodontia) Services	\$ 850
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PICKERINGTON LOCAL SCHOOL DISTRICT
EQUAL OPPORTUNITY EMPLOYMENT

The District will provide equal opportunities for employment, retention and advancement of all personnel.

This Board encourages all personnel to assist in the accomplishment of this goal through their personal commitment to the concept of equal opportunity for all personnel regardless of race, color, creed, national origin, citizenship status, political affiliation, age, marital status, sex, disability or other human differences.

[Adoption date: August 21, 1996]

LEGAL REFS.: Civil Rights Act of 1964, as amended in 1972, Title VI; 42 USC 2000d
Executive Order 11246, 1965, as amended by Executive Order 11375
Equal Employment Opportunity Act of 1972, Title VII; 42 USC 2000e
Education Amendments of 1972, Title IX; 20 USC 1681
45 CFR, Parts 81, 86 (Federal Register June 4, 1975, August 11, 1975)
Rehabilitation Act of 1973; 29 USC 794
Age Discrimination in Employment Act of 1967; 29 USC 623
Immigration Reform and Control Act of 1986; 42 USC 1324a et seq.
Americans with Disabilities Act of 1990; USC 12112 et seq.
ORC 4112.02
US USC 12112, et seq.
Americans with Disabilities Act, 42 U.S.C. 12101 et seq.

CROSS REFS.: AC, Nondiscrimination/Harassment
ACA, Nondiscrimination on the Basis of Sex
ACB, Nondiscrimination on the Basis of Disability