



**HURON EDUCATION ASSOCIATION
AND THE
HURON CITY BOARD OF EDUCATION
AGREEMENT**

AUGUST 1, 2008

TO

JULY 31, 2011

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ARTICLE I -- RECOGNITION

SECTION 1.01 RECOGNITION

The Huron City School District Board of Education, hereinafter referred to as the “Board”, recognizes the Huron Education Association, an OEA/NEA/NEOEA affiliate, hereinafter referred to as the “Association”, as the sole and exclusive bargaining representative of all certificated/licensed teaching personnel employed by the Huron City Schools, including certificated/licensed L.D. tutors, exclusive of the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Coordinator of Special Education Services, Curriculum and Technology. Unless otherwise specified, “teacher” shall mean any certificated/licensed member of the bargaining unit, regardless of what his/her assignment shall be.

SECTION 1.02 MANAGEMENT RIGHTS

The Board hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio and the United States, including, but without limiting the generality of the foregoing, the right to the executive management and administrative control of the school system and its properties and facilities, the right to develop and adopt policies, rules, and regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, except as expressly limited by the terms of this contract and Chapter 4117 of the Ohio Revised Code. Board members shall be notified of all meetings of committees established by this agreement and a board member(s) may attend, but not participate as a committee member unless specifically provided for in this agreement.

SECTION 1.03 EQUAL RIGHTS CLAUSE

The parties to this Agreement jointly pledge that provisions of this Agreement shall apply uniformly to all members of the bargaining unit without regard to race, creed, color, sex, sexual preference/orientation, marital status, national origin, handicap, or age.

ARTICLE II – NEGOTIATIONS

SECTION 2.01 NOTICE

Either the Association or the Board may initiate negotiations by a letter of submission forwarded to the other party during the month of February prior to the expiration date of this contract outlining their intent to bargain. Letter of submissions by the Board shall be forwarded to the Huron Education Association President as well as the current Labor Relations Consultant at the Ohio Education Association office in Vermilion, OH.

SECTION 2.02 PROCEDURE

Within fifteen (15) calendar days of transmittal of said submission letter, the parties shall hold their first negotiations session unless it is otherwise agreed to postpone or delay negotiations. At any negotiation session, either party may be represented by no more than five (5) representatives.

All issues for negotiations by the Association and the Board shall be submitted in writing at the first meeting. No additional issues shall be submitted by either party, unless agreed to by both parties.

If, after sixty (60) calendar days from the first negotiation session, agreement has not been reached on all items under negotiation, either party may call for the services of the Federal Mediation and Conciliation Service to assist in negotiations. If a party calls for mediation involvement, the other party shall join in a joint request. Meetings shall be held at the discretion of the mediator.

The Board and the Association agree that the aforementioned Federal Mediation shall supersede all other dispute settlement procedures. The Board further recognizes that the members of the bargaining unit have the right to strike provided that, (1) the employee organization representing the employees has given a ten-day prior written notice of an intent to strike to the public employer and to the Board signifying the date and time of day the job action is to commence; and (2) the contract has expired; and (3) the impasse resolution procedure has been followed. The Association agrees that no strike shall be conducted during the term of this agreement.

Meetings shall last no longer than three (3) hours unless mutually agreed otherwise by the parties.

Either party may call a caucus at any time. Caucus time shall be limited to thirty (30) minutes unless further time is requested.

Prior to mediation the parties agree that all negotiation sessions shall be treated as “executive sessions” with no news releases unless by mutual agreement or joint authorship. During mediation, press releases will be handled by the mediator.

SECTION 2.03 AMENDMENT

This agreement may be amended by mutual consent of both parties. A meeting to negotiate such amendment proposals shall be held no more than ten (10) days following a written request for such meeting by either party. Negotiations shall be conducted in accordance with the procedures in this document, but such amendment proposals shall not be permitted during the negotiations period.

SECTION 2.04 COST OF THE MASTER AGREEMENT

The Association shall prepare for review by the parties two (2) draft copies of the master contract. After review/correction by the parties, the Association shall prepare two (2) original typed copies of the final master contract, providing a copy each for the Board and the Association. The Administration shall provide sufficient copies of the final contract to all members of the bargaining unit. The Association shall be provided an additional fifteen (15) copies and may purchase additional copies from the Board at cost.

SECTION 2.05 SUBJECTS OF BARGAINING

According to the ORC 4117.08, all matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing

provision of a collective bargaining agreement are subject to collective bargaining between the public employer and the exclusive representative.

ARTICLE III -- LABOR/MANAGEMENT COMMITTEE

SECTION 3.01 LABOR MANAGEMENT COMMITTEE

A Labor Management Committee shall be established consisting of the HEA President, one (1) teacher representative from each school building, and four (4) administrators, including the Superintendent. The purpose of the committee shall be to encourage labor-management cooperation and provide a forum for communication and joint problem solving in resolving workplace issues. The committee shall be scheduled to meet monthly unless the HEA President and Superintendent mutually agree to cancel. An agenda of items shall be submitted no later than one (1) week prior to each meeting to the Superintendent and HEA President. A schedule of monthly meetings for the entire school year will be established at the beginning of each school year.

SECTION 3.02 BUILDING-LEVEL MEETINGS

Building principals shall schedule a meeting at least once per month before or after school hours with all bargaining unit members. Attendance by bargaining unit members is optional. The purposes of these meetings are to foster the free flow of information on teacher concerns, improvement of student performance and other matters which may not be covered in the monthly meetings held under section 7.01 of the Agreement.

ARTICLE IV -- GRIEVANCE PROCEDURE

SECTION 4.01 PURPOSE

It is the policy of the Board and the Association that alleged grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of recrimination because of its use. Settlements at any stage shall bind the immediate parties to the settlement.

SECTION 4.02 DEFINITIONS

- A. A “grievance” is an alleged violation, misapplication, or misinterpretation of the current negotiated agreement or memorandum of understanding.
- B. A “teacher” means any member of the bargaining unit.
- C. “Grievant” shall be defined as:
 - 1. an individual teacher
 - 2. a group of teachers
 - 3. the Association

- D. "Days" shall mean actual work days during the school year and Monday through Friday, excluding holidays, during the summer.
- E. "Appropriate Administrator" shall be defined as the lowest level administrator able to resolve the grievances.

SECTION 4.03 SUBMISSION OF GRIEVANCES

- A. Each grievance shall be submitted, in writing, on a form approved by the Board and Association (Appendix F) and shall identify the aggrieved party, the provision of this agreement involved in the grievance, the date of the alleged events or conditions constituting the grievance, and, if known, the identity of the person(s) responsible for causing such events or conditions, and a specific statement of the grievance and redress sought by the aggrieved party.
- B. A teacher or group of teachers may submit grievances which affect them personally and shall submit such grievances to the appropriate administrator.
- C. All time limits referred to in the grievance procedure shall be construed as maximum unless otherwise agreed to by the parties. In the event the grievant fails to act within the maximum time limits stipulated, the grievance shall be deemed dropped. If the Administration fails to act in a timely fashion as stipulated by the time limits, the grievance shall advance to the next step of the grievance procedure.
- D. The grievant has the right to Association representation at all meetings and hearings involving the grievance.
- E. The Association has the exclusive right to file grievances and to be present at Steps Two through Five.
- F. Grievance forms shall be exhibited in the appendix of this Contract and it shall be the exclusive right of the Association to issue forms to grievants.
- G. The Association shall have the exclusive right to determine whether to proceed to the arbitration step of the procedure.
- H. The Association shall receive copies of all responses to the grievances.
- I. The Association shall be informed by the Administration of any adjustment of any grievance at any step of this procedure.

SECTION 4.04 GRIEVANCE PROCEDURE

- A. Step One

The aggrieved party must attempt to resolve the grievance informally with the Appropriate Administrator, within twenty (20) days after the occurrence of the event, or occurrence of conditions on which it is based, or after becoming knowledgeable of the event, before submission of a written grievance.

If the grievance is not resolved during Step One, the Association may within five (5) days after the grievant has received an answer from the Appropriate Administrator, or after the Step One meeting, file a written grievance with the Appropriate Administrator.

B. Step Two

The Appropriate Administrator shall arrange and hold a meeting within five (5) days of receipt of the grievance. Within five (5) days of the conclusion of the meeting, the Appropriate Administrator shall forward his/her written response to the Association and the grievant.

If the Association and grievant are not satisfied with the Appropriate Administrator's response, the Association may within five (5) days file a written form to proceed to Step Three.

C. Step Three

Within five (5) days of the filing of the grievance the Superintendent or his/her designee shall arrange and conduct a meeting.

Within five (5) days after the meeting the Superintendent or his/her designee shall provide a written response to the Association and grievant.

D. Step Four

In the event the Association is not satisfied with the disposition by the Superintendent, within five (5) days of receipt of the Step Three response, the Association shall notify the Superintendent of its intent to proceed to arbitration. Within twenty (20) days of this notification, the Association shall either agree upon the selection of an arbitrator with the Board or request a panel of arbitrators from the Federal Mediation and Conciliation Service.

SECTION 4.05 SELECTION OF THE ARBITRATOR

Arbitrators shall be chosen by mutual agreement of the parties. If no agreement is reached, either party may request the Federal Mediation and Conciliation Service to provide a panel of seven (7) arbitrators. The parties shall select an arbitrator by the priority ranking method as established by the rules of the Federal Mediation and Conciliation Service. All procedures relative to the arbitration hearing shall be according to the Voluntary Rules and Regulations of the American Arbitration Association.

SECTION 4.06 AUTHORITY OF THE ARBITRATOR

The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Contract nor add to, subtract from, or modify the language therein in arriving at a determination of any issue presented. The arbitrator shall expressly confine himself to the precise issue(s) submitted for arbitration and shall have no authority to determine any other issue not so submitted or to submit observations or declarations of opinion which are not

directly essential in reaching the determination. The decision of the arbitrator shall be final and binding on the Board and its representatives, the grievant, and the Association.

SECTION 4.07 COSTS OF ARBITRATION

The cost for the arbitration shall be determined by the arbitrator. The arbitrator shall decide on one of the following:

1. The non-prevailing party pays for the full cost of the arbitration. Each party shall pay the cost of his/her own representatives.

OR

2. The parties shall share the cost if a clear prevailing or non-prevailing party cannot be determined by the arbitrator.

SECTION 4.08 MISCELLANEOUS

- A. The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which could otherwise be available.
- B. Grievances, responses and settlements thereof shall be reduced to writing and either hand delivered and signed for or mailed by certified mail, return receipt requested.
- C. Meetings and hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.
- D. The Association shall be allowed three (3) members of its choice at arbitration hearings. All three (3) members shall be granted professional leave for the purpose of attending arbitration hearings that are scheduled by an arbitrator during the school day. This shall not include the grievant(s) or subpoenaed witnesses.
- E. A grievance may be withdrawn by the Association at any time without prejudice.
- F. The parties shall hold matters related to this procedure confidential, recognizing that grievances may be disclosed to the Board and Association.

ARTICLE V -- ASSOCIATION RIGHTS

SECTION 5.01 EXCLUSIVE ASSOCIATION RIGHTS

Recognition of the Association as the bargaining agent shall entitle the Association to exclusive rights. These rights include:

- A. To use facilities of any building for Association meetings provided that no other school related activities are scheduled as well as provided that the building administration is notified in advance of the date requested. The Association will request use of the

building on the designated form. The Association agrees to pay any charge normally assessed to groups for use of the building if the use occurs on a Saturday or Sunday.

- B. To use the Board-owned equipment routinely available to regular teaching employees, such as computers, calculators, duplicating equipment, provided that the Association assumes full responsibility for any loss, theft, or destruction of aforementioned property while it is in its possession and supplies for such equipment used will be furnished or paid for by the Association.
- C. To use the inter-school mail system in the schools' offices to distribute Association materials in a manner so as not to disrupt the normal operations of the school.
- D. To be assigned bulletin board space for use in each building in an area mutually agreed upon by the building principal and the Association representative(s). Any area must not interrupt nor interfere with school operations.
- E. To allow Association members within the building to call meetings on their duty-free lunch period.
- F. To allow the president of the Association to visit schools other than his/her home building during his/her duty free lunch period. This must not interfere with duties assigned by the building administrator.
- G. To allow time at faculty meetings - the principal shall allow time at the end of faculty meetings for the Association representative to make announcements, providing that such time has been requested in advance.
- H. To use the public address system - The principal or designee shall allow Association announcements to be read over the public address system. All Association announcements will be reviewed by the Principal or designee in advance. Every attempt shall be made to make Association announcements with all of the other announcements on the public address system.
- I. To notification of school board meetings - A copy of the board agenda, prior meeting minutes, and any non-confidential materials included with the package shall be made available to the President of the Association at the same time it is mailed to the members of the board. The monthly financial statement shall be made available to the Association after board action. Requests for other materials shall be handled by the Superintendent and the Association President.
- J. To use the school phone for Association business - Association officers and representatives shall have the right to use school phones for Association business providing they pay all tolls or fees and that they do not disrupt the normal operation of the school.
- K. To distribute Policy Manuals - On or before the first day of school, copies of the Huron City School's Policy Manuals and Administrative Rules and Regulations shall be distributed to each building library and the Association President. Additional copies will be available at a fixed expense to be determined by the Board.

- L. A key will be issued to any Association member assigned duties in a specified building under the following guidelines if they request a key.
1. Teachers will be issued a key for the designated building entrance. A signature will be required upon receipt of the key.
 2. Teachers who use a key to access a building during off-school hours are responsible for seeing that all room doors are locked, all equipment is put away and secured as found, lights are turned off, and the outside entrance is also secured.
 3. Teachers are to maintain security of any school keys, never to loan them to students or to other non-school personnel, and carry them on a ring with no identification, so that if lost, no finder will be able to use them.
 4. Keys will not be duplicated.
 5. Cost incurred as a result of a lost key will be assumed by the teacher responsible for the lost key and shall be limited to the replacement of one (1) key and one (1) door lock.

SECTION 5.02 FAIR SHARE FEE

The Board shall deduct from the pay of the members of the bargaining unit who elect not to become or to remain members of the Huron Education Association a fair share fee for the Association's representation of said non-members during the term of this agreement. However, no non-member filling 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.

A. **Setting Fee and Notifying Board**

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

B. **Deduction of Fee**

Payroll deduction of the fair share fee shall begin with the first payroll period after January 15.

C. **Termination of Membership**

The Treasurer of the Board shall, upon notification from the Association that a member has terminated membership, commence deduction of the fair share fee with respect to the former member and the amount of the fair share fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction.

D. List of Fee Payers

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

E. Rebate Procedure

The Association represents to the Board that an internal rebate procedure has been established in accordance with O.R.C. Section 4117.09 (C) and that a procedure for challenging the amount of the fair share fee has been established and will be given to each bargaining unit member who does not join or terminates membership in 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.

F. Rebate Request

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.

G. Liability Arising From Enforcement

The Association, on behalf of itself, the OEA, NEA, and NEOEA, agrees to indemnify the Board for any cost or liability incurred as a result of the implementation and enforcement of this provision, provided that:

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

H. Grievability

Fee payers shall not be entitled to use the grievance procedure or bring action against the Board for collecting the fair share fee.

If any provision of this Agreement or any application of this Agreement to any of the certificated/licensed staff members who are covered by the Agreement is found to be contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE VI -- TEACHING CONTRACTS

SECTION 6.01 TEACHER CONTRACTS

A. There shall be three types of contracts:

1. regular teaching contracts: contracts issued to full or part time certificated/licensed teachers for teaching duties shall be of two types, limited or continuing, as specified in the O.R.C.;
2. supplemental contracts: contracts issued to certificated/licensed staff members, full or part time, or to lay persons for co- or extra-curricular or athletic duties;
3. subcontracted services contracts: contracts issued to non-certificated/licensed persons engaged in instructional activities as limited by this Agreement.

B. Supplemental contracts shall be automatically non-renewed for the next school year.

C. Subcontracted services contracts shall only be one-year contracts which shall be automatically non-renewed for the next school year.

SECTION 6.02 LIMITED CONTRACTS AND ANNUAL SALARY NOTICES

A. The Board shall issue contracts in compliance with all applicable state law.

B. Contracts/Salary notices shall contain the following:

1. Base Salary - The salary step and experience level of the contracted teacher in accordance with the negotiated Contract.
2. School Calendar - The negotiated school calendar shall be made an addendum to the individual teacher contract/salary notices.
3. Teacher assignment - Teachers' notices of tentative assignment for the coming year will be signed by the appropriate building administrator or his/her designee and given to each certificated/licensed employee no later than May 15th, except for teachers hired thereafter. Final notices of assignment shall be provided on or

before the last scheduled work day. Notices will contain the grade or grades, subject or subjects, course or courses, and building or buildings.

SECTION 6.03 SUPPLEMENTAL CONTRACTS

- A. Supplemental duties shall be defined as those duties which are performed in addition to the employee's regular teaching duties.
- B. Employees performing supplemental duties shall be issued written, individual, limited contracts that include:
 - 1. duration of supplemental contract
 - 2. title of supplemental position
 - 3. amount of supplemental compensation or hourly rate by payment method
 - 4. supplemental job description
- C. All supplemental contracts shall be issued no later than August 1 of each year for all positions posted and filled in accordance with Article IX.

SECTION 6.04 SUBCONTRACTED DUTIES

The Huron Board of Education may subcontract duties out provided the following conditions are met:

- A. The position being subcontracted must first have been posted for ten (10) days according to Section 9.05.
- B. Any teacher(s) presently employed and qualified by meeting the posted qualifications for the position shall have been offered the position and refused to accept it.
- C. No teaching position shall be reduced as a result of subcontracting.
- D. The Board will not hire any non-certificated/licensed person(s) to teach more than five (5) hours per week.

ARTICLE VII -- EMPLOYMENT CONDITIONS

SECTION 7.01 WORK DAY/WORK YEAR

- A. Length of School Day - The length of the normal school working day for all teaching staff will be seven (7) hours and forty (40) minutes, including any lunch and planning time. This time may be extended to include the monthly faculty meeting, department and grade level meetings, and conferences.
- B. The working day shall include twenty (20) minutes which will not be used as student contact time. Each teacher shall receive a daily duty free lunch period of no less than thirty (30) consecutive minutes. Each of the annual open houses shall be scheduled during the first quarter as follows: High School 7:30 - 9:00 p.m.; McCormick 7:30 - 9:00

p.m.; Woodlands 6:30 - 8:00 p.m. All teachers will be dismissed sixty-five (65) minutes early the day before Christmas vacation and all teachers will be dismissed seventy (70) minutes early the last scheduled student day.

- C. Length of Work Year - The annual salary is based upon one hundred eighty-four (184) teacher days for a returning teacher and one hundred eighty-five (185) for a teacher new to the system. This will include one hundred eighty (180) days of student instruction, one (1) preparation day with no meetings scheduled as the first teacher work day, one (1) records day scheduled as the last teacher work day, and two (2) in-service days. Any extension to the calendar shall be compensated on a per diem rate per pay step on the salary schedule.

SECTION 7.02 PREPARATION/CONFERENCE PERIODS

A. High School Teachers

During any year in which Huron High School elects not to follow the block schedule, each High School instructor shall have a minimum of forty-five (45) minutes/day of preparation/conference time.

During any year in which Huron High School elects to follow the block schedule, the following procedures will govern the class schedule and teachers' preparation/conference periods:

1. The High School shall retain the scheduled eight (8) class period day for three (3) non-block days per week (currently Monday, Thursday, and Friday).
2. On these non-block days, teachers will be scheduled one (1) forty-five (45) minute period as a daily planning period in addition to their daily duty-free lunch period.
3. The High School classes on block days (currently Tuesday and Wednesday) of each week shall be scheduled for a period which is twice the length of the same period occurring on non-block days. This is currently ninety (90) minutes.
4. During these two (2) block days teachers will be scheduled only four (4) of their regularly assigned class periods per day. These four (4) periods will be scheduled in such a manner to allow every teacher to have a "double-block" of time for each of that teacher's regularly scheduled eight (8) class periods, including the planning time period.

Each teacher, therefore, shall be scheduled a minimum of one (1) ninety (90) minute preparation/conference period during the block scheduled days. If possible, teachers shall be assigned a non-teaching/supervision duty on the day they are not scheduled a preparation/conference period.

5. High school teachers may request that the High School Principal schedule a particular class in order to allow that class to meet daily as opposed to the block

periods of time. The High School Principal will decide if a class can be scheduled in this manner.

Each McCormick instructor shall have a minimum of forty (40) minutes/day of preparation/conference time. Each Woodlands Elementary instructor shall have two hundred (200) minutes of preparation/conference time per week. Preparation/conference time shall be no less than (20) twenty minutes per day of consecutive time.

B. Compensation for Substituting During Conference or Planning Periods

Teachers who agree to substitute during a conference or planning period at the request of the Principal shall be paid fifteen (\$15) dollars per substitution for a regular class period and thirty (\$30) dollars for a block period. The time slip will be signed by the Principal and teacher and turned in by the Principal to the Treasurer for payment. Payment shall be scheduled within the next two (2) scheduled pay dates.

SECTION 7.03 EXTENDED TIME

Extended days in addition to the regular school year, or days in addition to the regular school week, will be compensated on a daily rate per step on the salary schedule: i.e.-salary on salary schedule divided by 184 days x day(s) of service = extended rate.

Courses taught in addition to the required school day shall be compensated at a rate prorated per step on the regular salary schedule: i.e. - the extended rate divided by number of periods in the day times number of periods taught.

All other duties will be covered under separate supplemental contracts.

SECTION 7.04 NONTEACHING DUTIES

- A. The Board and the Association agree that a teacher's primary responsibility is to teach and that his/her energies, should, to the extent possible, be utilized to this end.
- B. To achieve this goal, teachers shall not be required to do office work, except in emergencies.

SECTION 7.05 SCHOOL CALENDAR

- A. The Association recognizes that in the development of the calendar, the concerns of the Board, Administration, HEA and HCEA all will be considered by the Board. Therefore, by January 15th annually, the Superintendent and/or his designee and the HEA President and/or his designee shall meet to develop at least two (2) alternative school year calendars. At least one (1) proposal option will start after Labor Day. Upon completion of the two (2) alternatives, employees shall be polled regarding the calendars, with one representative from the Association and one representative of the Administration tallying the results. The calendar receiving the most votes will be presented to the Board by the Superintendent.

1. It is further understood that at least the following are to be included as non-school days in the school calendar - Good Friday and/or the Monday after Easter, Labor Day, Thanksgiving Day and the Friday following, Christmas Eve Day, Christmas, New Year's Day, Martin Luther King Day, Presidents Day, and Memorial Day.
 2. The equivalent of one day's time shall be given and compensated for teachers to extend days in order to fulfill North Central Evaluation requirements.
- B. The Board agrees to consult with representatives of the Association in regard to make-up days whenever the Huron City Schools are forced to close for a designated period. The Board reserves the right to make the final decision regarding make-up days after full consideration of the Association's recommendation regarding the make-up schedule. The Board does not agree to provide premium pay or other stipends beyond that which is required by state law.

SECTION 7.06 PART TIME TEACHERS

A. Definition

A "part-time" teacher is a member of the bargaining unit represented by the Association who is regularly employed by the Board for a period of service less than the full work day specified in the Master Agreement. A full work day is defined as being assigned to teach a minimum of six (6) instructional classes. No teacher employed as full-time shall subsequently be employed as part-time except through voluntary transfer or through the implementation of the negotiated Reduction-in-Force.

B. Eligibility

Teachers who hold an appropriate teaching certificate/license will be eligible to be a part-time teacher.

C. Salary and Fringe Benefits

Part-time teachers will receive a prorated portion of the salary they would be eligible to receive if they were working full-time, pursuant to state minimum standards and the Master Contract. This proration shall be calculated as follows:

1. A part-time high school teacher shall receive one-seventh (1/7) of his/her appropriate salary schedule placement for each regular period of assigned instruction and/or duty.
2. A part-time middle school teacher shall receive one-seventh (1/7) of his/her appropriate salary schedule placement for each period assigned instruction and/or duty.
3. An elementary part-time teacher shall be paid a percentage of his/her appropriate salary schedule placement calculated by dividing his/her assigned instruction and/or duty minutes by three hundred sixty (360) minutes (i.e., the total elementary instructional time).

4. Such teachers may elect to purchase health and life insurance through the Board's group plans with the Board paying a prorated amount of each part-time teacher's insurance premiums equal to the amount of time they have assigned duties, effective with new hires in 1991. Teachers employed prior to 1991 shall retain the same insurance coverage they received at the time of their employment. Proration for insurance purposes shall be identical to proration for salary.

D. Teaching and Non-Teaching Duties

Part-time teachers shall have their assigned teaching duties scheduled consecutively during the school day and are not required to arrive prior to or remain after the completion of these duties unless compensated. Part-time teachers may be assigned non-teaching duties proportionate to full-time teachers.

E. Seniority

Individuals initially employed as a part-time teacher will gain seniority proportionate to full-time teachers.

F. Establishment of Full-Time Service

Part-time teachers may request a position to full-time service by requesting a voluntary transfer pursuant to Article IX, Section 9.05 of the current Master Contract. Part-time teachers may be required to work up to full-time service based upon the education needs of the District upon a two (2) week prior written notice.

G. Substituting

Part-time teachers who voluntarily substitute shall be paid in accordance with Article VII, Section 7.02 of the Master Contract.

SECTION 7.07 TRAVELING TEACHERS

- A. There shall be at least three (3) reserved parking spaces at each school building for teachers who must travel between schools.
- B. Teachers shall be provided with at least fifteen (15) minutes to travel between schools.

SECTION 7.08 JOB SHARING

- A. Subject to approval of the Superintendent, job sharing is a voluntary arrangement between two (2) teachers to share one (1) full time teaching position.
- B. Job sharing arrangements are approved for one (1) year only. Job sharing partners may reapply for each subsequent year they wish to continue the arrangement.
- C. Teachers are responsible for identifying prospective job sharing partners. Only current members of the bargaining unit with continuing contract status and/or at least five (5) years in the District may be considered for job sharing arrangements.

- D. Teachers who wish to job share must submit annually a written application for such arrangement to the affected building principal and provide a copy to the Superintendent by March 1st. Job sharing applications will:
1. confirm that the prospective job sharing partners are committed to the arrangement, if approved, for the full school year;
 2. include a plan describing the teaching techniques, methods and grading practices of the proposed partners, and how these will be implemented to insure compatibility, consistency, and continuity of instruction; and
 3. specify the manner in which the position will be split.

Following submission of the application, the proposed job sharing partners will arrange to meet with the principal of the building to discuss their application by March 15th.

- E. The applications will be approved or rejected by the Superintendent by April 1. The decision of the Superintendent to approve or reject an application is not subject to the grievance procedure.
- F. The salary and benefits of job sharing partners will be allocated on a basis proportionate to their sharing of responsibilities.
- G. Both job sharing partners will attend the first five (5) student days of the year, as well as all pre-service days. Additionally job sharing partners are expected to attend all required meetings outside the student day. The annual salary paid to job sharing partners includes attendance on the days and at the events here specified.
- H. Job sharing partners will be given priority for the opportunity to serve as a substitute for their absent partner at the substitute rate.
- I. The seniority accumulation of job sharing partners will be prorated on a basis proportionate to their job sharing responsibilities.
- J. The conclusion of a job sharing arrangement will be deemed a basis/reason for reduction in force under Article 11.

SECTION 7.09 PROFESSIONAL BEHAVIOR

The bargaining unit member and the administration will demonstrate conduct and dress that follows generally recognized professional standards.

SECTION 7.10 COMPLAINTS AGAINST BARGAINING UNIT MEMBERS

- A. If accusations are made to any administrator against any teacher, it is the responsibility of the administration to inform the teacher and, if warranted, to investigate such charges. Charges or complaints that are made anonymously will be reported to the teacher and no disciplinary action will be taken. It is the responsibility of the administrator to protect all parties involved in this process. At each level of these meetings, the teacher or

administrator may be accompanied by legal counsel and/or representation of his/her choosing provided each party is informed of this prior to the meeting. These conferences shall be private. The following procedures will be followed:

1. Step I

Within three (3) working days of the complaint and prior to any investigation unless criminal action may result from the investigation, the teacher shall be informed of the nature of the complaint, the identity of the complainant and given the opportunity to present his/her side.

2. Step II

If the complaint is not resolved at Step I, either the accuser, the teacher, or the administrator may request a meeting of all parties involved. Said meeting shall be arranged at a time convenient to the attendance of all parties. If this meeting does not resolve the complaint, a summary of the conference will be completed and forwarded to the Superintendent and the teacher. If further investigation is required, it shall be done at this time.

3. Step III

Upon the completion of the investigation, if the administrator finds cause to reduce his/her findings to writing, within three (3) school days he/she shall submit them to the teacher and allow an opportunity for a written rebuttal to be attached to all copies of this investigation report. If no written findings are issued, the matter shall be considered closed. If the administrator finds cause but does not reduce his/her finding to writing, he/she shall inform the teacher that the records shall be retained by the administrator and reviewed if another incident of similar nature occurs.

4. Step IV

If the teacher is not satisfied with the written findings of the investigation, he/she shall have the right to appeal within five (5) days and have a conference with the Superintendent.

B. If there are repeated anonymous complaints on the same issue or an anonymous complaint concerns matters of particular seriousness, the administrator may investigate the matter further. If the administrator finds that there is reasonable cause to believe the complaint is valid, the procedures set forth above will be followed.

C. Nothing in this Article shall be construed to limit any obligations required under O.R.C. 2151.421 and 3319.073.

SECTION 7.11 ACADEMIC FREEDOM

A. Teachers shall teach in accordance with the adopted course of study. The Board and the Association recognize the rights and responsibilities of professional staff members to

instruct their classes. Supplemental material(s), book(s), and/or resource person(s) must be appropriate for the class and subject area. A resource person(s) visiting the classroom must have the prior approval of the building principal.

- B. Each teacher has the final authority to grade students in his/her charge. Change of any student's grade without the teacher's consent will occur only if it has been demonstrated that the grade was not given in a professional and intellectual basis. Notice of any such grade change will be given to the teacher (along with notice of the teacher's right to grievance), the student's parents, and the teacher's immediate supervisor.
- C. Academic freedom shall be guaranteed to teachers within the confines of the Constitution of the United States. Teachers shall be free from censorship and artificial restraints.
- D. The private life of a professional staff member outside the confines of the school and/or school related activities is not within the appropriate concern or attention of the Board except as it may directly prevent the professional staff member from properly performing his/her assigned functions.

SECTION 7.12 DRUG-FREE WORKPLACE

This provision of the Agreement is entered into pursuant to section 5154 of the Drug-Free Workplace Act of 1988. This Article does not replace the requirement to report child endangering (O.R.C. 2151.421) and any employee who admits to, pleads guilty, or is convicted of child endangering acts or sale or dispensing of drugs or alcohol to minors shall be exempt from this Article.

- A. No employee of the Huron City School District while on school premises or as part of his/her activities shall unlawfully possess, use, or distribute illicit drugs, controlled substances, or alcohol.
- B. "Workplace" shall be defined as the site for the performance of work done in connection with a federal grant. The workplace shall include any school building, school property, school-owned vehicle(s), or school approved vehicle(s) used to transport students to and from school or school activities; off school property during any school-sponsored activity, event, or function, such as field trip or athletic event where students are under the jurisdiction of the school district where work on a federal grant is performed.
- C. Any member of the Huron Education Association bargaining unit who admits to, pleads guilty, or is convicted in any court of law of a first alcohol or drug offense which is a misdemeanor and which occurs in the workplace shall be referred to and satisfactorily complete, under accrued sick leave, a drug rehabilitation and intervention program. The employee shall not return to his/her employment assignment should the employee fail to comply with the provisions of this requirement.
- D. Any member of the Huron Education Association bargaining unit who admits to, pleads guilty, or is convicted in any court of law of a second alcohol or drug offense which is a misdemeanor and which occurs in the workplace shall waive all rights of the negotiated agreement and the Board will act upon the Superintendent's personnel action

recommendation which shall comply with all laws governing such personnel action by the Board.

- E. If any member of the Huron Education Association bargaining unit pleads guilty to or is convicted of an alcohol or drug abuse offense which is a felony, or a misdemeanor resulting in the withdrawal of proper certification/license, he/she will waive rights of this agreement and the Board shall take such personnel action deemed necessary within the limits of the law.

SECTION 7.13 PERSONNEL FILES

- A. The official personnel file of each employee shall be maintained in the office of the Board. Each building administrator may retain a working file of copies of materials placed in a teacher's personnel file. This working file shall be destroyed at the end of one year. Copies of official evaluations are excluded from the one-year period.
- B. An employee shall have access to his/her personnel file upon request, within a reasonable time period. A representative of the employee shall have access to said employee's personnel file when said employee requests such access.
- C. A teacher shall be notified immediately of any request(s) to view the contents of the teacher's personnel file. The teacher may review his/her file during this time and shall be given the opportunity to be present when his/her file is viewed, if the teacher is available. Nothing in this procedure shall be construed to waive any rights conferred under O.R.C. Chapter 1347 or to violate O.R.C. 149.43.
- D. An employee shall be entitled to a copy of any material(s) in his/her file upon written request and payment of the copying cost. Copying costs shall not exceed \$.05 per page.
- E. Anonymous letters or information shall not be placed in the employee's file nor shall any record be made of same.
- F. Any materials of disciplinary nature may be expunged from the personnel file upon written request to the Superintendent after three (3) years if there have been no other intervening disciplinary incidents of similar nature.
- G. Each employee shall have the right to indicate those documents and/or other materials in his/her personnel file which he/she believes to be obsolete, untimely, inappropriate, and/or inaccurate. The employee shall have the right to request obsolete, untimely, inappropriate and/or inaccurate materials be removed from the file and destroyed. Such request shall be reviewed by the Superintendent. The Superintendent shall give written reasons for not removing the materials from the employee's personnel file. If not satisfied, the employee may appeal under O.R.C. 1347.
- H. All negative materials placed in the bargaining unit member's file shall be presented to the employee for signature. The employee's signature indicates that he/she has viewed and received a copy of the material. The signature does not indicate acceptance or approval of the material.

- I. Nothing in this Section is intended to conflict with O.R.C. 149.43. In the event that any conflict does exist, the provisions of O.R.C. 149.43 shall prevail.

SECTION 7.14 TECHNOLOGY COMMITTEE

A District Technology Committee will be established consisting of the Superintendent, the Technology Coordinator, the Director of Special Education, the Curriculum Director, the Media Specialists, a teacher representative from each building to be appointed by the HEA President, and ex-officio members appointed and approved of by the Committee. The Committee will analyze technology issues and make recommendations on training teachers, funding, maintenance of equipment, and effective use of personnel, and the technology policy. The Superintendent will submit the Committee's recommendations made by consensus to the Huron Board of Education for review. The Committee shall meet once a month or as needed and will be established no later than thirty (30) days after the contract is ratified.

ARTICLE VIII -- NON-RENEWAL AND TERMINATION

SECTION 8.01 LIMITED CONTRACT NON-RENEWAL

- A. Non-renewal of a limited contract teacher with less than six (6) years teaching experience in the Huron City Schools shall be pursuant to O.R.C. 3319.11 and 3319.111.
- B. Non-renewal of a limited contract teacher with six (6) or more years teaching experience in the Huron City Schools shall be for just cause and in compliance with the applicable provisions of this agreement. Violations shall be subject to the grievance procedure. This Article supersedes O.R.C. 3319.11 and 3319.111.

SECTION 8.02 TERMINATION OF CONTRACT

- A. The termination of a contract during the term of such contract shall be only for those grounds as set forth in O.R.C Section 3319.16: gross inefficiency or immorality, for willful and persistent violations of reasonable regulations of the Board of Education; or for other good and just cause. The procedures for termination of a contract shall be as prescribed in O.R.C. 3319.16 and O.R.C. 3319.161.

ARTICLE IX -- ASSIGNMENT, TRANSFER, AND VACANCY

SECTION 9.01 DEFINITIONS

- A. Transfers are those actions which cause the teacher(s) to change grade level at the elementary level or subject area at the middle and high school level.
- B. Transfers shall be of two types: voluntary and involuntary.
- C. Transfers may be made by the Superintendent for all vacant teaching positions as found in Section 9.05 of this Article.

- D. Involuntary transfers are those transfers which are initiated by the administration.
- E. Voluntary transfers are those transfers which are requested by teachers.
- F. Last scheduled work day shall be defined as the last work day for certificated/licensed employees. This is not to include extended and/or supplemental contract work days.

SECTION 9.02 ASSIGNMENT

Teachers shall receive notices of tentative assignment no later than May 15th. Final notices of assignment shall be provided no later than the last scheduled work day of each year, every teacher shall receive notice of his/her assignment which shall contain the grade or grades, course or courses, subject or subjects and building or buildings where assigned for the next year.

SECTION 9.03 VOLUNTARY TRANSFER

- A. Teachers may request a transfer annually at the time of filing their written notice of intent or when posting of job openings occurs. Teachers may apply for any posted vacancy for which they are certificated/licensed and meet minimum qualifications. Such requests shall be made subject to the time limits outlined in Section 9.05 of this Article. Present staff will be given an interview and reasons will be given if not hired.
- B. If two (2) teachers request to voluntarily transfer to the position held by the other, they shall discuss the request with the principal. After all affected parties have been informed, the Superintendent shall make his/her decision.

SECTION 9.04 INVOLUNTARY TRANSFER

- A. Involuntary transfers shall not be arbitrary or capricious. Any employee involuntarily transferred shall be given written reason(s) for such transfer.
- B. Involuntary transfers for teaching assignments may be made after the last scheduled work day because of death, resignation, illness, or other conditions arising while fulfilling his/her duties. The principal and/or Superintendent shall inform the affected teacher(s) of the request to transfer and discuss the reasons with those affected. Assignments from extra duty to classroom responsibilities, and vice versa, shall be made without compensation. Teachers may be involuntarily assigned to vacated positions only as follows:
 - 1. On an emergency basis: The administration may take up to twenty-one (21) calendar days to find a permanent replacement for the vacated position, either from within or without the staff. If a replacement is found for the first vacated position, then the temporarily assigned teacher will return to the previous assignment. No premium pay may be requested.
 - 2. On a permanent basis: The administration may, after twenty-one (21) calendar days have elapsed and no permanent replacement has been found, choose to place a teacher in the position for the duration of that school year only.
 - a. The teacher must be certificated/licensed and qualified for the position.

- b. Compensation for assuming the new position shall be at a premium rate according to the following scale:
 - i. On or before the last scheduled work day - No premium pay.
 - ii. After the last scheduled work day - July 20 - 50% of premium pay
July 21 - start of school - 100% of premium pay.
 - iii. During the school year - premium pay prorated on the basis of number of days worked in the new position.
 - iv. Premium pay shall be 20% of the individual teacher's teaching salary computed without extracurriculars. Premium pay will be prorated on the basis of the number of periods teaching in the new position.
- c. For the duration of the school year the teacher shall not be formally evaluated in the new position.

SECTION 9.05 VACANCY POSTINGS

- A. A vacancy shall be defined as any open position in the bargaining unit which the Superintendent determines shall be filled resulting from:
 - 1. an employee's leaving employment as a result of termination, resignation, or death;
 - 2. an employee's non-renewal for cause;
 - 3. an employee's transfer to another position;
 - 4. the creation of a new bargaining unit position.
- B. In anticipation of a vacancy resulting from the four (4) reasons listed in the section above, the Superintendent may post a position for interviewing purposes only.
- C. Posting for vacancies shall be done as soon as possible but no later than thirty (30) calendar days after the occurrence of the vacancy.
- D. The Association president or her/his designee shall receive written notification of all vacancies, and the same notification shall be posted on teacher lounge/work room bulletin boards in each building, and placed in individual teacher mail boxes.
- E. During periods of lengthy vacation it shall be the responsibility of the teacher to inform the school district how to contact him/her in the event openings occur for which the teacher may be qualified or to provide stamped, self-addressed envelopes for any posting to be mailed to him/her.
- F. All bargaining unit vacancies which occur shall be posted for a period of ten (10) work days. All bargaining unit members may bid on all postings for which they are

certificated/licensed and meet minimum qualifications. Administrative vacancies shall be posted according to Board policy.

- G. The vacancy notification shall include the position title, entry level qualifications, licensing and/or certification requirements, description of the position's duties, location where it is to be performed, date of initial posting and last date to apply for the position.
- H. No vacancy occurring during the school year may be filled on a temporary basis for more than forty (40) calendar days at which time the vacancy shall be permanently filled. Any teacher hired for said vacancy shall be automatically non-renewed at the end of the year without Board action or hearing. This shall supersede O.R.C. 3319.11 and 3319.111.
- I. When all other conditions are equal, seniority within the bargaining unit shall be the final determining factor in the filling of a vacancy.

SECTION 9.06 FILLING SUPPLEMENTAL POSITIONS

- A. All qualifications for the supplemental position shall appear on the posting notice. Employees who meet stated qualifications on the job listing shall be interviewed and an employee shall be granted the position. Head coaching positions in the areas of football, track, wrestling and basketball may be opened to others outside the bargaining unit if, after interviewing all employees who applied, the employee(s) was/were notified in writing as to the reasons why they were not granted the position with recommendations for improvement.
- B. Acceptance of a supplemental contract shall be voluntary.
- C. An employee's performance in a supplemental contract position (other than extended time) shall not be included in the evaluation of a regular teaching contract.
- D. Teachers shall be provided an intent sheet during the month of March to indicate their preference of assignment or reassignment to any supplemental position.
- E. A vacant position shall be posted for ten (10) days. If the vacancy occurs less than ten (10) days prior to the start of the activity, the administration may, with the notification of the Association, waive the posting requirement.
- F. The intent of this section is that bargaining unit members be given supplemental positions.
- G. If no bargaining unit members meeting the stated qualifications apply for a supplemental position, then the Board may open the position to others outside of the bargaining unit.
- H. Based upon a satisfactory evaluation, the Board shall re-employ the incumbent in a supplemental position, if that position is re-established for the following year without following the posting requirement above. Persons so re-employed will be notified not later than May 31 of such re-employment for the following year.

- I. Persons non-renewed for cause shall not be reconsidered for that position for the following year.
- J. The issuance of supplemental contracts shall be solely within the discretion of the Board.

ARTICLE X – SENIORITY

SECTION 10.01 DEFINITION

Seniority shall be defined as the total length of continuous service within the Huron School System.

SECTION 10.02 PROCEDURE FOR CALCULATING SENIORITY

- A. Seniority shall begin to accrue from the first day worked in a bargaining unit position.
- B. Seniority shall accrue for all time an employee is on active pay status, on a Board approved teaching or studying leave of absence, or is receiving worker's compensation benefits.
- C. Time spent on inactive pay status (unpaid leave or layoff) shall not contribute to the accrual of seniority but shall not constitute a break in seniority.
- D. Full-time employees shall accrue one (1) year of seniority for each year worked as determined by the minimal full time standard.
- E. Part-time employees shall accrue seniority pro-rated against the minimal full-time standard. Part-time teachers employed on or before July 31, 1991, shall continue to accrue full seniority.
- F. No employee may accrue more than one (1) year of seniority in any work year.

SECTION 10.03 EQUAL SENIORITY

- A. A tie in seniority shall occur when two (2) or more employees have the same amount of seniority credit as determined by the seniority list.
- B. Ties in seniority shall be broken by the following method to determine the most senior employee:
 - 1. The employee with the first day worked on a limited teaching contract shall be deemed most senior.
 - 2. If a tie persists, then the employee with the earliest date of employment on a limited teaching contract, said date determined by the date of the meeting at which a Board resolution to hire was passed, shall be deemed most senior.

3. If a tie persists, then the most senior employee shall be determined by a flip of a coin. This procedure shall be implemented in the presence of a designated HEA representative.

SECTION 10.04 SUPER SENIORITY

- A. For RIF purposes only, employees under continuing contract shall have greater seniority than employees under limited contracts and be given preference in descending order of seniority.

SECTION 10.05 LOSS OF SENIORITY

Seniority shall be lost when an employee retires or resigns or is discharged.

SECTION 10.06 POSTING OF SENIORITY LIST

- A. The seniority list shall be posted annually by the first Monday of February. The Board shall prepare and post on the designated bulletin board in each building a seniority list of all teaching employees of the district, including those on any type of leave, indicating all areas of certification, license, or entry level requirement, the first day worked, the date of the Board resolution to hire, and the contract status (limited/continuing) of each employee. Said list shall be provided to the HEA president on or before the dates of posting.
- B. Each individual staff member shall have twenty (20) calendar days from the date of posting to authenticate the validity of all data pertaining to his/her seniority status. Any errors must be brought to the attention of the Superintendent in writing within the twenty (20) calendar day period. The Superintendent shall investigate all reported inaccuracies, make adjustments as may be in order, and post an updated list immediately. Upon posting of the updated list, staff members shall have ten (10) calendar days to report any errors of the updated list to the Superintendent. The Superintendent shall investigate any reported errors and immediately post a final list. No protest shall be considered after posting of the final list and the list shall be considered as final until the next posting.
- C. The names of the persons on the seniority list shall appear in seniority rank order with the name of the most senior employee appearing at the top of the listing and the name of the least senior employee appearing at the bottom.
- D. The names of part-time employees or subcontracted services employees shall appear on the seniority list but shall be listed separately from the names of full time employees.

ARTICLE XI -- REDUCTION IN FORCE

SECTION 11.01 REASONS FOR REDUCTION IN FORCE

The Board may reduce the number of teaching positions by suspending contracts for one or more of the following reasons:

- A. Decreased enrollment of pupils;

- B. Return to duty of regular teachers after leaves of absence;
- C. Suspension of schools or territorial changes affecting the district;
- D. Financial reasons.

SECTION 11.02 PROCEDURE FOR REDUCTION IN FORCE

- A. The Superintendent's recommendation for contracts to be suspended shall be made in accordance with the following procedures:
 - 1. Every effort will be made in reducing the staff to do so by normal attrition before implementing any reduction in force pursuant to this Article. Attrition means not replacing people who leave the district for any reason.
 - 2. Reductions recommended in a teaching field will be made by selecting the lowest person in seniority for that area of certification/licensure who is currently assigned to a position in that teaching field. Preference shall be given first to teachers on continuing contracts and then to teachers on limited contracts in order of seniority. A teacher so affected may elect to displace a teacher who holds a lower position in seniority for another area of certification/licensure, provided that the teacher is certificated/licensed for the other position. Any such election must be made at the time the teacher is notified he/she will be affected.
 - 3. Prior to implementation of a RIF, no transfer, reassignment, or job classification shall take place which would cause a more senior employee to be Riffed before a less senior employee.
 - 4. Certification/licensure shall be defined as the teaching area(s) appearing on a teacher's current State of Ohio certificate/license. Teachers shall be responsible for keeping their certification/license current.
- B. The names of teachers whose contracts are suspended in a reduction in force will be placed on a recall list for twenty-four (24) months from the effective date of the reduction.
- C. The effective date of the RIF for computing the twenty-four (24) month call back period shall be from the time that instruction actually began without the position being filled.
- D. When reasons for a RIF are determined, the teachers to be Riffed or affected will be notified no less than thirty (30) days prior to the Board action implementing the RIF.
- E. This article shall not require the Board to fill any vacancy, nor shall it interfere with any other lawful personnel procedure in the district.
- F. At least sixty (60) days prior to Board action implementing a RIF under the above provisions, the Association president shall receive written notification from the Superintendent delineating the reason(s), position(s), and areas of certification/licensure to be affected. Within fifteen (15) days of such notice, the Superintendent shall meet with the Association president and his/her designee to discuss the potential RIF.

- G. If a teacher displaces another in a certification/licensure area in which he/she has not taught nor taken additional college course credit work within the past five (5) years, said teacher shall be encouraged to complete additional college training (undergraduate or graduate), up to three (3) courses, to improve skills in that subject area.

SECTION 11.03 RECALL RIGHTS

Teachers on the recall list will have the following rights:

- A. No new teachers will be employed by the Board while there are teachers available for recall on the recall list who are certificated/licensed for the vacancy.
- B. Teachers on the recall list will be recalled in order of seniority for vacancies in the areas for which they are certificated/licensed, with preference given to those on continuing contracts.
- C. If a vacancy occurs, the Board will send an announcement by certified mail to the last known address of the first two (2) teachers on the recall list who are qualified according to these provisions. It is the teacher's responsibility to keep the Board informed of his/her current address. The teacher is required to respond, in writing, to the district's central office within seven (7) calendar days. Failure to respond will result in forfeiture of all recall rights.
- D. A teacher may decline the offer of reinstatement of position for health reasons or if under contract in another school district without affecting his/her recall rights for the remainder of the twenty-four (24) month period. Taking employment elsewhere does not remove a person from the recall list.
- E. A teacher on the recall list will, upon acceptance of the notification to resume active employment status, return to active employment status with the same seniority, accumulated sick leave, and position on the salary schedule as he/she enjoyed at the time of the layoff. Accumulated sick leave shall remain the same upon return to active employment provided no sick leave has been used since the initial layoff.
- F. While on the recall list, a teacher will have the option to remain an active participant for hospitalization and other board provided fringe benefit programs by contributing thereto the amount necessary to maintain such benefits, in accordance with the provisions set forth in the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
- G. Teachers on the recall list will be given preferential treatment as substitute and part-time teachers. However, acceptance or refusal of said positions shall not disqualify any teacher from call back rights herein specified.

ARTICLE XII - SALARY AND COMPENSATION

SECTION 12.01 TEACHING SALARY SCHEDULE

- A. Beginning with the effective date of this contract, the BA-0 Step of the Salary Index shall be as follows:

For the 2008-2009 school year, the BA-0 Base salary shall be increased 2.9% percent.
For the 2009-2010 school year, the BA-0 Base salary shall be increased 2.8% percent.
For the 2010-2011 school year, the BA-0 Base salary shall be increased 2.8% percent.

Effective August 1, 2008 - \$31,800.15 (2.9%)

Effective August 1, 2009 - \$32,690.55 (2.8%)

Effective August 1, 2010 - \$33,605.89 (2.8%)

<u>Step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+20</u>	<u>MA+30</u>
0	1.0000	1.0400	1.0800	1.1000	1.1600
1	1.0450	1.0900	1.1300	1.1600	1.2200
2	1.0900	1.1400	1.1900	1.2200	1.2800
3	1.1350	1.1900	1.2450	1.2800	1.3400
4	1.1800	1.2400	1.3000	1.3400	1.4000
5	1.2250	1.2900	1.3550	1.4000	1.4600
6	1.2700	1.3400	1.4100	1.4600	1.5200
7	1.3150	1.3900	1.4650	1.5200	1.5800
8	1.3600	1.4400	1.5200	1.5800	1.6400
9	1.4050	1.4900	1.5750	1.6400	1.7000
10	1.4500	1.5400	1.6300	1.7000	1.7600
11	1.4950	1.5900	1.6850	1.7600	1.8200
12	1.5400	1.6400	1.7400	1.8200	1.8800
13	1.5850	1.6900	1.7950	1.8800	1.9400
14	1.6300	1.7400	1.8500	1.9400	2.0000
15	1.6850	1.8000	1.9150	2.0100	2.0700
16	1.7300	1.8500	1.9700	2.0700	2.1300
17	1.7552	1.8751	1.9951	2.0952	2.1551
20	1.7803	1.9003	2.0203	2.1203	2.1803
25	1.8054	1.9254	2.0454	2.1454	2.2054

SECTION 12.02 SUPPLEMENTALS

- A. The Board will have only members of the bargaining unit to perform the following supplemental duties, subject to the provisions of Section 9.06 of this document.
- B. The Board shall have the authority to create supplemental positions under this subsection. If a new position is created, the Board shall negotiate with the Association covering the rate of compensation and the job description in accordance with Section 2.03 of this document.

- C. The following supplemental pay scale is a percentage of the base teacher salary at a Bachelor's Degree, Step 0. All non-bargaining unit members will be paid this ratio.
- D. Upon request of bargaining unit members, new supplemental positions shall be considered. New supplemental positions shall be subject to assessment, using criteria developed jointly by the Association or designees and the Board or designees. Criteria shall be established on or before November 1, 2000. The Board shall maintain the authority to fill supplemental positions under this subsection.
- E. A committee composed of Association designees and Board designees shall be established to revise, evaluate, review, and create job descriptions for existing and/or new supplemental positions. The committee shall submit its recommendations for these job descriptions to the Board for approval by June, 2009.
- F. There shall be one (1) Academic Leader representing each subject area in each building.
- *G. Faculty managers will not be responsible for scheduling of athletic events or travel but will assist the administration as needed per job description.
- H. All individuals currently holding any supplemental contract will be guaranteed the higher of their current salary for that position for the 1997-98 school year or the new salary based on the new index.

* Subject to provisions of collective bargaining agreement covering non-certificated employees.

SECTION 12.03 SALARY ADJUSTMENT

A teacher's salary will be adjusted during the school year to reflect attainment of a higher training level on the existing salary schedule. This salary adjustment will be computed from the actual date of notification received by the Treasurer, in writing, from the teacher. The salary adjustment will be contingent upon the receipt of official transcripts within sixty (60) days of written notification. Failure to notify the Treasurer, in writing, of the completion of additional training will waive all rights and claims of the teacher to retroactive pay.

SECTION 12.04 PLACEMENT ON SALARY SCHEDULE

- A. The BA+30 column shall require 150 semester or 225 quarter hours. The Master's +20 column shall require 20 semester or 30 quarter hours of graduate credit other than those earned toward the Master's degree. The Master's +30 column shall require 30 semester or 45 quarter hours of graduate credit other than those earned toward the Master's degree. (No presently employed certificated/licensed teacher shall be reduced as a result of these two definitions).
- B. The Board shall place all newly hired provisionally or permanently certificated/licensed personnel (including those hired for any vocational program(s) on the contractual salary schedule in the degree column and years of service column in accordance with O.R.C. 3317.13(A)(1).

No changes will be made on a placement on the salary schedule which is based on information contrary to that provided by the teacher in the transcripts supplied at the time of employment.

- C. Newly hired non-degree and/or temporarily certificated/licensed teachers hired for any vocational programs shall be placed on the salary schedule in the non-degree column.
- D. All newly hired teachers for any vocational programs shall also be credited on the salary schedule for past experience in the industry or the private sector at the rate of one (1) year of experience for each of their first three (3) years of experience and at the rate of (1) year of experience for each two (2) years of experience thereafter.

SECTION 12.05 PAYCHECKS

- A. The annual salary for bargaining unit members shall be paid in twenty-six (26) equal installments, beginning on August 28, 1998, and shall continue at two (2) week intervals until twenty-six (26) payments have been made. When leap year necessitates an extra pay period to fall within a twelve-month period, twenty-seven (27) equal installments shall be required to fulfill contracts.
- B. Upon presentation to the Treasurer of a signed authorization form, all employees shall participate in a direct pay plan. The Treasurer shall deposit all earned income, less authorized deductions, with a financial institution designated by the employee. A payroll information notice will be emailed to employees. The financial institution shall be provided with the necessary payroll information of employees no later than the first day prior to the time employees would normally receive their paychecks. Any additional costs for direct pay wired will be borne by the participating employees.

SECTION 12.06 PAYROLL DEDUCTIONS

The Board shall provide the following payroll deduction options to all members of the teaching staff providing these requests have been made in writing to the Treasurer's office:

- A. Association Dues - Except as provided in Section 5.02, upon filing proper forms with the Treasurer, beginning with the first pay in October, Association Dues shall be deducted in equal installments from the first two (2) pays of each month for nineteen (19) pays. These dues shall be deducted annually unless and until the Treasurer is notified in writing prior to September 15 of any year that the teacher revokes his/her authorization.
- B. Credit Union - Deductions may be requested for any pay period. They will begin the first pay period after forms have been properly filled out and submitted to the Treasurer.
- C. Annuities - New annuity deductions shall be requested no later than October 15 or February 15 of each year. Deductions shall begin during the first pay period beginning after these dates. Deductions may be changed for any pay period.
- D. Savings/Bonds - Deductions may be requested for any pay period. They will begin the first pay period after forms have been properly filled out and submitted to the Treasurer.

- E. State Teachers Retirement System (STRS) - Payroll deductions for purchasing experience credit for STRS will be made available to teachers. Deductions shall be made in equal amounts pro-rated over the year.
- F. Fund for Children and Public Education (FCPE) - Deductions may be requested during any pay period. They will be deducted in equal installments beginning with the first pay period after forms have been properly filled out and submitted to the Treasurer.
- G. 125 Plan – Payroll deductions for contribution to the 125 Plan will be made available to teachers. Deduction amounts shall be requested by November 30th of each school year. Deductions will be made beginning with the 1st paycheck in January of each school year.

SECTION 12.07 SALARY CREDIT FOR PART TIME TEACHERS

Teachers under a yearly contract to teach for one hundred twenty (120) days or more per school year will be credited with a year of teaching service for salary purposes.

SECTION 12.08 SEVERANCE PAY

- A. Retirement severance will be paid to each employee retiring from the Huron City School System at a per diem rate of the annual salary at the time of retirement and after ten (10) years of service in Huron under one of the State of Ohio Retirement Systems.
- B. Eligible days for retirement severance shall be one third (1/3) of the employee’s accumulated unused sick leave but not to exceed a total of eighty (80) days for the length of the contract. (Section 14.01 A.4 shall be increased to a maximum accumulation of two hundred eighty (280) days)
- C. To qualify for severance retirement an employee shall:
 1. Retire from the school system by submitting a written statement of retirement notice to the Board.
 2. Provide the Treasurer of the Board evidence from the retirement system that substantiates employee’s eligibility for disability or service retirement as of the last day of employment.
 3. After items #1 and #2 above have been completed and severance pay is requested, the employee must have the severance payment deposited into a 457 plan. A committee consisting of the Treasurer and Association representatives shall be established to implement this provision.
 4. Payment of sick leave for severance shall be considered to eliminate all sick leave credit accrued by the employee at that time.
 5. In the event of death, severance due will be paid to the estate of the deceased.

SECTION 12.09 RETIREMENT PICK-UP AND SHELTERING

The Board shall designate each teaching employee's mandatory contributions to the State Teachers' Retirement System of Ohio as "picked up" by the Board as contemplated by the Internal Revenue Service Rulings 77-264 and 81-36, although they shall continue to be designated as employee contributions as permitted by Attorney General Opinion 82-097, in order that the amount of the employee's income reported by the Board as subject to federal and Ohio income tax shall be the employee's total gross income reduced by the current percentage amount of the employee's mandatory State Teachers' Retirement System contribution which has been designated as "picked up" by the Board, and the amount designated as "picked-up" by the Board shall be included in computing final average salary, provided no employee's total salary is increased by such "pick up", nor is the Board's total contribution to the State Teachers' Retirement System increased thereby.

SECTION 12.10 TUITION FOR CHILDREN OF BARGAINING UNIT MEMBERS

- A. The Huron Board of Education, under Ohio Revised Code and Board Policy JECB, provides that a student whose parent(s) is(are) employed full-time in the District shall be admitted without tuition obligation to the schools of the district, provided that the student is enrolled on or before the first day of classes in any school year. All students admitted under this policy shall be entitled to continue attending without tuition obligation until they graduate.
- B. The Huron Education Association hereby agrees that all students admitted under such policy shall not count against the class size requirements under Article XV, Class Size, of the Negotiated Agreement between the Huron Education Association and the Huron Board of Education. This agreement shall remain in effect for the duration of the student's career. The placement of students will be fair and equitable.
- C. All children of employees will be admitted without tuition obligation. This shall exclude all day kindergarten classes.

ARTICLE XIII - INSURANCE

SECTION 13.01 HOSPITALIZATION AND MEDICAL INSURANCE

- A. Comprehensive Health Insurance with Preferred Provider Point of Service Option
 - 1. The Ideal 1 (Tiger 1) Medical Plan shall be available for all employees. It will replace and supersede the Hospitalization and Medical Insurance offered during the 2007-08 school year.
 - 2. When the Out-of-Pocket maximum is reached, the plan pays 100%.
 - 3. This plan includes the mail order drug provision, a lifetime maximum of \$2,000,000 and coverage of dependents to age 19. Dependents may receive coverage to age 25 if said dependent is a full-time student.

4. An Innovative Benefit Design Plan will be implemented by the Huron Board of Education as outlined in Appendix H. All benefits shall remain unchanged except as such changes are mutually agreed upon between the Board of Education and the Association. The insurance premium for bargaining unit members will be five percent (5%) for 2008-2009, six percent (6%) for 2009-2010, and six percent (6%) for 2010-2011 of the premium costs for hospitalization and medical insurance for single and family coverage. The employee's contribution will not exceed \$25 per month for single coverage and \$55 per month for family coverage.

B. Incentive Payment

Employees who are on the current medical and prescription insurance plans as of March 1, 2008 will receive the following payments after switching to the new Ideal One (Tiger 1) Health Insurance Plan and the new Ideal Three (Tiger 3) Prescription Drug Plan:

Family Plan	Year One	Year Two	Year Three
	\$800.00	\$800.00	\$800.00
Single Plan	Year One	Year Two	Year Three
	\$400.00	\$400.00	\$400.00

1. These amounts shall be paid each year on January 1, beginning on January 1, 2009.
2. These amounts shall be deposited into a Section 125 Plan.

C. Hospital Utilization Review (HUR) and Second Opinion Surgery (SOS)

The HUR/SOS will have a \$200.00 non-compliance penalty for failure to advise the provider in advance of a non-emergency hospital stay. It shall be understood that the call is to be made to the provider, not to seek permission, but to inform the provider of expected use of services.

D. Section 125 Plan

1. The Board shall provide to bargaining unit members Flexible Spending Accounts (FSAs) or a Section 125 Plan, according to Federal Law. The FSAs will have a third-party administrator selected by the Board. Costs incurred by the third-party administrator of the plan will be deducted from any balance left in FSAs at year-end. If there is no such balance, the Board shall pay the remaining costs of administration.
2. Bargaining unit members are permitted to participate in the Section 125 Plan on a voluntary basis in accordance with Federal law.

E. Insurance Committee

An insurance committee shall be formed, consisting of three (3) members appointed by the Association and three (3) members appointed by the Superintendent. This committee will meet at least quarterly to jointly study and review the existing insurance programs, particularly with regard to whether appropriate insurance coverage for unit members may be provided in a more cost-effective manner. Deliberations of the insurance committee shall not constitute negotiations, but the committee shall have the authority to make recommendations to both the Board and the Association. The insurance committee shall screen requests for services not covered by the insurance plan.

SECTION 13.02 TERM LIFE INSURANCE

The Board shall provide all teachers term life insurance in the face amount of fifty thousand dollars (\$50,000).

SECTION 13.03 PRESCRIPTION DRUG

The Ideal 3 (Tiger 3) Prescription Plan shall be available for all employees. It will replace and supersede the Prescription Drug Plan offered during the 2007-08 school year.

SECTION 13.04 INSURANCE OPT-OUT INCENTIVE

A. The Board will implement the following plan:

1. Eligible participants: Full time bargaining unit members who have family coverage under the health insurance and prescription plans at the time of ratification of this Agreement, who terminate their coverage under those insurance benefits are eligible to participate in the Health Insurance Opt-out Plan.
2. Plan Benefits: Each eligible Plan participant will receive an incentive payment equal to 85% of the amount which the Board would have been required to contribute toward a Single Plan under the Ideal 1/Tiger 1 Plan. The incentive payments shall be paid in twenty-six (26) equal installments over the course of the school year.
3. Involuntary Changes in Insured Status: Any bargaining unit member who participates in the Health Insurance Opt-out Plan and who involuntarily loses other insurance coverage through the layoff of a spouse, death of a spouse, or divorce from a spouse will be permitted to enroll in the Board-provided health insurance plan. Notice of intent to enroll will be provided to the Treasurer not later than ten (10) days following a qualifying event with coverage to be effective the first day of the following month. The incentive payments will stop when health insurance coverage begins.
4. Voluntary Changes in Insured Status: Any bargaining unit member who participates in the Health Insurance Opt-out Plan may enroll in the Board-provided insurance plan during the annual open enrollment period. Incentive payments will stop when health insurance coverage begins.

5. Spouses with District-provided Insurance: An employee who is covered through his/her spouse's family coverage under the Board-sponsored or any other HESE member-sponsored Health Insurance Plan is not eligible to participate in the Health Insurance Opt-out Plan.

SECTION 13.05 VISION INSURANCE

The Board shall provide a Vision Services Plan as follows:

\$25.00 Co-pay.

Teachers will pay five percent (5%) of the premium for 2008-2009, six percent (6%) for 2009-2010, and six percent (6%) for 2010-2011. The Board will pay the balance of the premium costs.

SECTION 13.06 DENTAL INSURANCE

Effective January 1, 1983, a dental plan will be available for either single person or family coverage at the option of the teacher. Teachers will pay five percent (5%) of the premium for 2008-2009, six percent (6%) for 2009-2010, and six percent (6%) for 2010-2011. The Board will pay the balance of the premium costs.

The UCR plan dental coverage shall have a twenty-five dollar (\$25.00) per person, per year and fifty dollar (\$50.00) per family, per year deductible clause. The carrier shall pay one hundred percent (100%) for all preventive services. Coverages shall be co-insurance on a 50/50 basis for orthodontics and major restorative procedures, and an 80/20 basis for basic restorative services. The calendar year maximum for preventive and diagnostic, basic restorative and major restorative services shall be \$2,500 per person. The orthodontic life-time maximum shall be \$1,000 per person.

ARTICLE XIV – LEAVES

SECTION 14.01 SICK LEAVE

A. General Regulations

In order to conform to the Ohio Statutes as revised and amended by Section 3319.141 sick leave regulations for employees of the District shall be adopted as follows. For the purpose of computing sick leave credit, the year beginning September 1 and ending the following August 31, shall be used as a basis for teachers.

1. All full-time employees shall be entitled to a maximum of fifteen (15) days of sick leave during any current year, the same to be computed at a rate of 1-1/4 days of credit for each month completed of service.
2. Part-time, seasonal, intermittent, per day, and hourly employees shall be entitled to sick leave for the time actually worked, at the same rate as that granted full-time employees.

3. Sick leave for all employees shall be computed and credited at the end of each completed month of service.
4. Sick leave for all employees shall be cumulative to two hundred eighty (280) days.
5. Additional sick leave will not be credited for overtime service.
6. Personal Illness - Employees absent for more than twenty (20) consecutive days due to personal illness shall, upon their return to work, provide the administrative office with a doctor's statement verifying that the employee is physically able to return to work.
7. Personal Injury - Employees absent for more than twenty (20) consecutive days due to personal injury shall, upon their return to work, provide the administrative office with a doctor's statement verifying that the employee is physically able to return to work.
8. Upon approval of the administrative office, sick leave shall be paid for illness in the employee's immediate family. Immediate family shall be interpreted to mean a relative living in the same household, or father, mother, brother, sister, husband, wife, children, mother-in-law, father-in-law, grandparents, and grandchildren.
9. Sick leave shall be granted for absence due to death in the immediate family in an amount not to exceed three (3) days. For good cause shown to the satisfaction of the Superintendent, an employee shall be granted sick leave beyond the three (3) days provided herein up to said employee's total accumulation. Immediate family shall be interpreted to mean a relative living in the same household, or father, mother, brother, sister, husband, wife, children, mother-in-law, father-in-law, son-and-daughter-in-law, grandparents, and grandchildren. The Superintendent may grant sick leave for the death of a sister-in-law or brother-in-law; this provision pertaining to sister-in-law and brother-in-law shall expire at the end of this contract unless otherwise agreed to by the parties.
10. Sick leave shall be granted for pregnancy as per Ohio law.
11. Each teacher in the system shall be credited with a total accumulation of not less than five (5) days of sick leave on September 1 of each year. They shall not be eligible for additional sick leave until such time as their period of service has entitled them to more.
12. Sick leave shall not apply to extended time duties.

B. Accumulated Sick Leave from Previous Employment

1. An employee who transfers from another Ohio public school district or other public agency of the Huron City School District, shall be credited with the balance of his/her unused sick leave. In order to secure this credit, the teacher shall supply the District Treasurer with the number of accumulated sick leave

days he/she had upon leaving his/her previous employment and the name and address of the previous employer's Treasurer for the purpose of confirmation.

2. An employee returning to service in the District after a separation from such public service shall be granted accumulated sick leave which shall be placed to the employee's credit upon his/her reemployment in the public schools, provided that such reemployment takes place within ten (10) years of the date of last termination from public service.
3. Only the accumulative total of A(4) above credited from previous employment may be used.

SECTION 14.02 PERSONAL LEAVE

A maximum of four (4) unrestricted days personal leave shall be available to the instructional staff each school year. All past practices for restricted personal leave are eliminated.

Personal leave is to be in compliance with the following guidelines:

- A. Written request, on the Board provided form, must be given to the Superintendent or his/her designee at least five (5) work days prior to the requested date, except in emergencies. In emergency situations the form shall be submitted as early as possible.
- B. Personal leave shall be used in 1/2 or 1 day increments.
- C. Approved personal leave shall be at regular pay.
- D. Personal leave may not be accumulated from year to year.
- E. Personal leave cannot be used to extend a holiday or vacation time.
- F. No more than ten percent (10%) of the classroom teachers assigned to a building shall be absent from his/her assigned building by reason of personal leave. In instances of most urgent necessity, the immediate supervisor may waive this limitation if, in his/her discretion, the circumstances warrant.
- G. Personal leave may be taken provided that all provisions of this policy have been met and that specified circumstances are consistent with the guidelines of this policy.
- H. Teachers shall be paid the following amounts for personal leave days based on the number of days used during the school year:

<u>Days Used</u>	<u>Amount</u>
0	\$500
1	\$300
2	\$100
3	\$0
4	\$0

SECTION 14.03 UNPAID LEAVE OF ABSENCE

A. Upon written request of a teacher having been employed by the District for a minimum of five (5) consecutive years, upon recommendation of the Superintendent, the Board may grant leave of absence without pay for a period of not more than one (1) school year, for the following purposes:

1. Special government service (e.g. Peace Corps, Foreign Exchange Teaching, etc.);
2. Professional study;
3. Illness or disability in the immediate family;
4. Travel;
5. Elected or appointed public office;
6. Elected or appointed office in the teacher's state or national professional organization.

B. The Board shall grant a leave of absence without pay for a period of one (1) year and the leave shall be extended for a second year, if requested by the teacher no later than April 1 of the first year's leave, for the following purposes:

1. Personal illness;
2. Physical or mental disability.

The Board may request and shall be provided medical verification of the teacher's inability to work prior to granting an unpaid leave.

C. Upon return to service in the District at the expiration of such leave of absence, the teacher shall resume the contract status held immediately prior to such leave. Credit for purposes of placement on the salary schedule, or in the calculation of years of service in the school district for purposes of seniority shall accrue to such teacher as permitted by Section 10.02 of this Agreement.

A returning teacher will be assigned the old position, if available, or to a similar position for which he/she is qualified.

D. Upon written request from the teacher, the Board may grant an additional year's leave of absence under the conditions listed above.

E. A teacher shall be eligible to have any and all of his/her insurance coverage continue during an unpaid leave of absence, provided the employee pays the premium(s) for said coverage no later than the first day of each month. The Treasurer will notify the employee of the amount of the premium and the address to which it is to be sent.

SECTION 14.04 FAMILY MEDICAL LEAVE ACT

A full-time employee with at least twelve (12) months of service in the Huron City Schools shall be granted the maximum of a 12-week, unpaid family medical leave (during each 12-month period) for:

- 1) The birth and first-year care of a child;

- 2) The adoption or foster placement of a child;
- 3) The serious illness of a member of the employee's immediate family as defined in Section 14.01(A)(8) of this Article;
- 4) The employee's own serious health condition that keeps the employee from performing the essential functions of his or her job in accordance with the following specifications:
 - A. The employee shall apply in writing to the Superintendent or his/her designated representative not later than thirty (30) days prior to the beginning date of the requested leave of absence, if leave request was foreseeable. The written application, requiring Superintendent's approval, shall specify the proposed dates the leave is to commence and terminate, with every attempt being made to select those dates least disruptive to the educational process and district operations. The Board may require the employee to provide certification from a health care provider containing verification in accordance with the Family Medical Leave Act if he or she requests a leave under 3 or 4 above.
 - B. While on family medical leave, the employee will continue to receive the same group health coverage that he or she had while employed. The Board will pay for this continued group health coverage to the same extent that the Board paid for the coverage that each employee had before beginning his or her leave.
 - C. For purposes of FMLA, "serious health condition" means an illness, injury impairment, or physical or mental condition that involves:
 1. Any period of incapacity or treatment in connection with or consequent to inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility;
 2. Any period of incapacity requiring absence from work, school, or other regular daily activities, of more than three (3) calendar days, that also involves continuing treatment by (or under the supervision of) a health care provider; or
 3. Continuing treatment by (or under the supervision of) a health care provider for chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three (3) calendar days or prenatal care as defined in the Family and Medical Leave Act and subsequent implementing regulations or amendments.
 - D. An employee on family medical leave shall not be entitled to advancement on the salary schedule or the accrual of sick leave for the period of absence.
 - E. Once the leave is approved by the Superintendent and the Board, it may be altered or cancelled with the approval of the Superintendent, the Board, and the applicant.

- F. Upon returning from leave, the Board will restore the employee to the same or an equivalent position. If an employee on family medical leave decides not to return to work, then the Board will charge the employee for the amount of the insurance premiums that the Board paid for that employee's health care coverage during his or her leave, unless there is a continuation, recurrence or onset of a serious health condition or other circumstances beyond the employee's control.

SECTION 14.05 JURY DUTY/COURT LEAVE

- A. A teacher required to appear as a witness at a trial or hearing before a court of competent jurisdiction shall be granted leave with pay if called as a witness to testify to facts arising out of such teacher's scope of employment.

A teacher required to appear as a defendant or appearing as a witness at the request of the Board at a trial or hearing before a court of competent jurisdiction shall be granted leave with pay if named as a defendant by reason of acts or omissions arising from such teacher's scope of employment. Additional days as needed may be granted for consultation with legal counsel.

Scope of employment is defined as those acts that arise during the performance of teaching duties. Scope of employment is not to be construed to include cases arising out of contract disputes between a teacher and the Board or the Association and the Board.

The leave granted under this provision shall not be deducted from such teacher's sick leave or personal leave.

- B. When it becomes necessary for a teacher to accept jury duty, the teacher shall be paid his jury pay and his regular salary for the number of days involved. Such leave shall not be deducted from any other type of leave.

When granted such leave, the teacher shall be replaced by a qualified substitute according to Board adopted policy.

SECTION 14.06 EMERGENCY LEAVE

Emergency leave may be granted with or without pay, upon approval by the Superintendent, upon submission of satisfactory evidence of urgent necessity by the teacher. Emergency leave may be applied for only when other appropriate leave days have been exhausted.

SECTION 14.07 MATERNITY LEAVE

- A. Pregnancy Disability Leave

1. Leave Rights

Teachers may use sick leave or advancements thereof as authorized by Board policy for absence due to pregnancy.

Teachers for whom sufficient sick leave is not available to cover the period of disability due to pregnancy as hereafter defined shall be entitled to unpaid leave of absence for that portion of the period of disability not covered by sick leave not to exceed twelve (12) weeks. Maternity leave, in accordance with Board adopted policy will be granted to teachers exceeding the twelve (12) week period.

Pregnancy disability leave shall be for a period of twelve (12) weeks. Extension beyond the twelve (12) week period shall be granted upon receipt of a statement by the employee's attending physician.

2. Application for Leave

Application for leave of absence due to disability caused or contributed to by pregnancy shall be in writing. This application should be filed as soon as possible.

3. Rights While on Leave

Teachers on leave due to pregnancy disability shall be entitled to full fringe benefits and shall be entitled to reinstatement at the expiration of the period of disability to the same class assignment, teaching assignment and supplemental duty assignment, if any, as held immediately prior to the disability leave.

B. Maternity/Paternity/Adoption Leave

1. Leave Rights

In addition to the "Pregnancy Disability Leave" provided in Section A, a teacher who is expecting a child or adopting a minor child shall be entitled to a leave of absence without pay for maternity/paternity/adoption reasons to begin at any time between a) the birth of the child, or in the case of adoption, the receipt of custody, and b) one (1) year after the child is born or adopted. Such leave shall be for a one (1) year period and shall be extended for an additional school year upon application for extension no later than April 1 of the first year's leave.

2. Application for Leave

Application for maternity/paternity/adoption leave shall be in writing, and shall contain a statement of the expected date of birth, or, in the case of adoption, the date of obtaining custody, the date on which the leave of absence is to commence and the date the teacher anticipates return to service. Such return date shall coincide with the commencement of a grading period. Applications for maternity/paternity/adoption leave shall be granted by the employer.

3. Time for Filing Application

Application for maternity/paternity/adoption leave prior to childbirth should be made prior to the thirtieth (30) day before the beginning date of the maternity leave. Application for maternity/paternity/adoption leave for the period beginning

with the expiration of a period of disability, or for leave related to adoption should be made prior to the thirtieth (30) day before the beginning date of the leave.

4. Reinstatement Rights

Upon return from approved maternity/paternity/adoption leave at the time set forth in the application for leave, the teacher shall be entitled to reinstatement to the same position which he/she held prior to the leave or to the substantially equivalent position for which the teacher holds valid, unexpired certification/licensure.

If the teacher desires to return to active service prior to the stated date of the application for leave, the teacher shall notify the Superintendent in writing that an early return to service is requested, and the date upon which the teacher wishes to return. Upon recommendation of the Superintendent, the Board may authorize the early return of such teacher. If the early return is so authorized, the teacher shall be assigned to the same or substantially equivalent position for which he/she is qualified not later than the commencement of the next grading period.

SECTION 14.08 ASSAULT LEAVE

In the event of an assault on a teacher by a student which results in the teacher being absent as a result of the assault, such absence will not be charged to the sick leave, and the teacher will receive full pay and benefits for such absence up to a maximum of twenty-five (25) days. This period may be extended, should the situation warrant, by the Superintendent. The Board may require an examination by a physician, at Board expense, to determine the nature and the extent of the teacher's disability. The teacher must notify the prosecutor of his/her intent to prosecute and shall complete the process as requested by the prosecutor.

SECTION 14.09 PROFESSIONAL LEAVE

- A. Attendance at professional meetings should stimulate an exchange of ideas between personnel of various districts, further the recognition and reputation of the Huron City School District through its official representatives, encourage contact with outstanding leaders in the field of education, and promote the professional outlook, confidence, and zeal of a staff member.
- B. A form of application to attend conferences, conventions, and workshops may be obtained from the office of each school by the employee desiring leave. At least two (2) weeks prior to the meeting, the individual should fill out the form in triplicate and submit all copies to the school principal. The recommendation will be forwarded to the Superintendent for his consideration. Following disposition by the Superintendent, one (1) copy of the application with appropriate notation will be returned to the applicant; one (1) copy filed with the Treasurer; and one (1) copy returned to the Principal.

The Superintendent will consider for approval conference requests which relate directly to the contracted job placement of the employee, do not exceed four (4) from the district or two (2) from any one building to the same conference, with one (1) from each building

receiving preference over two (2) from a building in attaining the four (4). This limit may be waived by the Superintendent.

- C. The total amount of reimbursement shall be the actual cost for registration, mileage or other transportation costs at the currently announced IRS rate and actual cost for meals and lodging not to exceed one hundred dollars (\$100) per day. All requests for professional leave which require superintendent approval must have attached by the Principal a written statement explaining how the meeting is expected to contribute to the educational program of the school.
- D. All who participate in a professional meeting must, upon their return, submit a written report to their principal or supervisor, who will distribute copies of the report to other staff who may profit from the report. Seven copies will be sent to the Superintendent, five of which are for the Board. This report shall accompany the reimbursement request.
- E. Any reimbursement shall be made within the next two (2) scheduled pay dates.
- F. Non-reimbursement conference reports are due to the principal within a reasonable length of time thereafter.

SECTION 14.10 EMPLOYER INITIATED LEAVE

If teachers on limited and continuing contracts are requested to receive a medical examination, with justifiable reasons, the teacher may:

1. Request an exam by a physician appointed and paid for by the Board.
2. Receive an exam by his/her personal physician and assume the expense.

The results of these examinations are privileged data and may not be released by the physician to anyone other than the teacher's private physician and the teacher pursuant to Section 3319.13, Ohio Revised Code.

The physician shall report to the Superintendent the ability or inability of the teacher to perform his/her contractual duties. This communication must be treated as confidential.

Health examinations or vaccinations required by the State of Ohio or required locally must be provided without cost to the certificated/licensed staff. If a member of the certificated/licensed staff elects to have his/her own private examination or vaccinations, the member shall pay said cost and provide a documented statement of satisfactory completion of the required examinations or vaccinations.

SECTION 14.11 ASSOCIATION LEAVE

The Board shall authorize three (3) days absence without loss of pay each school year for members of the bargaining unit for purposes of official representation at union meetings, conferences or conventions. The Superintendent may authorize up to an additional five (5) days of paid leave for the President of the Association. The date(s) shall be requested by the President of the Association ten (10) work days in advance of the date(s) requested.

ARTICLE XV -- CLASS SIZE

SECTION 15.01 DEFINITIONS

- A. Class size shall mean the ratio of pupils to full time certificated/licensed staff members in any given classroom, shop/laboratory situation for instructional purposes.
- B. At the elementary level this ratio shall be computed on the basis of the size of the homerooms at any grade level.
- C. At the middle school and high school, this ratio shall be computed on the basis of the size of individual class section/period of a course offered.
- D. Special area certificated/licensed staff members or non-direct care employees shall not be included in the computation for any grade level or class period.

SECTION 15.02 LIMITATIONS AND REMEDIES

- A. At the kindergarten level, class size shall not exceed fifty (50) pupils to one (50:1) certificated/licensed staff member. Efforts shall be made to balance kindergarten classes.
- B. At the elementary school, class size shall not exceed twenty-five (25) pupils to one (25:1) certificated/licensed staff member.
 - 1. Additional teacher(s) will be hired and homeroom(s) established at the elementary school if the enrollment numbers exceed twenty-five (25) pupils to one (25:1) certificated/licensed staff member. If classroom space is not available in the building without displacing another certificated/licensed staff member from his/her classroom, the Superintendent and Association President shall meet with the teacher(s) affected and the building principal to review other possible solutions, and may enter into a memorandum of understanding to address the solution.
 - 2. If, after the fifth week of school, class size exceeds the above limit at the elementary school, an aide will be hired at the affected grade level. Between the fifth and seventh week each affected homeroom teacher will receive a stipend of two hundred dollars (\$200) if more than twenty-five (25) students are assigned to that homeroom.
 - 3. Teachers employed to reduce class size after the Friday before opening day will be automatically non-renewed at the conclusion of the school year and will not be entitled to any re-employment rights provided other teachers under this contract.
 - 4. To avoid delay in employing additional teacher(s) under this section of the contract, all posting requirements are waived.
- C. At the middle school and high school, class size shall not exceed twenty-seven (27) pupils to one (27:1) certificated/licensed staff member except as indicated in 1. and 2.

below. Class size shall be computed for each class section/period. Fifth Grade may not exceed the 27:1 ratio.

1. Study halls, bands, and choirs are excluded from the class size limitations at the middle school and high school.
2. Class size for physical education classes shall not exceed thirty-two (32) to one (32:1) certificated/licensed staff member. For each student exceeding the class size in a physical education class, a stipend of two hundred-fifty dollars (\$250) will be paid per semester.
3. When scheduling students into courses, a cap of twenty-five (25) shall be placed in each course with two (2) more permitted to enter.
4. Ratios at the middle school and high school shall be computed on individual class section/period of a course offered.
5. If class size is exceeded in classes other than study halls, bands, choirs, or physical education, a stipend of two hundred dollars (\$200) per semester shall be paid for the twenty-eighth student placed in the class, and a stipend of three hundred dollars (\$300) for the twenty-ninth student placed in the class. In no case shall there be a 30th student in a class.
6. For the purpose of computing stipend, payment will be prorated on the length of time the class size limits were exceeded.
7. For teachers working with literature and/or composition at the middle school, the total daily pupil load shall not exceed one hundred thirty-five (135) students.

For teachers working with literature and/or composition at the high school, the total daily pupil load shall not exceed one hundred twenty (120) students. If any teacher in this subject area agrees, the principal may assign student(s) in excess of the one hundred twenty (120) student daily load to that teacher. In no case will any one teacher be asked to accept more than three (3) students over the one hundred twenty (120) limit. It is further understood that any students assigned beyond the one hundred twenty (120) limitation shall have enrolled in the District after June 1.

8. For teachers in other academic areas, at the middle school and high school, the total daily pupil load shall not exceed one hundred thirty-five (135) pupils per semester for those teaching five (5) sections, nor one hundred sixty-two (162) for those teaching six (6) sections.
9. For the middle school and high school, class size will be computed by the end of the first week of the previous June. Administrators will make every reasonable attempt to adjust loads or close sections to bring the class size ratios into proper alignment.

10. In grade five, math and reading classes may be grouped by teachers to enhance the learning of various ability levels so long as the average class size does not exceed the 27:1 ratio.
- D. Any teacher teaching more than (1) class during any section (for example, Latin 7 and Latin 8 being taught during the same class period) shall receive a stipend of \$1,000 per semester. This shall not include independent study Art.
- E. For teachers working with special education students, the ratio shall be according to state and federal guidelines.
- F. Payment of stipends for oversize classes will be made on the second pay period following the end of the semester.
- G. Nothing in this provision shall be construed so as to prevent creative scheduling so long as the average class load for the week does not exceed the daily limits specified herein.
- H. If a teacher agrees to regularly teach during his/her planning/conference time, he/she will be paid an additional one seventh of his/her teaching salary.

ARTICLE XVI -- EDUCATIONAL DEVELOPMENT

SECTION 16.01 EDUCATIONAL STIPEND

On the first payday of each school year the District shall provide each bargaining unit member with a one thousand two hundred dollar (\$1,200.00) stipend to be used for educational purposes, retirement annuity, or other purpose as determined by the bargaining unit member.

SECTION 16.02 CURRICULUM COMMITTEE

- A. Each course of study which includes the scope and sequence of course offerings and course objectives for a subject area will be developed according to a K-12 format. It is understood that certain specialized courses are not taught at all grade levels.
- B. Each subject area course of study will be reviewed and revised by a subject area committee at least once every five (5) years according to a schedule and according to state law.
- C. Subject-area committees shall be appointed by building principals from staff members volunteering to serve on the committee.
 1. Committee will include one (1) person from each grade level teaching the subject in grade K-8 and up to four (4) teachers of the subject from the high school.
 2. Committee members will be appointed for the year the course of study is to be revised and the members will remain on the committee until the next revision. Vacancies on committees will be filled by the principal.

3. The curriculum supervisor will chair each subject area committee and will schedule and organize activities and meetings as needed.
 4. The committee will develop and/or revise and submit to the Superintendent of Schools the K-12 course of study conforming to state regulations.
 5. The committee will study and recommend the adoption and purchase of textbooks and other curricular materials and equipment.
 6. The committee will recommend in-service education or professional development in the subject area and assist in the implementation of the course of study.
- D. All teachers serving on the Curriculum Development Committee shall either be granted release time or extended time as needed, subject to approval of the principal or supervisor. The parties recognize attendance at textbook presentations after school to provide input in the selection process will be voluntary and without release or extended time.

SECTION 16.03 LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

In accordance with O.R.C. 3319.22 the parties agree to establish a committee called the Local Professional Development Committee.

- A. This committee shall consist of three (3) members appointed by the Association President and two (2) members appointed by the Superintendent. One of the Superintendent's appointees will be a principal employed by the district.
- B. These appointments shall be made annually on or before May 1st. When an appointee removes himself from the Committee during the year, a replacement appointment will be made by the Association President and the Superintendent depending on the vacant position.
- C. The appointments shall be made by each party outlined above notifying the other of those appointed.

This committee will be responsible for approving and reviewing personal development plans for course work, continuing education units, and/or equivalent activities. If an Administrator requests that his/her plan be reviewed by a majority of Administrators, two teachers will be excused from the committee.

This committee will meet monthly and as necessary.

- A. The committee may also be convened by the request of (1) one sitting member on each side to deal with emergency situations.
- B. The committee will normally meet during regular school hours; and if it becomes necessary to schedule a meeting beyond the normal day, the members will be compensated at their normal hourly rate.

All decisions of this committee may be made by a majority vote of the committee members present and voting.

If during the course of carrying out committee responsibilities there is a requirement to have inservice or training, they may do so at no cost to the committee or loss of pay. All necessary, actual and reasonable costs of training-including all registration costs, travel, meals and accommodations and mileage will be reimbursed by the Board of Education in accordance with the negotiated agreement. A maximum of two thousand dollars (\$2,000) every two (2) years will be appropriated for this inservice training.

SECTION 16.04 ENTRY-YEAR PROGRAM

A. Purpose

The purpose of the Entry-Year Program is to provide a program of positive formal support including mentoring to foster professional growth of the individual, and assessment of the performance of beginning teachers and other bargaining unit members who require a license. The Entry-Year program and assessment examination does not replace the employment evaluation and is used exclusively for licensure determination.

B. Entry-Year Committee Structure

1. The Association shall select three (3) representatives to serve on the Entry-Year Committee. Representatives must have training in the use of the Pathwise Observation System.
2. The Lead Mentor shall be a member of the Association.
3. The Board shall select three (3) representatives to serve on the Entry-Year Committee.
4. The Committee shall recommend to the Superintendent when, where, and the number of meetings necessary to fulfill its purpose.

C. Release Time/Compensation

1. Entry-Year Committee members shall be provided release time to attend committee meetings if held during the school day.
2. Entry-Year Committee members shall be compensated at their per diem rate divided by 7 and 1/2 hours for each hour they are required to attend committee meetings and to perform related Entry-Year Committee work done outside the work day and/or work year.
3. The fees for Praxis III assessment will be shared by the Entry-Year teacher and the Board, with the Board reimbursing the Entry-Year Teacher up to a maximum of seven hundred dollars (\$700) upon successful completion of the Praxis III Test.

4. Mentors shall be given supplemental contracts and shall be included on the supplemental salary schedule. The compensation rate shall be: Mentor - .04, Lead Mentor - .06. These supplemental contracts shall be automatically non-renewed at the end of each year. They shall not qualify for renewal under Section 9.06 - Filling Supplemental Positions.

D. Mentors

The Entry-Year Committee shall determine the criteria for selecting mentors. The Entry-Year committee shall select the mentors and determine their role and responsibilities.

E. Lead Mentor

The role and responsibilities of the Lead Mentor shall be determined by the Entry-Year Committee. The role and responsibilities shall include working with Department Chairs and Assistant Department Chairs in mentoring teachers that are not considered Entry-Year Teachers.

F. Selection Process for Assignment of Mentors to Mentees

The Entry-Year committee members shall establish the criteria for determining the most appropriate assignment of mentors to mentees.

G. Training and Release Time - Mentors and Entry-Year Teachers

1. The Board shall provide the committee members the opportunity to attend training in order to establish and maintain an effective Entry-Year Program.
2. The Board shall pay all reasonable costs for actual and necessary training that committee members are required to attend. Payment for attendance for other training will be paid if approved in advance by the Superintendent.

H. Confidentiality

1. Mentors shall communicate directly with the Entry-Year teacher and shall hold all information in strict confidence. All interaction, written or verbal, between the mentor teacher and the entry-year teacher shall be confidential information.
2. No mentor shall participate in any informal or formal contractual evaluation of any Entry-Year teacher.
3. No mentor shall be directed, required, or requested to make any recommendation regarding the employment of an Entry-Year teacher in the program.

I. Entry Year Program Content

The Entry-Year Committee shall develop the program content.

J. Contractual Evaluation

The Entry-Year program shall not replace employment evaluation. Evaluations of Entry-Year teachers shall be conducted in accordance with the provisions of the evaluation procedure contained in Article XVI of this collective bargaining agreement and per applicable state laws.

K. Length of Program

The Entry-Year program shall be one (1) academic year in length, a minimum of one hundred twenty (120) school days.

L. Workload

1. The mentor shall have a minimum of two (2) days to work individually with Entry-Year Teachers in professional areas as designated. Additional time may be granted by the Superintendent upon the recommendation of the Lead Mentor.
2. The Entry-Year Teacher shall have release time for consultation with the assigned mentor and this time shall be provided or schedules adjusted to facilitate mentor/Entry-Year Teacher meetings and observations of each other. The Entry-Year Teacher may be permitted to observe other teachers, in or out of the Huron City School District, upon approval of the administration.

M. Definitions

1. Client Teacher: A teacher employed under a teaching or educational personnel certificate/license who will be provided formative assistance by a consulting teacher. Refer to Entry-Year Teacher.
2. Mentor: A teacher who will provide formative assistance to a client teacher. Usage of this term will reference collective bargaining language and eliminate confusion with supervisory roles as well as help maintain the “attorney/client” privilege.
3. Entry-Year Program: A program of support provided by a school district to meet the unique needs of an individual in the first year of employment under a classroom teaching certificate/license or an educational personnel/license.
4. Entry-Year Teacher: A person in the first year of employment under a classroom teaching certificate/license or an educational personnel certificate/license (refer to Client Teacher).
5. Praxis III: The performance assessment exam.
6. Pathwise: The observation system utilized for mentors and Entry-Year teachers.

SECTION 16.05 MENTORS FOR TEACHERS NEW TO THE DISTRICT

Mentor teachers may be assigned to experienced teachers new to the Huron City School District by the building principal. Mentor teachers shall have the appropriate training and/or certification/licensure and be chosen in an equitable manner. The compensation rate shall be at .02 of the base salary. These supplemental contracts shall be automatically non-renewed at the end of each year. They shall not qualify for renewal under Section 9.06 - Filling Supplemental Positions.

ARTICLE XVII -- EVALUATION AND JOB DESCRIPTIONS

SECTION 17.01 TEACHER EVALUATION

A competent staff is the essential element of a good, effective, educational system. To assist and encourage professional growth, members of the school staff have developed these evaluative procedures.

Evaluation, if it is to serve as a guidance for self-appraisal and evaluation, must be a cooperative process. This form for self-appraisal and evaluation has been designed for the purpose of maintaining and improving the quality of instruction. As each item is checked for instructional strength and weakness, the purpose of the evaluation, professional growth, must be kept in mind.

This form may be used by the teacher for self-appraisal and shall be used for the administrator's appraisal of the teacher. Self-appraisal by the teacher shall be voluntary. Self-appraisal seeks only to indicate what a teacher feels about his/her own performance and to stimulate the growth which comes from a systematic review of desirable teaching practice.

A. Schedule for Evaluations and Observations

Administrators are responsible for written evaluation reports of their professional staff members according to the following schedule:

1. All new teachers working on a one-year contract or teacher who has received an unsatisfactory evaluation in the previous year: three (3) appraisals based on classroom observations and overall professional performance; the first to be completed by October 30; the second by January 30; the third by March 15.
2. All teachers other than those found in Section A(1), above, whose contracts are up for renewal for the next school year are to be observed and a complete evaluation made by January 30. Any unsatisfactory evaluation will be followed by an additional observation and evaluation within sixty (60) days.
3. All teachers on a continuing contract: an annual evaluation to be completed by June 1 once every three (3) years.
4. The evaluation procedures described in this Article supersede and replace those set forth in Section 3319.11 and 3319.111 of the Ohio Revised Code.

B. Classroom Observations

The classroom observation should be of sufficient length in the subject area covered in order to watch the complete development of a lesson. At this observation, the principal may check the lesson plans, seating charts, daily schedule, emergency classroom procedure, and the adequacy of preparation for a substitute teacher. There should be as little distraction from the classroom routine as is possible under the circumstances, and the teacher should continue as planned and not teach the observer. Observations may be either scheduled or unscheduled.

C. Conferences with Teacher and Principal

1. Within five (5) school days following each classroom observation, the teacher shall meet in conference with the principal and discuss the teaching performance appraisal prepared by the administrator. For the purpose of this section, school days shall be counted as days when both the evaluator and teacher are present.
2. During this conference, the evaluator shall indicate any areas which he/she found to be unsatisfactory and needing improvement. Such indication shall include specific written recommendations for the desired improvements and the means by which the teacher may obtain assistance in making such improvements.
3. At the conclusion of this conference, the evaluation report will be prepared in triplicate, signed and distributed as follows: original to the superintendent, copy to the teacher, and a copy to the principal. The signature of the teacher indicates that the report has been examined but not necessarily that the teacher agrees with the written evaluation. The teacher may attach any comments or a rebuttal to this report.
4. The conference shall emphasize the material contained in the written report and it is imperative that a rapport based on trust and mutual respect be established prior to these conferences (early in the school year) if they are to be meaningful to all concerned. It is understood that all areas appearing in the written form may not be applicable at every evaluation and, therefore, should be indicated by a "NO" (not observed) in the space provided.
5. The evaluation will be based on the classroom observation and overall professional performance.

SECTION 17.02 EVALUATION PROCEDURES FOR SUPPLEMENTAL CONTRACTS

- A. Each contract employee will receive the Supplemental Contract Description from the Principal or designee no later than the first teachers' record day for extra-curricular and co-curricular positions, for all athletic supplemental positions on or before the first day of coaching, as defined by the OHSAA.
- B. The contract employee will be given the Supplemental Contract Evaluation form by the Administrator before the conclusion of the activity or athletic season.

- C. The contract employee may complete the self-evaluation (SE) column of the form; write comments, if desired; and circle the appropriate overall self-evaluation. This form must be returned to the Administrator within five (5) working days after the completion of the last contest or activity.
- D. Upon the return of the Supplemental Contract Evaluation form, the Administrator will complete the Administration Evaluation (AE) column of the form; write comments, if desired; and circle the appropriate overall administration evaluation.
- E. A conference between the contract employee and the Administrator is to be held within fifteen (15) working days of the receipt of the Supplemental Contract Evaluation self-evaluation form from the contract employee. Differences in evaluations and methods of improvement, if necessary, will be discussed at this conference. The contract employee will sign the evaluation form at this time to signify that the conference was held and that the evaluation was discussed and methods of improvement, if necessary, were suggested by the Administrator.
- F. The contract employee and the Administrator will use the following symbols to complete the evaluation columns:
 1. "S" if the item was Satisfactorily completed.
 2. "NI" if the item Needs Improvement to be satisfactory.
 3. "U" if the item was Unsatisfactorily completed or not completed.
 4. "NA" if the item does Not Apply to your assignment.

SECTION 17.03 TEACHER EVALUATION AND SUPPLEMENTAL EVALUATION REVIEW

- A. No later than October 1, 2008, the Association President and the Superintendent will each appoint four (4) representatives to serve on a committee to meet and evaluate the teacher evaluation procedures. The committee shall meet to review and revise as necessary the current negotiated evaluation procedures. If mutually agreeable, meetings shall be held during the regular work day.
- B. No later than March 1, 2009, the committee shall present all recommended changes in the teacher evaluation procedures to the Association and the Board of Education for approval. If approved, this new teacher evaluation will replace the existing teacher evaluation in Appendix B.4.

ARTICLE XVIII -- EMPLOYMENT OF RETIRED TEACHERS

SECTION 18.01 TERMS AND CONDITIONS

In recognition of the enactment of Senate Bill 144, which eased re-employment restrictions for State Teachers Retirement System (STRS) Retirees, the following terms and conditions relating to the employment of Retirees will prevail in the Huron City School District.

- A. For purposes of this Article, a Retiree is an individual who has attained service retirement status with the STRS and is otherwise qualified by certification/licensure to be employed as a teacher in Ohio.
- B. Where a teaching vacancy exists, the Board may consider and employ a Retiree upon the recommendation of the Superintendent.
- C. A Retiree shall be paid at the BA/BS-5 Step of the salary schedule regardless of training and years of service, and so long as employed by the Board shall not advance on the salary schedule based either on years of service or additional training.
- D. A Retiree shall receive a one-year limited contract which shall expire automatically at the end of the term. Continuation of employment of a Retiree through offering new one-year limited contracts which automatically expire shall be at the election of the Board and upon the recommendation of the Superintendent. The provisions of Article VIII (Non-Renewal of Limited Contracts) and Article XVII (Teacher Evaluation) of this Agreement shall not apply to Retirees. A Retiree is not eligible for a continuing contract regardless of years of employment with the Board.
- E. A Retiree shall accumulate and may use sick leave in accordance with Article 14.01 of this Agreement, but is not entitled to severance pay under Article 12.08 of this Agreement or under law upon the conclusion of employment as a Retiree.
- F. A Retiree shall not be entitled to participate in the insurance benefits provided to bargaining unit members under Article XIII of this Agreement, so long as insurance benefits are available through STRS.
- G. A Retiree shall not accumulate seniority in the bargaining unit and has no right to recall in the event of a reduction in force under Article XI of this Agreement and/or Ohio Revised Code Section 3319.17.
- H. A Retiree is eligible for a supplemental contract only at the discretion of the Superintendent.
- I. The Board and the Association expressly intend this Article to supersede the provisions of Ohio Revised Code Sections 3317.13, 3317.14, 3313.53, 3319.11, 3319.111, 3319.141, and 3319.17, and all other applicable laws, and this Article of the Agreement will not be grievable under the grievance procedure or through any claim or action filed before the State Employment Relations Board (SERB) or any court of law.

JOB DESCRIPTION

TITLE: High School Media Specialist

QUALIFICATIONS: 1. Meets certification/licensure requirements of the State of Ohio Department of Education and the North Central Association.

REPORTS TO: High School Principal/Assistant Principal

SUPERVISES: Library Technicians and Student Aides

JOB GOAL: To provide leadership, coordination, and innovation in the operation of the media center.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Provides leadership, organization, and innovation in the operation of media center.
8. Interprets and provides services to the staff and works with them to implement and enrich the curriculum, developing a close working relationship among classroom and media center, teacher and library media specialist.
9. Serves as a resource person when instructional materials and their uses are being discussed and/or evaluated.
10. Evaluates and selects instructional materials and equipment, using recognized selection guides, and encourages administrators, staff, and students to participate in that selection.
11. Catalogues all media using a nationally recognized classification system.
12. Maintains an inviting atmosphere conducive to good study and proper usage of the library/media center.

13. Establishes rules and procedures for use of the media center and its materials and assists students and staff in that utilization.
14. Provides formal and informal instruction in the use of the media center and its resources.
15. Takes a yearly inventory of instructional materials and equipment.
16. Maintains records necessary for reports and evaluation of the media services.
17. Provides the principal with media center statistics for the annual report to the State of Ohio Department of Education, and prepares a year-end report on the use of the media centers.
18. Continues professional growth through workshops, conferences and visitations to other schools.
19. Assists staff and students in utilizing the center and its resources.
20. Plans and administers the budget.
21. Is responsible for the maintenance and distribution of all audio-visual and computer hardware, software, and instructional materials.
22. Works with staff in planning for implementation of technology in the curriculum and helps plan for the training of staff in its use.
23. Teaches the prescribed district curriculum.
24. Prepares and maintains written lesson plans.
25. Evaluates individual student progress.
26. Maintains records of student performance and reports student progress to parents and/or legal guardians.
27. Utilizes teaching methods and materials which consider the individual needs, abilities, and maturity levels of the student, including intervention strategies.

JOB DESCRIPTION

TITLE: Elementary/Middle School Education Media Specialist

QUALIFICATIONS: 1. Meets Educational Media Degree certification/licensure requirements of the State of Ohio Department of Education.

REPORTS TO: Principal/Assistant Principal

JOB GOAL: To provide leadership, coordination, and innovation in the operation of the media center.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Provides leadership, organization, and innovation in the operation of media center.
8. Interprets and provides services to the staff and works with them to implement and enrich the curriculum, developing a close working relationship among classroom and media center, teacher and library media specialist.
9. Serves as a resource person when instructional materials and their uses are being discussed and/or evaluated.
10. Evaluates and selects instructional materials and equipment, using recognized selection guides, and encourages administrators, staff, and students to participate in that selection.
11. Catalogues all media using a nationally recognized classification system.
12. Maintains an inviting atmosphere conducive to good study and proper usage of the library/media center.

13. Establishes rules and procedures for use of the media center and its materials and assists students and staff in that utilization.
14. Provides formal and informal instruction in the use of the media center and its resources.
15. Takes a yearly inventory of instructional materials and equipment.
16. Maintains records necessary for reports and evaluation of the media service.
17. Provides the principal with media center statistics for the annual report to the State of Ohio Department of Education, and prepares a year-end report on the use of the media centers.
18. Continues professional growth through workshops, conferences and visitations to other schools.
19. Assists in the development of students' reading interests, study skills, aesthetic values, citizenship, and personal growth.
20. Plans and administers the budget.
21. Is responsible for the maintenance and distribution of all audio-visual and computer hardware, software, and instructional materials.
22. Works with staff in planning for implementation of technology in the curriculum and helps plan for the training of staff in its use.
23. Teaches the prescribed district curriculum.
24. Prepares and maintains written lesson plans.
25. Maintains records of student performance and reports student progress to parents and/or legal guardian.

JOB DESCRIPTION

TITLE: Speech/Language Pathologist

QUALIFICATIONS: 1. Valid Ohio Special Education Teacher Certification/
Licensure
2. College or University Degree(s)

REPORTS TO: Principal/Assistant Principal

JOB GOAL: To help students learn subject matter and skills which will enable them to communicate within environment effectively with others.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Confirms identification of students with speech and/or language handicaps.
8. Diagnoses and appraises specific speech and/or language handicaps as part of a multifactored evaluation team.
9. Refers students for medical or other professional services necessary for the habilitation of speech or language handicaps.
10. Provides instruction of speech/language skills for habilitation or prevention of communicative handicaps.
11. Assists in the development of curriculum guides and local policies as related to speech and language handicaps.
12. Serves as a consultant to classroom teachers and parents.

13. Provides in-service programs concerning speech and language handicaps for school personnel and the community as needed.
14. Maintains a classroom environment which motivates students, is conducive to the learning process, and appropriate to the maturity and ability level of the students.
15. Maintains discipline that will provide an environment for learning and ensure the protection of students, equipment, materials, and facilities.
16. Maintains accurate records of student performance and report student progress to parents and/or legal guardians consistent with the reporting schedule of the district.
17. Meets assigned students in locations and times designated adapting instruction to address the identified needs of each student.
18. Maintains a professional relationship with students, their parents and/or legal guardians and school personnel.
19. Maintains confidentiality regarding students' progress and adjustment.
20. Attends faculty, in-service and other professional meetings.

JOB DESCRIPTION

TITLE: Teacher

QUALIFICATIONS:

1. College or University Degree(s)
2. Valid Ohio teaching certificate/license

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To teach subject matter and skills that contribute to the student's development as mature, able, and responsible adults.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Teaches the prescribed district curriculum.
8. Prepares and maintains written lesson plans.
9. Evaluates individual student progress.
10. Maintains records of student performance and reports student progress to parents and/or legal guardians.
11. Utilizes teaching methods and materials which consider the individual needs, abilities, and maturity levels of the student, including intervention strategies.
12. Creates a classroom environment which motivates students, is conducive to the learning process, and appropriate to the maturity and ability of the students.

13. Maintains student records according to law and district procedures.
14. Conducts conferences as needed with individual students, parents, and/or administrators.
15. Assists in administering state and district tests.
16. Cooperates with district counseling and special services to complement instructional efforts when necessary.
17. Assists in the development of the courses of study and selection of instructional materials.
18. Enforces the Code of Conduct governing students and assumes authority over students in such areas as school corridors, cafeteria, assemblies, or other areas during the school day.
19. Attends staff meetings and district's in-service programs.

JOB DESCRIPTION

TITLE: Counselor - Elementary School

QUALIFICATIONS:

1. College or University Degree(s)
2. Valid Ohio Counseling or other appropriate certification/licensure

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To follow the guidance plan adopted by the Board of Education.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains all certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Follows the district guidance curriculum.
8. Registers and provides orientation for all new students, and assists in the scheduling process by meeting with each student in a group and individually and using teacher recommendations and parent input for placement.
9. Attends guidance meetings with counselors K-12 and coordinates with school psychologist for special needs assessments.
10. Coordinates and administers state mandated, district, placement, and specialized testing.
11. Provides career information to students.
12. Is knowledgeable of community resources that are available to students, staff, and parents.

13. Maintains student records and protects their confidentiality.
14. Coordinates referral and assists in observation, testing, and placement of students referred for special education purposes.
15. Works with students on an individual basis on such problems as home and family relations, health, and emotional adjustments.
16. Confers with parents whenever necessary.
17. Provides information on child abuse for students and staff.
18. Assists in maintaining complete and accurate records.
19. Provides group guidance activities for students in areas designated by the Board approved guidance program and state standards.
20. Provides small group and individual counseling services as outlined in the guidance program.
21. Assists the administration and staff in fulfilling the goals of the building and district.

JOB DESCRIPTION

TITLE: Counselor - Middle School

QUALIFICATIONS:

1. College or University Degree(s)
2. Valid Ohio Counseling or other appropriate certification/licensure

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To follow the guidance plan adopted by the Board of Education.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains all certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Follows the district guidance curriculum.
8. Registers and provides orientation for all new students, and assists in the scheduling process by meeting with each student in a group and individually and using teacher recommendations and parent input for placement.
9. Attends guidance meetings with counselors K-12 and coordinates with school psychologist for special needs assessments.
10. Coordinates and administers state mandated, district, and/or specialized testing.
11. Provides career information to students.
12. Is knowledgeable of community resources that are available to students, staff, and parents.

13. Maintains student records and protects their confidentiality.
14. Coordinates referral and assists in observation, testing, and placement of students referred for special education purposes.
15. Works with students on an individual basis on such problems as home and family relations, health, and emotional adjustments.
16. Confers with parents whenever necessary.
17. Provides information on child abuse for students and staff.
18. Maintains a list of referral agencies for parents. Personal contact with representatives of appropriate agencies is included in this activity.
19. Assists in administering and interpreting the district testing program for staff and community.
20. Provides small group and individual counseling services as outlined in the guidance program.
21. Assists the administration and staff in fulfilling the goals of the building and district.

JOB DESCRIPTION

TITLE: Counselor - High School

QUALIFICATIONS:

1. College or University Degree(s)
2. Valid Ohio Counseling or other appropriate certification/licensure

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To follow the guidance plan adopted by the Board of Education.

PERFORMANCE RESPONSIBILITIES:

1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
2. Maintains all certificates/licenses held when initially employed or as of 9/1/92.
3. Reports to assigned duties on time and is on duty as prescribed by contract.
4. Takes reasonable measures to assure student health and safety.
5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
6. Works to maintain a positive working relationship with colleagues and parents.
7. Follows the district guidance curriculum.
8. Registers and provides orientation for all new students, and assists in the scheduling process by meeting with each student in a group and individually and using teacher recommendations and parent input for placement.
9. Attends guidance meetings with counselors K-12 and coordinates with school psychologist for special needs assessments.
10. Coordinates and administers state mandated, district, placement, and specialized testing.
11. Provides career information to students.
12. Is knowledgeable of community resources that are available to students, staff, and parents.

13. Maintains student records and protects their confidentiality.
14. Coordinates referral and assists in observation, testing, and placement of students referred for special education purposes.
15. Works with students on an individual basis on such problems as home and family relations, health, and emotional adjustments.
16. Confers with parents whenever necessary.
17. Provides information on child abuse for students and staff.
18. Coordinates the Student Assistance Team (Core Team) and substance abuse programs.
19. Provides input for the student handbook.
20. Teaches ninth grade guidance class.
21. Conducts information sessions for parents of freshmen, juniors, and seniors.
22. Provides college testing information.
23. Assists in the college application process and schedules college visitations.
24. Assists students with the financial aid process.
25. Assists students to obtain necessary letters of recommendations for colleges, employment, etc.
26. Obtains and disseminates scholarship information to appropriate senior applicants.
27. Guides students with their community service requirements for Huron High School's Diploma of Distinction.
28. Assists with the classroom environment when requested by student and/or staff member.
29. Assists in public relations with press information.
30. Provides information in student records to colleges or employers.
31. Maintains the ICP Career Folder for all students.

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(High School Media Specialist)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: High School Media Specialist

QUALIFICATIONS: Meets certification/licensure requirements of the State of Ohio Department of Education and the North Central Association

REPORTS TO: High School Principal/Assistant Principal

SUPERVISES: Library Technicians and Student Aides

JOB GOAL: To provide leadership, coordination, and innovation in the operation of the media center.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains record of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Provides leadership, organization, and innovation in the operation of media center.
_____	_____	8. Interprets and provides services to the staff and works with them to implement and enrich the curriculum, developing a close working relationship among classroom and media center, teacher and library media specialist.
_____	_____	9. Serves as a resource person when instructional materials and their uses are being discussed and/or evaluated.

- | | | |
|-------|-------|---|
| _____ | _____ | 10. Evaluates and selects instructional materials and equipment, using recognized selection guides, and encourages administrators, staff, and students to participate in that selection. |
| _____ | _____ | 11. Catalogues all media using a nationally recognized classification system. |
| _____ | _____ | 12. Maintains an inviting atmosphere conducive to good study and proper usage of the library/media center. |
| _____ | _____ | 13. Establishes rules and procedures for use of the media center and its materials and assists students and staff in that utilization. |
| _____ | _____ | 14. Provides formal and informal instruction in the use of the media center and its resources. |
| _____ | _____ | 15. Takes a yearly inventory of instructional materials and equipment. |
| _____ | _____ | 16. Maintains records necessary for reports and evaluation of the media service. |
| _____ | _____ | 17. Provides the principal with media center statistics for the annual report to the State of Ohio Department of Education, and prepares a year-end report on the use of the media centers. |
| _____ | _____ | 18. Continues professional growth through workshops, conferences and visitations to other schools. |
| _____ | _____ | 19. Assists staff and students in utilizing the center and its resources. |
| _____ | _____ | 20. Plans and administers the budget. |
| _____ | _____ | 21. Is responsible for the maintenance and distribution of all audio-visual and computer hardware, software, and instructional materials. |
| _____ | _____ | 22. Works with staff in planning for implementation of technology in the curriculum and helps plan for the training of staff in its use. |
| _____ | _____ | 23. Teaches the prescribed district curriculum. |
| _____ | _____ | 24. Prepares and maintains written lesson plans. |
| _____ | _____ | 25. Evaluates individual student progress. |
| _____ | _____ | 26. Maintains records of student performance and reports student progress to parents and/or legal guardians. |
| _____ | _____ | 27. Utilizes teaching methods and materials which consider the individual needs, abilities, and maturity levels of the student, including intervention strategies. |

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(Elementary/Middle School Media Specialist)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: Elementary/Middle School Education Media Specialist

QUALIFICATIONS: Meets Educational Media Degree certification/licensure requirements of the State of Ohio Department of Education

REPORTS TO: Principal/Assistant Principal

JOB GOAL: To provide leadership, coordination, and innovation in the operation of the media center.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Provides leadership, organization, and innovation in the operation of media center.
_____	_____	8. Interprets and provides services to the staff and works with them to implement and enrich the curriculum, developing a close working relationship among classroom and media center, teacher and library media specialist.
_____	_____	9. Serves as a resource person when instructional materials and their uses are being discussed and/or evaluated.

- | | | |
|-------|-------|---|
| _____ | _____ | 10. Evaluates and selects instructional materials and equipment, using recognized selection guides, and encourages administrators, staff, and students to participate in that selection. |
| _____ | _____ | 11. Catalogues all media using a nationally recognized classification system. |
| _____ | _____ | 12. Maintains an inviting atmosphere conducive to good study and proper usage of the library/media center. |
| _____ | _____ | 13. Establishes rules and procedures for use of the media center and its materials and assists students and staff in that utilization. |
| _____ | _____ | 14. Provides formal and informal instruction in the use of the media center and its resources. |
| _____ | _____ | 15. Takes a yearly inventory of instructional materials and equipment. |
| _____ | _____ | 16. Maintains records necessary for reports and evaluation of the media services. |
| _____ | _____ | 17. Provides the principal with media center statistics for the annual report to the State of Ohio Department of Education, and prepares a year-end report on the use of the media centers. |
| _____ | _____ | 18. Continues professional growth through workshops, conferences and visitations to other schools. |
| _____ | _____ | 19. Assists in the development of students' reading interests, study skills, aesthetic values, citizenship, and personal growth. |
| _____ | _____ | 20. Plans and administers the budget. |
| _____ | _____ | 21. Is responsible for the maintenance and distribution of all audio-visual hardware, software, and instructional materials. |
| _____ | _____ | 22. Works with staff in planning for implementation of technology in the curriculum and helps plan for the training of staff in its use. |
| _____ | _____ | 23. Teaches the prescribed district curriculum. |
| _____ | _____ | 24. Prepares and maintains written lesson plans. |

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(Speech/Language Pathologist)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: Speech/Language Pathologist

QUALIFICATIONS: 1. Valid Ohio Special Education Teacher Certification/Licensure
2. College or University Degree(s)

REPORTS TO: Principal/Assistant Principal

JOB GOAL: To help students learn subject matter and skills which will enable them to communicate within their environment effectively with others.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Confirms identification of students with speech and/or language handicaps.
_____	_____	8. Diagnoses and appraises specific speech and/or language handicaps as part of a multifaceted evaluation team.
_____	_____	9. Refers students for medical or other professional services necessary for the habilitation of speech or language handicaps.

- | | | |
|-------|-------|---|
| _____ | _____ | 10. Provides instruction of speech/language skills for habilitation or prevention of communicative handicaps. |
| _____ | _____ | 11. Assists in the development of curriculum guides and local policies as related to speech and language handicaps. |
| _____ | _____ | 12. Serves as a consultant to classroom teachers and parents. |
| _____ | _____ | 13. Provides in-service programs concerning speech and language handicaps for school personnel and the community as needed. |
| _____ | _____ | 14. Maintains a classroom environment which motivates students, is conducive to the learning process, and appropriate to the maturity and ability level of the students. |
| _____ | _____ | 15. Maintains discipline that will provide an environment for learning and ensure the protection of students, equipment, materials, and facilities. |
| _____ | _____ | 16. Maintains accurate records of student performance and report student progress to parents and/or legal guardians consistent with the reporting schedule of the district. |
| _____ | _____ | 17. Meets assigned students in locations and times designated adapting instruction to address the identified needs of each student. |
| _____ | _____ | 18. Maintains a professional relationship with students, their parents and/or legal guardians and school personnel. |
| _____ | _____ | 19. Maintains confidentiality regarding students' progress and adjustment. |
| _____ | _____ | 20. Attends faculty, in-service and other professional meetings. |

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(Teacher)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: Teacher

QUALIFICATIONS: 1. College or University Degree(s)
2. Valid Ohio teaching certificate/license

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To teach subject matter and skills that contribute to the student's development as mature, able, and responsible adults.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains teaching certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Teaches the prescribed district curriculum.
_____	_____	8. Prepares and maintains written lesson plans.
_____	_____	9. Evaluates individual student progress.

- | | | |
|-------|-------|---|
| _____ | _____ | 10. Maintains records of student performance and reports student progress to parents and/or legal guardians. |
| _____ | _____ | 11. Utilizes teaching methods and materials which consider the individual needs, abilities, and maturity levels of the student, including intervention strategies. |
| _____ | _____ | 12. Creates a classroom environment which motivates students, is conducive to the learning process, and appropriate to the maturity and ability of the students. |
| _____ | _____ | 13. Maintains student records according to law and district procedures. |
| _____ | _____ | 14. Conducts conferences as needed with individual students, parents, and/or administrators. |
| _____ | _____ | 15. Assists in administering state and district tests. |
| _____ | _____ | 16. Cooperates with district counseling and special services to complement instructional efforts when necessary. |
| _____ | _____ | 17. Assists in the development of the courses of study and selection of instructional materials. |
| _____ | _____ | 18. Enforces the Code of Conduct governing students and assumes authority over students in such areas as school corridors, cafeteria, assemblies, or other areas during the school day. |
| _____ | _____ | 19. Attends staff meetings and district's in-service programs. |

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(Elementary Counselor)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: Guidance Counselor - Elementary School

QUALIFICATIONS: 1. College or University Degree(s)
2. Valid Ohio Counseling or other appropriate certification/licensure

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To follow the guidance plan adopted by the Board of Education.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains all certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Follows the district guidance curriculum.
_____	_____	8. Registers and provides orientation for all new students, and assists in the scheduling process by meeting with each student in a group and individually and using teacher recommendations and parent input for placement.
_____	_____	9. Attends guidance meetings with counselors K-12 and coordinates with school psychologist for special needs assessments.

- ____ ____ 10. Coordinates and administers state mandated, district, placement, and specialized testing.
- ____ ____ 11. Provides career information to students.
- ____ ____ 12. Is knowledgeable of community resources that are available to students, staff, and parents.
- ____ ____ 13. Maintains student records and protects their confidentiality.
- ____ ____ 14. Coordinates referral and assists in observation, testing, and placement of students referred for special education purposes.
- ____ ____ 15. Works with students on an individual basis on such problems as home and family relations, health, and emotional adjustments.
- ____ ____ 16. Confers with parents whenever necessary.
- ____ ____ 17. Provides information on child abuse for students and staff.
- ____ ____ 18. Assists in maintaining complete and accurate records.
- ____ ____ 19. Provides group guidance activities for students in areas designated by the Board approved guidance program and state standards.
- ____ ____ 20. Provides small group and individual counseling services as outlined in the guidance program.
- ____ ____ 21. Assists the administration and staff in fulfilling the goals of the building and district.

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(Middle School Counselor)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: Counselor - Middle School

QUALIFICATIONS: 1. College or University Degree(s)
2. Valid Ohio Counseling or other appropriate certification/licensure

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To follow the guidance plan adopted by the Board of Education.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains all certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Follows the district guidance curriculum.
_____	_____	8. Registers and provides orientation for all new students, and assists in the scheduling process by meeting with each student in a group and individually and using teacher recommendations and parent input for placement.
_____	_____	9. Attends guidance meetings with counselors K-12 and coordinates with school psychologist for special needs assessments.

- | | | |
|-------|-------|--|
| _____ | _____ | 10. Coordinates and administers state mandated, district, and specialized testing. |
| _____ | _____ | 11. Provides career information to students. |
| _____ | _____ | 12. Is knowledgeable of community resources that are available to students, staff, and parents. |
| _____ | _____ | 13. Maintains student records and protects their confidentiality. |
| _____ | _____ | 14. Coordinates referral and assists in observation, testing, and placement of students referred for special education purposes. |
| _____ | _____ | 15. Works with students on an individual basis on such problems as home and family relations, health, and emotional adjustments. |
| _____ | _____ | 16. Confers with parents whenever necessary. |
| _____ | _____ | 17. Provides information on child abuse for students and staff. |
| _____ | _____ | 18. Maintains a list of referral agencies for parents. Personal contact with representatives of appropriate agencies is included in this activity. |
| _____ | _____ | 19. Assists in administering and interpreting the district testing program for staff and community. |
| _____ | _____ | 20. Provides small group and individual counseling services as outlined in the guidance program. |
| _____ | _____ | 21. Assists the administration and staff in fulfilling the goals of the building and district. |

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

HURON CITY SCHOOLS
HURON, OHIO

PROFESSIONAL EVALUATION
(High School Counselor)

OF

SCHOOL YEAR

OBSERVATION NUMBER: _____

OBSERVATION DATE: _____

CONFERENCE DATE: _____

EVALUATOR'S SIGNATURE: _____ DATE: _____

TEACHER'S SIGNATURE: _____ DATE: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO

TITLE: Guidance Counselor - High School

QUALIFICATIONS: 1. College or University Degree(s)
2. Valid Ohio Counseling or other appropriate certification/licensure

REPORTS TO: Principal and/or Assistant Principal

JOB GOAL: To follow the guidance plan adopted by the Board of Education.

PERFORMANCE RESPONSIBILITIES:

(Rating Scale: 1 = Exceptional; 2 = Satisfactory; 3 = Needs Improvement;
4 = Unsatisfactory; 5 = Not Observed)

Self	Evaluator	
_____	_____	1. Abides by state and federal law, the Board of Education policy, administrative procedures, and negotiated contract.
_____	_____	2. Maintains all certificates/licenses held when initially employed or as of 9/1/92.
_____	_____	3. Reports to assigned duties on time and is on duty as prescribed by contract.
_____	_____	4. Takes reasonable measures to assure student health and safety.
_____	_____	5. Inventories books, materials, and equipment and maintains records of their quantity where appropriate.
_____	_____	6. Works to maintain a positive working relationship with colleagues and parents.
_____	_____	7. Follows the district guidance curriculum.
_____	_____	8. Registers and provides orientation for all new students, and assists in the scheduling process by meeting with each student in a group and individually and using teacher recommendations and parent input for placement.
_____	_____	9. Attends guidance meetings with counselors K-12 and coordinates with school psychologist for special needs assessments.
_____	_____	10. Coordinates and administers state mandated, district, and specialized testing.
_____	_____	11. Provides career information to students.
_____	_____	12. Is knowledgeable of community resources that are available to students, staff, and parents.

- | | | |
|-------|-------|--|
| _____ | _____ | 13. Maintains student records and protects their confidentiality. |
| _____ | _____ | 14. Coordinates referral and assists in observation, testing, and placement of students referred for special education purposes. |
| _____ | _____ | 15. Works with students on an individual basis on such problems as home and family relations, health, and emotional adjustments. |
| _____ | _____ | 16. Confers with parents whenever necessary. |
| _____ | _____ | 17. Provides information on child abuse for students and staff. |
| _____ | _____ | 18. Coordinates the Student Assistance Team (Core Team) and substance abuse programs. |
| _____ | _____ | 19. Provides input for the student handbook. |
| _____ | _____ | 20. Teaches ninth grade guidance class. |
| _____ | _____ | 21. Conducts information sessions for parents of freshmen, juniors, and seniors. |
| _____ | _____ | 22. Provides college testing information. |
| _____ | _____ | 23. Assists in the college application process and schedules college visitations. |
| _____ | _____ | 24. Assists students with the financial aid process. |
| _____ | _____ | 25. Assists students to obtain necessary letters of recommendations for colleges, employment, etc. |
| _____ | _____ | 26. Obtains and disseminates scholarship information to appropriate senior applicants. |
| _____ | _____ | 27. Guides students with their community service requirements for Huron High School's Diploma of Distinction. |
| _____ | _____ | 28. Assists with the classroom environment when requested by student and/or staff member. |
| _____ | _____ | 29. Assists in public relations with press information. |
| _____ | _____ | 30. Provides information in student records to colleges or employers. |
| _____ | _____ | 31. Maintains the ICP Career Folder for all students. |

Overall Administrator Evaluation: (Circle the one that best describes overall performance)

Exceptional

Satisfactory

Needs Improvement

Unsatisfactory

Evaluator's Comments:

Recommendations for Improvement:

Employee's Comments (not required):

(Additional sheets may be attached for comments.)

2008-2009 Salary Schedule

BA+0 \$31,800.15

<u>Step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+20</u>	<u>MA+30</u>
0	31,800.15 1.0000	33,072.16 1.0400	34,344.16 1.0800	34,980.17 1.1000	36,888.17 1.1600
1	33,231.16 1.0450	34,662.16 1.0900	35,934.17 1.1300	36,888.17 1.1600	38,796.18 1.2200
2	34,662.16 1.0900	36,252.17 1.1400	37,842.18 1.1900	38,796.18 1.2200	40,704.19 1.2800
3	36,093.17 1.1350	37,842.18 1.1900	39,591.19 1.2450	40,704.19 1.2800	42,612.20 1.3400
4	37,524.18 1.1800	39,432.19 1.2400	41,340.20 1.3000	42,612.20 1.3400	44,520.21 1.4000
5	38,955.18 1.2250	41,022.19 1.2900	43,089.20 1.3550	44,520.21 1.4000	46,428.22 1.4600
6	40,386.19 1.2700	42,612.20 1.3400	44,838.21 1.4100	46,428.22 1.4600	48,336.23 1.5200
7	41,817.20 1.3150	44,202.21 1.3900	46,587.22 1.4650	48,336.23 1.5200	50,244.24 1.5800
8	43,248.20 1.3600	45,792.22 1.4400	48,336.23 1.5200	50,244.24 1.5800	52,152.25 1.6400
9	44,679.21 1.4050	47,382.22 1.4900	50,085.24 1.5750	52,152.25 1.6400	54,060.26 1.7000
10	46,110.22 1.4500	48,972.23 1.5400	51,834.24 1.6300	54,060.26 1.7000	55,968.26 1.7600
11	47,541.22 1.4950	50,562.24 1.5900	53,583.25 1.6850	55,968.26 1.7600	57,876.27 1.8200
12	48,972.23 1.5400	52,152.25 1.6400	55,332.26 1.7400	57,876.27 1.8200	59,784.28 1.8800
13	50,403.24 1.5850	53,742.25 1.6900	57,081.27 1.7950	59,784.28 1.8800	61,692.29 1.9400
14	51,834.24 1.6300	55,332.26 1.7400	58,830.28 1.8500	61,692.29 1.9400	63,600.30 2.0000
15	53,583.25 1.6850	57,240.27 1.8000	60,897.29 1.9150	63,918.30 2.0100	65,826.31 2.0700
16	55,014.26 1.7300	58,830.28 1.8500	62,646.30 1.9700	65,826.31 2.0700	67,734.32 2.1300
17	55,815.62 1.7552	59,625.28 1.8750	63,444.48 1.9951	66,627.67 2.0952	68,532.50 2.1551
18	55,815.62 1.7552	59,625.28 1.8750	63,444.48 1.9951	66,627.67 2.0952	68,532.50 2.1551
19	55,815.62 1.7552	59,625.28 1.8750	63,444.48 1.9951	66,627.67 2.0952	68,532.50 2.1551
20	56,613.81 1.7803	60,429.83 1.9003	64,245.84 2.0203	67,425.86 2.1203	69,333.87 2.1803
21	56,613.81 1.7803	60,429.83 1.9003	64,245.84 2.0203	67,425.86 2.1203	69,333.87 2.1803
22	56,613.81 1.7803	60,429.83 1.9003	64,245.84 2.0203	67,425.86 2.1203	69,333.87 2.1803
23	56,613.81 1.7803	60,429.83 1.9003	64,245.84 2.0203	67,425.86 2.1203	69,333.87 2.1803
24	56,613.81 1.7803	60,429.83 1.9003	64,245.84 2.0203	67,425.86 2.1203	69,333.87 2.1803
25	57,411.99 1.8054	61,228.01 1.9254	65,044.03 2.0454	68,224.04 2.1454	70,132.05 2.2054

2009-2010 Salary Schedule

BA+0 \$32,690.55

<u>Step</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+20</u>	<u>MA+30</u>
0	32,690.55 1.0000	33,998.17 1.0400	35,305.79 1.0800	35,959.61 1.1000	37,921.04 1.1600
1	34,161.62 1.0450	35,632.70 1.0900	36,940.32 1.1300	37,921.04 1.1600	39,882.47 1.2200
2	35,632.70 1.0900	37,267.23 1.1400	38,901.75 1.1900	39,882.47 1.2200	41,843.90 1.2800
3	37,103.77 1.1350	38,901.75 1.1900	40,699.73 1.2450	41,843.90 1.2800	43,805.34 1.3400
4	38,574.85 1.1800	40,536.28 1.2400	42,497.72 1.3000	43,805.34 1.3400	45,766.77 1.4000
5	40,045.92 1.2250	42,170.81 1.2900	44,295.70 1.3550	45,766.77 1.4000	47,728.20 1.4600
6	41,517.00 1.2700	43,805.34 1.3400	46,093.68 1.4100	47,728.20 1.4600	49,689.64 1.5200
7	42,988.07 1.3150	45,439.86 1.3900	47,891.66 1.4650	49,689.64 1.5200	51,651.07 1.5800
8	44,459.15 1.3600	47,074.39 1.4400	49,689.64 1.5200	51,651.07 1.5800	53,612.50 1.6400
9	45,930.22 1.4050	48,708.92 1.4900	51,487.62 1.5750	53,612.50 1.6400	55,573.94 1.7000
10	47,401.30 1.4500	50,343.45 1.5400	53,285.60 1.6300	55,573.94 1.7000	57,535.37 1.7600
11	48,872.37 1.4950	51,977.97 1.5900	55,083.58 1.6850	57,535.37 1.7600	59,496.80 1.8200
12	50,343.45 1.5400	53,612.50 1.6400	56,881.56 1.7400	59,496.80 1.8200	61,458.23 1.8800
13	51,814.52 1.5850	55,247.03 1.6900	58,679.54 1.7950	61,458.23 1.8800	63,419.67 1.9400
14	53,285.60 1.6300	56,881.56 1.7400	60,477.52 1.8500	63,419.67 1.9400	65,381.10 2.0000
15	55,083.58 1.6850	58,842.99 1.8000	62,602.40 1.9150	65,708.01 2.0100	67,669.44 2.0700
16	56,554.65 1.7300	60,477.52 1.8500	64,400.38 1.9700	67,669.44 2.0700	69,630.87 2.1300
17	57,378.45 1.7552	61,294.78 1.8750	65,220.92 1.9951	68,493.24 2.0952	70,451.40 2.1551
18	57,378.45 1.7552	61,294.78 1.8750	65,220.92 1.9951	68,493.24 2.0952	70,451.40 2.1551
19	57,378.45 1.7552	61,294.78 1.8750	65,220.92 1.9951	68,493.24 2.0952	70,451.40 2.1551
20	58,198.99 1.7803	62,121.85 1.9003	66,044.72 2.0203	69,313.77 2.1203	71,275.21 2.1803
21	58,198.99 1.7803	62,121.85 1.9003	66,044.72 2.0203	69,313.77 2.1203	71,275.21 2.1803
22	58,198.99 1.7803	62,121.85 1.9003	66,044.72 2.0203	69,313.77 2.1203	71,275.21 2.1803
23	58,198.99 1.7803	62,121.85 1.9003	66,044.72 2.0203	69,313.77 2.1203	71,275.21 2.1803
24	58,198.99 1.7803	62,121.85 1.9003	66,044.72 2.0203	69,313.77 2.1203	71,275.21 2.1803
25	59,019.52 1.8054	62,942.38 1.9254	66,865.25 2.0454	70,134.31 2.1454	72,095.74 2.2054

2010-2011 Salary Schedule
BA+0 \$33,605.89

Step	BA	BA+30	MA	MA+20	MA+30
0	33,605.89 1.0000	34,950.13 1.0400	36,294.36 1.0800	36,966.48 1.1000	38,982.83 1.1600
1	35,118.16 1.0450	36,630.42 1.0900	37,974.66 1.1300	38,982.83 1.1600	40,999.19 1.2200
2	36,630.42 1.0900	38,310.71 1.1400	39,991.01 1.1900	40,999.19 1.2200	43,015.54 1.2800
3	38,142.69 1.1350	39,991.01 1.1900	41,839.33 1.2450	43,015.54 1.2800	45,031.89 1.3400
4	39,654.95 1.1800	41,671.30 1.2400	43,687.66 1.3000	45,031.89 1.3400	47,048.25 1.4000
5	41,167.22 1.2250	43,351.60 1.2900	45,535.98 1.3550	47,048.25 1.4000	49,064.60 1.4600
6	42,679.48 1.2700	45,031.89 1.3400	47,384.30 1.4100	49,064.60 1.4600	51,080.95 1.5200
7	44,191.75 1.3150	46,712.19 1.3900	49,232.63 1.4650	51,080.95 1.5200	53,097.31 1.5800
8	45,704.01 1.3600	48,392.48 1.4400	51,080.95 1.5200	53,097.31 1.5800	55,113.66 1.6400
9	47,216.28 1.4050	50,072.78 1.4900	52,929.28 1.5750	55,113.66 1.6400	57,130.01 1.7000
10	48,728.54 1.4500	51,753.07 1.5400	54,777.60 1.6300	57,130.01 1.7000	59,146.37 1.7600
11	50,240.81 1.4950	53,433.37 1.5900	56,625.92 1.6850	59,146.37 1.7600	61,162.72 1.8200
12	51,753.07 1.5400	55,113.66 1.6400	58,474.25 1.7400	61,162.72 1.8200	63,179.07 1.8800
13	53,265.34 1.5850	56,793.95 1.6900	60,322.57 1.7950	63,179.07 1.8800	65,195.43 1.9400
14	54,777.60 1.6300	58,474.25 1.7400	62,170.90 1.8500	65,195.43 1.9400	67,211.78 2.0000
15	56,289.86 1.6850	60,154.54 1.8000	64,019.22 1.9150	67,211.78 2.0000	69,228.13 2.0700
16	57,802.12 1.7300	61,834.83 1.8500	65,867.54 1.9700	69,228.13 2.0700	71,244.48 2.1300
17	58,814.38 1.7552	62,515.12 1.8750	66,547.83 1.9951	70,411.06 2.0952	72,260.83 2.1551
18	58,814.38 1.7552	63,195.41 1.8750	67,228.12 1.9951	70,411.06 2.0952	72,260.83 2.1551
19	58,814.38 1.7552	63,195.41 1.8750	67,228.12 1.9951	70,411.06 2.0952	72,260.83 2.1551
20	59,826.64 1.7803	63,875.70 1.9003	68,019.41 2.0203	71,254.57 2.1203	73,277.18 2.1803
21	59,826.64 1.7803	63,875.70 1.9003	68,019.41 2.0203	71,254.57 2.1203	73,277.18 2.1803
22	59,826.64 1.7803	63,875.70 1.9003	68,019.41 2.0203	71,254.57 2.1203	73,277.18 2.1803
23	59,826.64 1.7803	63,875.70 1.9003	68,019.41 2.0203	71,254.57 2.1203	73,277.18 2.1803
24	59,826.64 1.7803	63,875.70 1.9003	68,019.41 2.0203	71,254.57 2.1203	73,277.18 2.1803
25	60,838.90 1.8054	64,556.00 1.9254	68,810.70 2.0454	72,098.08 2.1454	74,293.53 2.2054

HURON CITY SCHOOLS SUPPLEMENTALS

	<u>BUILDING</u>	<u>PERCENTAGE</u>	<u>SALARY</u>
Girls Basketball - Timer	High School		\$50.00
Boys Basketball - Clock	High School		\$50.00
Wrestling - Clock	High School		\$40.00
Girls Basketball - Scorer	High School		\$40.00
Football - Clock	High School		\$40.00
Football - Announcer	High School		\$40.00
Boys Basketball - Scorer	High School		\$40.00
Girls Basketball - Head	High School	0.20	
Football - Head	High School	0.20	
Boys Basketball - Head	High School	0.20	
Volleyball - Head	High School	0.20	
Wrestling - Head	High School	0.16	
Swimming - Head	High School	0.16	
Girls Track - Head	High School	0.16	
Boys Track - Head	High School	0.16	
Faculty Manager	High School	0.15	
Softball - Head	High School	0.14	
Soccer - Head	High School	0.14	
Girls Basketball - Assistant	High School	0.14	
Girls Basketball - Assistant (15)	High School	0.14	
Football - Frosh	High School	0.14	
Football - Frosh	High School	0.14	
Football - Assistant	High School	0.14	
Football - Assistant	High School	0.14	
Football - Assistant	High School	0.14	
Football - Assistant	High School	0.14	
Football - Assistant	High School	0.14	
Boys Basketball - Assistant	High School	0.14	
Boys Basketball - Assistant (15)	High School	0.14	
Baseball - Head	High School	0.14	
Golf - Head	High School	0.12	
Girls Tennis - Head	High School	0.12	
Cross Country - Head	High School	0.12	
Boys Tennis - Head	High School	0.12	
Marching Band	High School	0.12	
Wrestling Assistant (15)	High School	0.10	
Volleyball - JV	High School	0.14	
Volleyball - Freshman	High School	0.10	
Swimming - Assistant (20)	High School	0.10	
Softball - Assistant (15)	High School	0.10	
Girls Track - Assistant (15)	High School	0.10	
Girls Basketball - Frosh	High School	0.10	
Boys Track - Assistant (15)	High School	0.10	
Boys Basketball - Frosh	High School	0.10	
Baseball - Assistant (15)	High School	0.10	
Building Computer Techn.	High School	0.10	
Yearbook	High School	0.08	
Soccer - Assistant (15)	High School	0.08	
Junior Class	High School	0.08	
Golf - Assistant (15)	High School	0.08	

HURON CITY SCHOOLS SUPPLEMENTALS

	<u>BUILDING</u>	<u>PERCENTAGE</u>	<u>SALARY</u>
Girls Tennis - Assistant (15)	High School	0.08	
Cross Country - Assistant (15)	High School	0.08	
Cheerleading - Head	High School	0.08	
Boys Tennis - Assistant (15)	High School	0.08	
Football - Assistant 1/2	High School	0.07	
Football - Assistant 1/2	High School	0.07	
Musical Director/Coordinator	High School	0.08	
Musical Director/Choreographer	High School	0.08	
Firelands Challenge	High School	0.06	
Drill Team	High School	0.06	
Student Council	High School	0.06	
Vocal Music	High School	0.05	
Senior Class	High School	0.05	
National Honor Society	High School	0.05	
Instrumental Music	High School	0.05	
Cheerleader - Assistant	High School	0.05	
Art Club	High School	0.05	
Ski Club	High School	0.04	
SADD	High School	0.04	
Orchestra - Assistant Musical	High School	0.04	
International Club (French)	High School	0.04	
International Club (Spanish)	High School	0.04	
Great Books Forum	High School	0.04	
Communications Club	High School	0.04	
Photo Club	High School	0.04	
Sophomore Class	High School	0.02	
Geography Club	High School	0.02	
Freshmen Class	High School	0.02	
Industrial Arts Club	High School	0.02	
North Central Evaluation	High School	Stipend	\$500.00
North Central Evaluation	High School	Stipend	\$500.00
Faculty Manager	McCormick	0.15	
Building Computer Techn.	McCormick	0.10	
Swimming - Jr. H.	McCormick	0.09	
Girls Basketball - 7 th	McCormick	0.07	
Girls Basketball - 8 th	McCormick	0.07	
Boys Basketball - 7 th	McCormick	0.07	
Boys Basketball - 8 th	McCormick	0.07	
Wrestling - Jr. H.	McCormick	0.07	
Volleyball - 8 th	McCormick	0.07	
Volleyball - 7 th	McCormick	0.07	
Football - 8 th (20)	McCormick	0.07	
Football - 8 th	McCormick	0.07	
Football - 7 th (20)	McCormick	0.07	
Football - 7 th	McCormick	0.07	
Yearbook	McCormick	0.06	
Student Council	McCormick	0.06	
Girls Track - Jr. H. (15)	McCormick	0.06	
Girls Track - Jr. H.	McCormick	0.06	
Cross Country - Jr. H.	McCormick	0.06	
Cross Country - Jr. H.	McCormick	0.06	
Boys Track - Jr. H. (15)	McCormick	0.06	

HURON CITY SCHOOLS SUPPLEMENTALS

	<u>BUILDING</u>	<u>PERCENTAGE</u>	<u>SALARY</u>
Boys Track - Jr. H.	McCormick	0.06	
Academic Challenge	McCormick	0.06	
Resource Teacher	McCormick	0.06	
Swimming - Jr. H. (20)	McCormick	0.05	
Vocal Music	McCormick	0.05	
Instrumental Music	McCormick	0.05	
Art Club	McCormick	0.05	
Special Choir	McCormick	0.04	
Science Club	McCormick	0.04	
Power of the Pen	McCormick	0.04	
Musical Director	McCormick	0.04	
Ecology Club	McCormick	0.04	
Drama Club 7-8	McCormick	0.04	
Drama Club 5-6	McCormick	0.04	
Cheerleader Assistant	McCormick	0.04	
Photo Club	McCormick	0.04	
Intramural Director	McCormick	0.02	
North Central Evaluation	McCormick	Stipend	\$500.00
North Central Evaluation	McCormick	Stipend	\$500.00
Building Computer Techn.	Woodlands	0.10	
Resource Teacher	Woodlands	0.06	
Special Choir	Woodlands	0.04	
Weightroom Coordinator	Any Building	0.15	
Department Chair - Social Studies	Any Building	0.15	
Department Chair - Science	Any Building	0.15	
Department Chair - Practical Arts	Any Building	0.15	
Department Chair - Mathematics	Any Building	0.15	
Department Chair - Language Arts	Any Building	0.15	
Social Studies - Assistant	Any Building	0.08	
Social Studies - Assistant	Any Building	0.08	
Science - Assistant	Any Building	0.08	
Science - Assistant	Any Building	0.08	
Mathematics - Assistant	Any Building	0.08	
Mathematics - Assistant	Any Building	0.08	
Language Arts - Assistant	Any Building	0.08	
Language Arts - Assistant	Any Building	0.08	
Mentor (Lead)	Any Building	0.06	
Mentoring	Any Building	0.04	
Pep Band	Any Building	0.02	
Biddy Wrestling	Any Building	0.03	
Biddy Boys Basketball	Any Building	0.03	
Biddy Girls Basketball	Any Building	0.03	
Biddy Football	Any Building	0.03	
Biddy Volleyball	Any Building	0.03	

HURON CITY SCHOOLS SUPPLEMENTALS

	<u>BUILDING</u>	<u>PERCENTAGE</u>	<u>SALARY</u>
Extended Time			
H.S. Media	Days	25	
H.S. Counselor - 2	Days	25	
H.S. Band	Days	10	
Assistant Band	Days	10	
M.S./Elementary Media	Days	13	
Middle School Counselor	Days	17	
Elementary Counselor	Days	10	

HURON CITY SCHOOL SUPPLEMENTAL CONTRACT EVALUATION

Position: _____ Date: _____

Number of years in this assignment: _____

Number of years in this school district: _____

Do you wish re-employment in this assignment: YES NO

Contract Assignee's Comments:

Attach an additional sheet if more space is needed!

Overall Self-evaluation: (circle the one that best describes your performance in this activity)

Satisfactory Needs Improvement Unsatisfactory
+++++

Administrator's Comments:

Attach an additional sheet if more space is needed!

Overall Administration Evaluation: (circle the one that best describes your performance in this activity)

Satisfactory Needs Improvement Unsatisfactory

Assignee's Signature: _____ Date: _____

Administrator's Signature: _____ Date: _____

EXAMPLE CONTRACTS, ASSIGNMENT NOTICES, SALARY NOTICES

A. TEACHER LIMITED CONTRACTS AND SALARY NOTICES

Huron City School District
Teacher's Limited Contract
One Year Contract

This agreement entered into between _____ and the Board of Education of the Huron City School District of Erie County, Ohio:

The said employee hereby agrees to teach in the public schools of said district for the 20__-20__ school term, beginning _____, 20____, which shall consist of _____ school days, as described in the attached school calendar.

The said employee further agrees:

1. To abide by and maintain the rules and regulations adopted and amended from time to time by such Board for the government of the school in such district.
2. To furnish said Board of Education one transcript of college credits, and keep it current and one copy of a valid Ohio teaching certificate/license.

In consideration of such services, the said Board of Education agrees to pay said employee the sum of _____, payable in 26 equal installments over a 12 month period.

This agreement entered into this _____ day of _____, 20____.

Teacher

President, Huron City Board of Education

Social Security Number

Treasurer, Huron City Schools

B. ASSIGNMENT NOTICE

TO: _____

FROM: (Appropriate Administrator)

RE: Assignment

DATE:

As per negotiated contract, 6.02, B.3, you are hereby assigned to the following position(s) for the 20__-20__ school year:

If you have any questions regarding this assignment, please contact me immediately.

Thank you.

(The SIC in each building may elect to substitute a different notification method more suitable to its individual building.)

C. SALARY NOTIFICATION

Huron City School District
SALARY NOTIFICATION

TO: _____

HURON CITY SCHOOL DISTRICT
HURON, OHIO 44839

SSN: _____

JUNE - 20__

IN ACCORDANCE WITH O.R.C. SECTION 3319.12, YOU ARE HEREBY NOTIFIED THAT YOUR SALARY FOR THE SCHOOL YEAR 20__-20__ WILL BE \$_____.

BASIS OF COMPUTATION:

DEGREE STATUS _____

YEARS CREDIT _____

THE BOARD OF EDUCATION

TREASURER

Huron City Schools provide educational activities and equal opportunities for employment without regard to race, color, national origin, sex, age, religion, or handicap. Persons who feel that the district discriminates in programs or activities are encouraged to call the Superintendent or the school psychologist, Section 504 coordinator, at (419) 433-3911.

GRIEVANCE FORM

GRIEVANT(S): (NOTE: In case of an Association grievance, the HEA President and the PRR Chairperson are designated grievants.)

NAME _____

SCHOOL _____ PRINCIPAL _____

DATA ALLEGED GRIEVANCE OCCURRED _____

PERSON(S) RESPONSIBLE FOR ALLEGED GRIEVANCE _____

DATE OF INFORMAL CONFERENCE _____

DATE OF FORMAL FILING _____

STATEMENT OF GRIEVANCE:

PROVISION OF CONTRACT ALLEGEDLY VIOLATED:

RELIEF SOUGHT:

HEA REPRESENTATIVE

GRIEVANT

HURON CITY SCHOOL DISTRICT
Certificated/Classified Personal Leave Request

Name _____ Date _____

Building _____ Subject or Position _____

Date(s) of Requested Leave _____ (If not consecutive, use separate form)

Please Circle One: All Day A.M. P.M.

Substitute Needed: _____ Yes _____ No

.....

For Office Use Only	
4 Unrestricted Days	
_____ Days Used	_____ Days Remaining

Employee's Signature _____ Date _____

Principal's Signature _____ Date _____

Superintendent's Signature _____ Date _____

White - Payroll Canary - Central Office Pink - Caller Goldenrod - Building Office



**Huron-Erie School Employee
Insurance Association
Huron City Schools
SuperMed Plus – Option 1
Effective July 1, 2007**



Benefits	Network	Non-Network
Benefit Period	January 1 st through December 31 st	
Dependent Age Limit	19 Dependent / 25 Student Removal upon End of Month	
Blood Pint Deductible	0 pints	
Lifetime Maximum	\$2,000,000	
Benefit Period Deductible – Single/Family ¹	\$500 / \$1,000	\$500 / \$1,000
Coinsurance	90%	80%
Coinsurance Maximum - Single/Family ¹	\$500 / \$1,000	\$1,000 / \$2,000
Coinsurance Out-of-Pocket Maximum (Including Deductible) – Single/Family	\$1,000 / \$2,000	\$1,500 / \$3,000
Physician/Office Services		
Office Visit (Illness/Injury) ²	\$20 copay, then 100%	\$20 copay, then 80%
Urgent Care Office Visit ²	\$20 copay, then 100%	\$20 copay, then 80%
Voluntary Second Surgical Opinion ²	\$20 copay, then 100%	\$20 copay, then 80%
Routine Services		
Routine Physical Exams (Ages nine and over) ²	\$20 copay, then 100%	\$20 copay, then 80%
Well Child Care Services including Exam, Immunizations and Laboratory Tests (Birth to age nine, limited to a \$500 maximum per benefit period) ²	Exam - \$20 copay, then 100% Immunizations/Labs – 90% - Not subject to deductible	\$20 copay, then 80% Immunizations/Labs – 80% - Not subject to deductible
Routine Mammogram (One per benefit period)	90% not subject to deductible	80% not subject to deductible
Routine Pap Test (One per benefit period)	90% not subject to deductible	80% not subject to deductible
Routine Prostate Specific Antigen (PSA)	90% not subject to deductible	80% not subject to deductible
Routine Endoscopies	90% not subject to deductible	80% not subject to deductible
All Routine X-rays, Medical Tests and Laboratory Tests (Ages nine and over)	90% not subject to deductible	80% not subject to deductible
Outpatient Services		
Surgical Services	90% after deductible	80% after deductible
Diagnostic Services	90% after deductible	80% after deductible
Physical & Occupational Therapy - Facility and Professional (40 visits combined per benefit period)	90% after deductible	80% after deductible
Chiropractic Therapy – Professional Only (12 visits per benefit period)	50% after deductible	50% after deductible
Speech Therapy – Facility and Professional (20 visits per benefit period)	90% after deductible	80% after deductible
Cardiac Rehabilitation	90% after deductible	80% after deductible
Emergency use of an Emergency Room ³	\$75 copay, then 100%	
Non-Emergency use of an Emergency Room ⁴	\$75 copay, then 90%	\$75 copay, then 80%

Benefits	Network	Non-Network
Inpatient Facility		
Semi-Private Room and Board – Including Ancillaries (365 days per in-hospital benefit period ⁵)	90% after deductible	80% after deductible
Maternity	90% after deductible	80% after deductible
Skilled Nursing Facility (Two days available for each unused in-hospital day)	90% after deductible	80% after deductible
Human Organ Transplants	90% after deductible	80% after deductible
Additional Services		
Allergy Testing and Treatments	90% after deductible	80% after deductible
Ambulance – air if medically necessary	90% after deductible	80% after deductible
Durable Medical Equipment	90% after deductible	80% after deductible
Home Healthcare	90% after deductible	80% after deductible
Hospice Services	90% after deductible	80% after deductible
Private Duty Nursing	90% after deductible	80% after deductible
Mental Health and Substance Abuse		
Inpatient Mental Health and Substance Abuse Services (31 days per benefit period; Substance Abuse limited to 3 admissions per Lifetime)	90% after deductible	80% after deductible
Outpatient Mental Health and Substance Abuse Services (50 visits per benefit period)	50% after deductible	50% after deductible

Note: Services requiring a copayment are not subject to the single/family deductible.

Deductible and coinsurance expenses incurred for services by a non-network provider will also apply to the network deductible and coinsurance out-of-pocket limits. Deductible and coinsurance expenses incurred for services by a network provider will also apply to the non-network deductible and coinsurance out-of-pocket limits.

Non-Contracting and Facility Other Providers will pay the same as Non-Network.

Benefits will be determined based on Medical Mutual's medical and administrative policies and procedures.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services.

In certain instances, Medical Mutual's payment may not equal the percentage listed above. However, the covered person's coinsurance will always be based on the lesser of the provider's billed charges or Medical Mutual's negotiated rate with the provider.


¹Maximum family deductible. Member deductible is the same as single deductible. 4th quarter carryover applies.

²The office visit copay applies to the cost of the office visit only.

³Copay waived if admitted. The copay applies to room charges only. All other covered charges are not subject to deductible.

⁴Copay waived if admitted. The copay applies to room charges only. All other covered charges are subject to deductible and coinsurance.

⁵An in-hospital benefit period is a period of time beginning when the member enters a hospital and ending when he/she has been out for 90 consecutive days.

 Huron Erie School Employee Insurance Association Huron City Schools Prescription Drug Program – 3 with Oral Contraceptives Effective July 1, 2007		
Benefits	Copay	Day Supply
Benefit Period	January 1 st through December 31 st	
Dependent Age Limit	19 Dependent / 25 Student Removal upon End of Month	
Retail Program with Oral Contraceptive Coverage		
Generic Copayment	\$10	30
Brand Copayment	\$25	30
Home Delivery Program with Oral Contraceptive Coverage		
Generic Copayment	\$20	90
Brand Copayment	\$50	90

Note: Benefits will be determined based on Medical Mutual's medical and administrative policies and procedures.

This document is only a partial listing of benefits. This is not a contract of insurance. No person other than an officer of Medical Mutual may agree, orally or in writing, to change the benefits listed here. The contract or certificate will contain the complete listing of covered services.

Revised 06/08/07

HESE Rx Plan 3 w/ OC