

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

ARTICLE 1.00 – AGREEMENT AND DURATION

1.01 Ratification of Agreement

When an agreement is reached through negotiating, it shall be reduced to writing and submitted to the Celina Education Association (OEA/NEA), hereinafter referred to as the “Association” and the Celina City School District Board of Education, hereinafter referred to as the “Board” for their consideration. If ratified by the Association, the Board may adopt a resolution setting forth the Agreement. When the Agreement is ratified and adopted, it shall then be signed by the parties and shall become part of the official minutes of the Board.

1.02 Duration of Agreement

The Master Agreement shall be in full effect from September 1, ~~2018~~ 2015 through August 31, ~~2018~~ 2021. No provision of the Agreement shall discriminate against any staff member in regard to membership or non-membership in the Association.

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ARTICLE 8.00 – CONTRACTUAL STATUS, NONRENEWAL & TERMINATION

8.01 Types of Contracts

8.01.1 Teachers shall receive three (3) one-year contracts, if doing satisfactory work.

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8.02 New teachers to the system or teachers changing contract status will receive an individual written contract. This Master Agreement shall be the contract for all other teachers. **Each teacher who will have a change in grade or subjects, and/or school building to which he/she will be assigned will be notified prior to the end of the school year.** ~~Each teacher will receive a notice of the grades or subjects and school building to which he/she will be assigned prior to the end of the school year.~~ Salary notices shall be issued upon request.

8.03 Teachers who are not to be re-employed shall be so notified in writing on or before **June 1.** ~~May 15.~~ If a teacher does not desire re-employment, he/she should notify the Superintendent in writing at the earliest possible date.

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8.05 Nonrenewal

8.05.1 Nonrenewal of Limited Teaching Contracts for Probationary Employees Who Have Been Employed for Three (3) Years or Less

8.05.1a On or before **June 1,** ~~May 15,~~ limited contract teachers who have been employed for three (3) or fewer years shall be notified by the Superintendent that they will not be recommended to the Board for rehiring for the next school year. Prior to Board action on their contract, such teachers shall have the right to meet with the Board in executive session with representation to present their case.

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ARTICLE 9.00 – PERSONNEL FILES

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9.03 Notice of Content

Each teacher shall be notified in writing and shall have the opportunity to read and sign any material before it is placed in his or her personnel file. Each teacher shall acknowledge that he or she has read the material by affixing his or her signature and the date of the copy. The affixed signature shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by the teacher. The teacher **may will** reply in writing, and such reply shall be attached to the file copy. Teachers may request a meeting with the Superintendent to discuss the contents of their personnel files.

9.04 Anonymous Materials

Anonymous letters or materials shall not be placed in a teacher's file. ~~nor shall they be made a matter of record.~~

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ARTICLE 11.00 TEACHER PERFORMANCE APPRAISAL PROCEDURE

11.01 Evaluation Procedure Defined

The evaluation procedure established in this agreement conforms to the framework for the evaluation of teachers developed pursuant to Sections 3319.111, ~~and~~ 3319.112, **and 3319.113** of the Ohio Revised Code.

11.02 Evaluation Committee

Evaluation of personnel is clearly a management right provision and shall be conducted accordingly. Suggested changes in the assessment program will come from the Evaluation Committee. The Evaluation Committee will be **comprised** ~~comprised~~ of the Association President or his/her designee and two (2) Association members selected by the President. In addition, the Superintendent or his/her designee and two (2) administrators selected by the Superintendent. **Changes agreed upon by the Evaluation Committee** ~~Such a program~~ will be recommended to the **Association President Board** ~~by~~ and the Superintendent **for inclusion in this Article. Any changes must be ratified by the Board and Association.**

11.03 Definitions

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“Teacher” – For purposes of this policy, “teacher” means licensed instructors who spend at least fifty percent (50%) of his/her time providing content-related student instruction and who is working under one of the following:

- A. A license issued under R.C. 3319.22, 3319.26, 3319.222, or 3319.226; or
- B. A permanent certificate issued under R.C. 3319.222 as it existed prior to September, 2003; or
- C. A permanent certificate issued under R.C. 3319.222 as it existed prior to September, 2006; or
- D. A permit issued under R.C. 3319.301.

Pursuant to O.R.C. §3319.16, it is the responsibility of each teacher to maintain current certification/license in the field of instruction and to maintain all current teaching certification/license areas.

Substitute teachers and teachers not meeting this definition are not subject to evaluation under this policy. Full-time bargaining unit members who do not meet the definition will be evaluated utilizing the evaluation procedures of the collective bargaining agreement in effect between the Board and the CEA.

The Superintendent, Treasurer, Assistant Superintendent, and any “other administrators” as defined by R.C. 3319.02 are not subject to evaluation under this policy.

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11.07 Procedures for Evaluations

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- D. For skilled and accomplished teachers not evaluated under B and C above, the following evaluation procedure applies: a credentialed evaluator may hold a pre-conference; conduct at least one observation, as defined in law on the standards in performance and be at least thirty (30) consecutive minutes and hold at least one conference with the teacher and must coincide with the observation. Additionally, the post-conference shall be held prior to May 10.

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- F. **The Board may elect not to conduct an evaluation of a teacher who meets one of the following requirements:**

1. **The teacher was on leave from the District for fifty percent (50%) or more of the school year, as calculated by the Board;**
2. **The teacher has submitted notice of retirement, and that notice has been accepted by the Board not later than December 1st of the school year in which the evaluation is otherwise scheduled to be conducted;**
3. **The teacher is participating in the teacher residency program established under O.R.C. §3319.223 for the year during which that teacher takes, for the first time, at least half of the performance-based assessments prescribed by the State Board of Education for resident educators.**

11.08 Formal Observations

- A. All formal observations, ~~may~~ at the teacher's and/or evaluator's request, **may** be preceded by a conference between the evaluator and the teacher in order for the teacher to explain plans and objectives for the work situation to be observed. The conference shall be held no more than ten (10) workdays prior to the observation.

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11.10 Finalization of Evaluation

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- B. The evaluating administrator/**designee** will schedule and meet with the teacher for the final evaluation conference within fifteen (15) workdays of the second observation. This timeline will be extended if the bargaining unit member or evaluator is absent.

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11.13 Due Process

A grievance may be filed for **procedural** ~~procedure~~ errors, fraudulent and/or inaccurate data or information.

11.14 Evaluation of Non-OTES Teachers

- A. The Board must evaluate any teacher on a limited contract or an extended limited contract in any school year in which the Board may wish to non-renew said teacher.

1. The evaluation process requires:

- a. At least two (2) evaluation cycles **shall be conducted in the school year in which the teacher is being evaluated. Each evaluation cycle shall contain at least one formal observation (not less than thirty (30) minutes in duration);** ~~two (2) observations equals one (1) evaluation cycle during~~

~~the school year with observations not less than thirty (30) minutes in duration;~~

- b. The first observation(s) must be conducted and completed no later than January ~~20~~ **15** using the Observation Form for Professional Staff;
- c. The teacher must receive a written report of the evaluation results no later than January ~~30~~ **25** using the Evaluation Form;
- d. **A** ~~The~~ second, **and possibly a third** observation(s) must be conducted and completed on or after January ~~21~~ **16** and be completed no later than **May 1**. **Either party may elect a third observation, which can occur in a year in which nonrenewal is being considered. If the employee requests a third observation, such request must be made by April 15;** ~~April 10;~~
- e. The teacher must receive a written report (Evaluation Form) no later than **May** ~~April~~ **10;**

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11.20 School Counselors

School counselors shall be evaluated in accordance with the requirements of O.R.C. §3319.113. The school counselors shall be evaluated using ODE Rubric and Evaluation forms. Any changes to the ODE forms during a school year will be incorporated at the beginning of the next school year. The forms will be included in the Appendix.

ARTICLE 12.00 – PROTECTION OF TEACHERS

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12.04 Special Needs Students Responsibilities

- 12.04.1 If any special needs students are placed in a classroom, the teacher will not be required to: administer medication, perform any medical procedures or handle problems with bowel or bladder control or body fluids. The classroom teacher shall not be responsible for any lifting, diapering, or procedures such as catheterization; **or** tube feeding, ~~etc.~~ The provision shall not apply to administering medication on field trips, **provided the teacher administering the medication has successfully completed the annual medication administration training.**
- 12.04.2 No teacher shall be required to administer medication to any student nor shall they be required to perform medical procedures or other such procedures of a physical nature such as catheterization for any student. The provision shall not apply to administering medication on field trips, **provided the teacher administering the medication has successfully completed the annual medication administration training.**

ARTICLE 14 – SCHOOL YEAR AND SCHOOL DAY

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14.03 Parent-Teacher Conferences

- 14.03.1 The equivalent of one (1) day for 7-12 parent-teacher conferences and the equivalent of two (2) days for K-6 shall be scheduled. The times and structure, as well as the scheduling of parents, shall be determined by the **Building Leadership** ~~school improvement~~ **Team** within each building.

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ARTICLE 16.00 – TEACHER ASSIGNMENT

- 16.01 The Board and the Association recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both the teacher and the Board. It is also acknowledge that the primary duty and responsibility of the teacher is to teach, to remain with the assigned students, and that the organization of the school and the school day should be directed at ensuring that the energy of the teacher is primarily utilized to this end. In accordance with Section 3313.47 of the Revised Code and Ohio Attorney General’s Opinion 2457 (1958), the Association recognizes that the Superintendent of schools has the sole authority in the assignment of teachers.
- 16.02 The Superintendent and Board agree that the following concepts are desirable for the smooth functioning of the school system:
- 16.02.1 Each teacher grades seven (7) through twelve (12) will have at least one (1) unassigned period for planning purposes. All elementary teachers will have two hundred (200) minutes per week of planning time. Incidental time (time less than a period of ten (10) minutes and time before and after school) will not count as planning time.
- 16.02.2 **K-6** ~~K-4~~ elementary teachers will **not be assigned to students unassigned** during recess **and lunch** periods allowing for teacher directed intervention, **TBT’s**, collaboration, parent communication, and remediation as needed. Each regular classroom teacher will be assigned on a rotation basis to monitor classrooms during emergency (i.e., inclement weather). This duty will not exceed thirty-six (36) recess periods per year. All teachers are responsible for student supervision in the hallways and restrooms.
- 16.02.3 Regular classroom teachers will not be assigned outside the scope of their fields of certification/licensure.
- 16.02.4 Teaching personnel in grades seven (7) through twelve (12) will teach seven (7) periods in an eight (8) period day or eight (8) periods in a nine (9) period day. Any deviation from the above will be agreed to in writing by the instructor.
- 16.02.5 Classroom teachers (7-12) with more than four (4) preparations in an academic area (science, math, language arts, social studies) will not be assigned more than this (6) periods during an eight (8) period day or seven

(7) in a nine (9) period day. Any deviation from the above will be agreed to in writing by the instructor.

16.02.6 Teachers who will be affected by changes in grade assignment in the elementary school grades and by subject assignment in secondary school will be notified and consulted by their Principals as soon as practicable. All transfers will be made in accordance with transfer procedures stipulated in Article 18 of the Master Agreement.

16.02.7 Teachers who are asked by their building principal(s) to cover the class of another teacher during their preparation period will be paid at the following rate: High School and Middle School teachers shall be compensated at the rate of ten dollars (\$10) per class period. Elementary and Intermediate teachers shall be compensated at the rate of ten dollars (\$10) per class period.

This provision is voluntary and does not require the teacher to give up their preparation time.

16.02.8 TBT (Teacher Based Teams) meetings will be held during the teacher day. Each schedule TBT session will be a minimum of **forty (40)** ~~thirty (30)~~ minutes.

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ARTICLE 17.00 – CLASS SIZE

17.01 Class Size

The Board and the Association recognize that the teacher-pupil ratio is an important aspect of an effective educational program. The maximum number of pupils per regular classroom teacher will be as follows:

1. Kindergarten – Grade 4 - 23 pupils
2. Grades 5-6 - 26 pupils
3. Grades 7-12 – Academic - 27 pupils per class period and an average of 25 pupils per class period each grading period.
4. Special Education - According to state operating standards then in effect. Current standards in effect at the commencement of this Agreement as reproduced as Appendix A. These standards are not negotiated language and are subject to change by the state of Ohio.
5. Laboratory & I.T. - 24 pupils
6. Large groups determined individually (i.e., band, chorus, group lectures, etc.)
7. **TriStar 25 pupils**

The maximum number of pupils in classifications K-6 may be exceeded by two (2) pupils. If a K-6 teacher's class size exceeds the maximum number of pupils in a given school year, it will not exceed the maximum the following school year. The maximum number of pupils in classifications 7-12 may be exceeded by two (2) pupils per class period in a grading period. If a teacher's class size exceeds the maximum number of pupils per class period in a given grading period, it will not exceed the maximum the following grading period.

17.02 Employee Council

- 17.02.1 The Celina City School District shall have an Employee Council. The purpose of the Employee Council shall be to facilitate communications about the operation of the school district and to involve employees in communicating ideas/solutions about day-to-day operational activities, problems, or concerns. This will also provide an opportunity for information exchange between the buildings, members and administration.
- 17.02.2 The Employee Council shall meet **three (3) times per year.** ~~once each nine-week period.~~ The agenda shall be a cooperative effort between the Superintendent and the President of the Association with both sharing in the operation of the meeting. The Employee Council shall consist of one representative per 50 members per building or fraction thereof, one high school and one elementary administrator representative, in addition to the Superintendent and Association President.
- 17.02.3 The Employee Council representatives are to solicit input from their respective membership and to report these items at the Employee Council. Representatives are responsible to provide their building a written report of the meeting. The Association President is responsible to provide the Executive Committee a report of each meeting.

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ARTICLE 19.00 – REDUCTION IN STAFF

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- 19.03 2. Seniority shall only be used when deciding between teachers with comparable evaluations. Comparable evaluations shall include those teachers with evaluation ratings of “Accomplished” and/or “Skilled”.

No new personnel will be hired until all reduced staff members qualified to fill **vacated** ~~vacation~~ positions restored, or all qualified staff members on reduction decline the offer to fill the vacancy.

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- 19.06 In the event of a reduction in force occurring, any regular, full time **teacher(s)** whose position(s) is reduced in force may elect to request assignment to the hourly position of an hourly teaching employee with less seniority. Such hourly teaching employee shall be placed on the RIF list as provided for in the collective bargaining agreement between the parties.

The regular full time teachers who replace an hourly teaching employee shall have the right of restoration to regular full time teaching positions, according to their seniority, whenever such positions become available for which the employee has the correct certification/licensure.

ARTICLE 20.00 – LEAVES

20.01 Assault Leave

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20.01.5 To be eligible for assault leave, an employee must file a criminal complaint with law enforcement and provide such cooperation, testimony, and evidence as is necessary to prosecute the individual responsible for the assault.

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20.05 Funeral Leave

Funeral leave without loss of pay or deduction from sick leave **shall be available** to attend and to plan funerals that occur on days school is in session shall be granted to a teacher upon request to the Superintendent as follows:

20.05.1 Immediate family – up to three (3) days. Immediate family shall include spouse, children, **stepchildren**, parents, **stepparents**, **grandparents**, **grandchildren**, brothers, sisters, **stepsiblings**, and spouse's parents and any other person (not renters) residing within the immediate household. **An additional two (2) days can be supplemented by using personal and/or sick leave days.**

20.05.2 Other Relatives –

a. One (1) day if within one (1) day driving range (**8 hours roundtrip**) from Celina as **determined by the Superintendent. An additional two (2) days can be supplemented by using personal or sick leave days.**

~~b. Two (2) days when driving distance requires extra time.~~

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20.08 Personal Leave

20.08.1 Each teacher is entitled to three (3) unrestricted personal leave days each work year upon notification ~~to~~ of the Principal. Such days shall be without loss of pay or deduction from sick leave. Any teacher not using personal leave will be compensated for each day at the **substitute** rate of ~~Sixty Dollars (\$60.00)~~ per day up to a maximum of two (2) days. Said stipend compensation shall be provided to the teacher during the last pay period in the yearly contract.

- a. The Superintendent may approve additional days as warranted by emergency upon the written request, including reasons therefore by any teacher who has exhausted the personal leave provided herein.

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20.08.04 A teacher may carry over one (1) day or cash out at the substitute rate. A teacher shall have no more than four (4) personal days. The certified staff member must inform the Treasurer in writing of his/her decision about whether to carry over a day or cash out day(s) by the teacher work day at the end of the school year. If the staff member fails to notify the Treasurer by that date, then one personal day will be carried over to the next school year and any other unused personal days will be cashed out.

20.09 Professional Leave

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20.09.3 If possible, requests for professional leave shall be filed in the Superintendent's office on the appropriate form far enough in advance to **ensure** ~~insure~~ approval/disapproval prior to leaving. The professional staff member shall receive written notice of approval/disapproval of professional leave.

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20.12 Sick Leave Bank

[Those sick leave bank provisions which were revised as a result of the November 5, 2018 Tentative Agreement shall not be effective until both parties have ratified the Tentative Agreement.]

- 20.12.1 All current certified/licensed staff members may contribute one (1) day of their accumulated sick leave to a district-wide sick leave bank. The enrollment date deadline for the sick leave bank is October 15 of each year. The maximum contribution **requirement** per certified/licensed staff member will be five (5) days. **Staff members may elect to donate an additional one (1) day per year, after they have met their five (5) day maximum contribution requirement, if they indicate their desire to do so on their enrollment form, by October 15 each year.**
- 20.12.2 If a certified/licensed staff member **chooses to join the sick leave bank, after they chose not to be a sick leave bank member, they will need to donate one (1) day for each year, up to their maximum contribution requirement of five (5) days, for each of the years they chose not to be a member.** ~~who was eligible at the inception of the sick leave bank chooses to join after the inception they must make up all days which they would have been assessed if they had joined when they were first eligible.~~
- 20.012.3 All newly hired certified/licensed staff members will be eligible to join by donating one day of their sick leave.
- 20.12.4 There shall be seven (7) members of the Sick Leave Bank Committee. The Association President will appoint three certified/licensed members and the Superintendent will appoint three (3) administrators. In addition, the Superintendent will act as the chairperson with one (1) vote.
- 20.12.5 Applications must be made by the certified/licensed member with the following information: nature of illness or injury; physician(s) diagnosis and prognosis of the illness or injury; projected date to return to work; explanation of previous leave usage; and any other pertinent information the applicant may wish to submit to the committee before a decision is made.
- 20.12.6 Maximum of twenty (20) days may be granted to an applicant per event, **up to a maximum of sixty (60) days per school year.** No certified/licensed member may be granted a total of more than **eighty (80)** ~~forty (40)~~ days from the sick leave bank.

- 20.12.7 Members of the bargaining unit may withdraw from participation at any time but any day contributed is not refundable.
- 20.12.8 Only members of the sick leave bank are eligible to receive sick leave bank benefits.
- 20.12.9 The Board of Education shall remit the regular salary to the sick leave bank member.
- 20.12.10 Sick Leave Bank days cannot be used in lieu of application for STRS disability.
- 20.12.11 Sick Leave Bank cannot be used if the certified/licensed member has applied for and been granted disability retirement.
- 20.12.12 The certified/licensed employee must have exhausted his/her own sick leave first, before being granted any days from the sick leave bank.
- 20.12.13 All information and reports relating to application submitted under this article will remain confidential.
- 20.12.14 The District Treasurer will notify the Sick Leave Bank Committee members and the Association President of the number of days accumulated in the sick leave bank annually.
- 20.12.15 All certified/licensed employees will be provided with an annual options form to indicate participation in the Sick Leave Bank. The forms will be forwarded to the Treasurer within the ten (10) working days for the enrollment date deadline.
- 20.12.16 Sick Leave Bank for Maternity. Employees absent for normal maternity leave shall be eligible to receive up to a maximum of fifteen (15) sick leave bank days upon exhaustion of sick leave. The additional sick leave days shall not extend the up to six (6) weeks of maternity leave. Employees who have complications associated with delivery may also be eligible to receive additional days from the sick leave bank. The additional days shall not extend the up to eight (8) weeks of leave.**

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

20.12.17 If the certified employee is incapacitated to such an extent that he or she cannot personally apply for a grant, the applicant's Power of Attorney may apply for the applicant.

ARTICLE 21.00 – PAY PERIODS AND DEDUCTIONS

21.01 Paydays

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21.01.2 If a payday falls on a day that schools are scheduled to be closed (i.e., holiday or weekend), checks will be electronically deposited the ~~prior~~ business day prior to the day that schools are scheduled to be closed.

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ARTICLE 23.00 – SALARY PLACEMENT AND RELATED PAY

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23.02 Training Levels

Training levels for Celina Schools include non-degree, Bachelor's Degree (B.A.), Bachelor's Degree with at least 150 semester hours of **acceptable** ~~accepted~~ credit (5 years), Master's Degree in Education or related field (M.A.), Master Degree in Education or related field plus 30 semester hours of course work in education or related field after the conferring of the Masters Degrees by the college or university, and Education Specialist Degree.

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23.09 Longevity Pay

A longevity payment of Six Hundred Dollars (\$600.00) shall be made to each employee reaching year 25 of the salary schedule and for each year thereafter.

ARTICLE 24.00 – PROFESSIONAL GROWTH

24.01 ~~During the period of this contract, and/or as long as the Federal Government requires and funds the “Highly Qualified Teacher” requirements, it is the intention of the Board to provide an additional incentive to insure the opportunity for all of our teaching staff to meet the requirements. The definition of a “Highly Qualified Teacher” provided by the State of Ohio and the Federal Government states that every teacher must be certified in the area in which he/she serves the district. Therefore, the District will reimburse those teachers striving to meet this requirement one hundred percent (100%) of the tuition costs upon successful completion of each course needed for that certification.~~

24.02 A teacher who earns graduate hours of credit in his/her major field or any approved educationally related field or area, in addition to his/her regular salary during the following contract year, will receive a stipend according to the following chart except as adjusted as defined in 24.03. No retroactivity for any present certified employee.

up to \$300.00/semester hour

up to \$175.00/quarter hour

The maximum reimbursement will be Two Thousand Four Hundred Dollars (\$2,400) per individual, per school year, **and shall not exceed the teacher’s actual out-of-pocket cost.** Reimbursement under Section 24.01 does not count towards reimbursement under Section 24.02. Once a teacher has earned a master’s degree, only coursework relevant to the teacher’s assignment or advancement of his/her education career will be eligible for this benefit.

24.03 The Board will pay an annual aggregate maximum (per contract year) of ~~sixty forty-five thousand dollars (\$60,000) (\$45,000)~~ for classes taken during the preceding year. No payments will be made until after September 30 of the following **school** year. **September 30 is the deadline for submitting official transcripts, receipts, and paperwork for classes to be considered for reimbursement.** If the total aggregate amount to be reimbursed based upon the total hours submitted by bargaining unit membership exceeds the annual aggregate maximum limit, the district will reduce the per hour reimbursement so that the annual aggregate maximum of Section 24.03 is not exceeded.

24.04 Part-time personnel governed by this contract shall receive a pro-rata percentage benefit based upon the employee’s hours worked.

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

24.05 As of November 5, 2018, the tuition reimbursement maximum has been paid out by the Board. Therefore, tuition reimbursement will not be available again until the 2019-20 school year.

ARTICLE 26.00 – ENTRY YEAR

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26.07 Resident Educator Program Content

The Resident Educator Committee shall oversee the development and implementation of the Mentor Programs.

26.07.1 Resident Educator Program: Resident Educator Program Teacher Committee members and mentors must attend required ODE mentor training. Mentees must successfully complete ODE requirements leading to the acquisition of their professional license.

26.07.2 Alternate Mentor Program: Alternative Mentor Program (AMP) is for certified licensed staff assigned in a new level, building, new content area or experienced staff new to the District. The Resident Educator Committee will make recommendations as to which staff members are eligible for an AMP Mentor and the staff member who will serve as the AMP Mentor. The final decision to grant a staff member an AMP Mentor is at the discretion of the Superintendent.

26.07.3 Contract Evaluation: **Unless the criteria set forth in Article 11.07(F)(3) are met, The Resident Educator Program shall not replace employment evaluation.**—E evaluation of the Resident Educator shall be conducted in accordance with the provisions of the evaluation procedure contained in Article XI of this collective bargaining agreement and per applicable state laws.

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ARTICLE 27.00 INSURANCE

27.01 Benefit Plan Description and Benefits

The Benefit Plan description will be available on the insurance consortium web site and in .pdf format on the Celina Board web site. The District will offer to the employees covered by this agreement, unless otherwise excluded elsewhere in the agreement, the option to participate in any of the benefit plans for medical, dental, and prescription drugs as approved by the Mercer/Auglaize Employee Benefit Trust.

27.02 Selection of Insurance Coverage

The current PPO Plan will be in effect until discontinued ~~All plans offered by the Mercer/Auglaize Employee Benefit Trust (“MABT”). The District will also offer the option of an HDHP/HSA Plan offered by MABT. will be available to the bargaining unit members. Anyone who chooses a plan other than the Alternate Preferred Provider Organization Plan (PPO) shall pay the difference between the cost of that plan and the PPO in addition to the premium contributions.~~

The employee monthly premium contribution **for the PPO Plan shall be fifteen percent (15%) effective January 1, 2019 and twenty percent (20%) effective January 1, 2020** ~~seven and one-half percent (7.5%)~~ of the premium for single or family coverage. **The employee monthly premium contribution for the HDHP/HSA Plan shall be seven and one-half percent (7.5%).**

The Board will contribute One Thousand Two Hundred Twenty-Five Dollars (\$1,225.00) for a single plan and Two Thousand Four Hundred Fifty Dollars (\$2,450.00) for a family plan to each employee’s HSA effective January 1, 2019, January 1, 2020, and January 1, 2021, with no match required by the employee. New employees shall receive One Thousand Two Hundred Twenty-Five Dollars (\$1,225.00) for a single plan and Two Thousand Four Hundred Fifty Dollars (\$2,450.00) for a family plan, even if they are first hired during the period from January 1, 2021 to December 31, 2021. For each year, half of the contribution will be deposited into the employee’s account on January 1, and the other half to be provided the earlier of July 1 or once the employee has used all of the funds deposited by the Board.

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

During each open enrollment period (November **1 until the Thanksgiving holiday**), every member of the employee group will be required to complete re-enrollment forms to maintain, change or decline the benefit plan(s). Selection will be required for medical, prescription drug and dental coverage.

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ARTICLE 28.00 – FRINGE BENEFITS

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28.04 Optical Expense Reimbursement

The Board will reimburse vision expense documented by receipts for all employees and their spouse and dependent children. Receipts will be reimbursed **up to** Two Hundred Dollars (\$200) per employee annually between January 1 and December 31.

ARTICLE 30.00 – REGULAR AND SUPPLEMENTAL SALARIES

30.01 Regular Salary

The BA-0 Base Salary shall be increased **1% for the 2018-2019 school year, 2% for the 2019-2020 school year, and 2.6% for the 2020-2021 school year. The 1% increase for the 2018-2019 school year will be retroactive to September 1, 2018 if the Association ratifies by November 30, 2018. If the Association does not ratify by November 30, 2018, the 1% increase will be effective the first day of the next pay period following ratification by the Association.** ~~three percent (3%) each year for the 2015-2016 and the 2016-2017 school years, respectively, and one percent (1%) for the 2017-2018 school year. Step advancement will resume effective with the 2015-2016 school year. Steps frozen in the past will not be restored as provided below.~~

Any teacher who has not had their final step restored from the step freezes during the 2011-12, 2012-13, and 2014-15 school years shall have their remaining step restored for the 2018-19 school year so that the teacher's number of years of service and number of years of service for payroll are the same.

~~Additionally, each teacher who has experienced a step freeze shall have one step restored for the 2015-2016 school year. (Example: Teacher who began the 2015-2016 school year on Step 5 while this Master Agreement was being renegotiated, and who did not advance to Step 6 due to a step freeze, shall be placed on Step 7, representing both a resumption of steps and a restoration of one frozen step.) Additionally, each teacher who has experienced more than one year of a step freeze shall have one additional step restored for the 2017-2018 school year, for a total of two restored steps during the term of this Agreement.~~

30.02 Extra Duty Salaries

The supplemental salary classification schedule (~~Schedule B~~) appears in Article 31 of this Agreement. The supplemental salaries shall be increased the same percentage as increases to the BA-0 base salary.

30.02.1 When a change from one classification to another takes place on **the supplemental salary classification schedule** ~~Schedule B~~ that does not involve a change in position, the accrued experience shall be granted in the new classification.

30.02.2 **To be considered for a Class VIII supplemental, employees must submit their request for consideration in writing to the Superintendent. An employee thus employed in a Class VIII supplemental will receive a one (1) year limited supplemental contract.** All supplemental contracts for teachers are issued for a period of one year and expire automatically and without the necessity of nonrenewal or other Board of Education action.

30.02.3 The superintendent will notify any teacher holding a supplemental contract of his/her intentions to let the contract expire without his/her recommending renewal by April 30 each year.

30.03 Fair Share Fee

This Article is subject to automatic amendment, based upon any decision by the U.S. Supreme Court, or the Supreme Court of Ohio, affecting the legality of “fair share fee.”

The Celina Board agrees to automatic payroll deduction, as a condition of employment, of an amount equal to the dues of the United Education Profession from the pay of all bargaining unit members who elect not to become members of the United Education Profession or who elect not to remain members.

* * *

ARTICLE 32.00 – SUPPLEMENTAL SALARY SCHEDULE/INDEX

**CELINA CITY SCHOOL DISTRICT
EXTRA DUTY CLASSIFICATION SCHEDULE B**

CLASS I

1. Athletic Trainer – All Sports Responsibility
2. Head Varsity Football
3. Head Boys Varsity Basketball
4. Head Girls Varsity Basketball
5. Channel 6 Coordinator
6. ~~In-School Weightlifting~~

CLASS II

1. Head Varsity Baseball
2. Head Varsity Softball
3. Head Varsity Track
4. Head Boys Soccer
5. Head Girls Soccer
6. Head Varsity Volleyball
7. Head Varsity Wrestling
8. High School Yearbook Advisor
9. Marching Band Director

CLASS III

1. Assistant Varsity Football
2. Assistant Boys Varsity Basketball
3. Assistant Girls Varsity Basketball
4. JV Boys Basketball
5. JV Girls Basketball
6. Head Cross Country
7. Weight Coordinator
8. Head Swimming
9. Head Junior Class Advisor
10. Head Instrumental Music
11. Scholastic Bowl Advisor
12. Head Boys Tennis
13. Head Girls Tennis

CLASS IV

1. Head 9th Grade Football
2. Head 8th Grade Football
3. Head 7th Grade Football
4. Head 9th Grade Boys Basketball
5. Head 9th Grade Girls Basketball
6. Head 8th Grade Boys Basketball
7. Head 8th Grade Girls Basketball
8. Head 7th Grade Boys Basketball
9. Head 7th Grade Girls Basketball
10. Assistant Varsity Baseball
11. JV Baseball
12. Middle School Baseball
13. 9th Grade Baseball
14. Head Boys Golf
15. Head Girls Golf
16. Assistant Varsity Girls Softball
17. JV Girls Softball
18. Middle School Girls Softball
19. Assistant Varsity Track
20. Head Middle School Track
21. Middle School Cross Country
22. Assistant Boys Tennis
23. Assistant Girls Tennis
24. Assistant Boys Soccer
25. Assistant Girls Soccer
26. JV Boys Soccer
27. JV Girls Soccer
28. Assistant Varsity Volleyball
29. JV Volleyball
30. 9th Grade Volleyball
31. 8th Grade Volleyball
32. 7th Grade Volleyball
33. Assistant Wrestling
34. Head Middle School Wrestling
35. Assistant Swimming
36. Varsity Cheerleader Advisor
37. High School Student Council Advisor
38. High School Musical
39. Choral Music
40. Assistant Marching Band

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

41. Strings
42. Dance Team Advisor
43. Spirit Squad
44. Assistant High School Musical
- 45. Head Boys Bowling**
- 46. Head Girls Bowling**

CLASS V

1. Assistant 9th Grade Football
2. Assistant 8th Grade Football
3. Assistant 7th Grade Football
4. Assistant Middle School Track
5. Assistant Middle School Wrestling
6. Color Guard Advisor
7. Assistant Junior Class Advisor
8. High School Autumn Theatre Director
9. Assistant Instrumental Music
10. Percussion

CLASS VI

1. High School Intramurals
2. Middle School Intramurals
3. Assistant Cheerleader Advisor
4. Middle School Cheerleader Advisor
5. Middle School Yearbook Advisor
6. High School Drug & Alcohol/SADD Advisor
7. Middle School Student Council Advisor
8. High School Autumn Theatre Assistant Director
9. **Middle Assistant High School Musical**
10. Assistant Middle School Musical
11. Intermediate Musical
12. High School Musical Set Design
13. Senior Class Advisor
14. National Honor Society Advisor
15. Middle School Newspaper
16. Literary Magazine Advisor
17. Mock Trial Advisor
18. Future Teachers of America Advisor
19. Middle School Scholastic Bowl Advisor
20. Future Business Leader Advisor

CLASS VII

1. Middle School Drug/Alcohol Advisor
2. Intermediate Student Council Advisor
3. Special Olympics Advisor
4. Assistant Mock Trial

CLASS VIII*

1. Intervention Assistance Team
2. Tri Star Vocational Club
3. Grade Level Chairperson
4. Department Chairperson (A)
5. Department Chairperson (B)
6. Middle School Team Leader
7. CIS Cluster Member
8. **Special Education Building Coordinator**
9. **District Leadership Team**

*Regardless of years' experience

Celina City School District
 Board of Education
 CEA Negotiations
 Tentative Agreement Package
 November 5, 2018

Celina City School District
32.01 Supplemental Salary Schedule, 2018-2019 ~~2015-2016~~
 Base Salary ~~\$33,512~~

* * *

POSITION	<u>Class VIII</u>	
Intervention Assistance Team	0.0750	\$2,513
Department Head A	0.0471	\$1,578
Department Head B	0.0328	\$1,099
Grade Level Chairpersons	0.0471	\$1,578
Intermediate Cluster Members (per cluster)	0.0471	\$1,578
Middle School Team Leaders (per team)	0.0471	\$1,578
Tri Star Vocational Club	0.0300	\$1,005
District Leadership Team	0.0300	

32.02 Supplemental Salary Schedule, 2019-2020 ~~2016-2017~~
 Base Salary ~~\$34,517~~

* * *

POSITION	<u>Class VIII</u>	
Intervention Assistance Team	0.0750	\$2,589
Department Head A	0.0471	\$1,626
Department Head B	0.0328	\$1,132
Grade Level Chairpersons	0.0471	\$1,626
Intermediate Cluster Members (per cluster)	0.0471	\$1,626
Middle School Team Leaders (per team)	0.0471	\$1,626
Tri Star Vocational Club	0.0300	\$1,036
District Leadership Team	0.0300	

Celina City School District
 Board of Education
 CEA Negotiations
 Tentative Agreement Package
 November 5, 2018

32.03 Supplemental Salary Schedule, 2020-2021 ~~2017-2018~~
 Base Salary \$34,862

* * *

POSITION	<u>Class VIII</u>	
Intervention Assistance Team	0.0750	\$2,615
Department Head A	0.0471	\$1,642
Department Head B	0.0328	\$1,143
Grade Level Chairpersons	0.0471	\$1,642
Intermediate Cluster Members (per cluster)	0.0471	\$1,642
Middle School Team Leaders (per team)	0.0471	\$1,642
Tri Star Vocational Club	0.0300	\$1,046
District Leadership Team	0.0300	

ARTICLE 34.00 – SERVICE DAYS FOR SPECIAL EDUCATION TEACHERS

* * *

- 34.02 Any General Education teacher primarily affected by IEP/IAT/504 planning conducted during the regular school day shall receive adequate release time for collaboration, development, and revision of plans prior to meetings as **approved** provided by **the Building Principal**. ~~Director of Student Services and Instruction.~~

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

ARTICLE 35.00 — TECHNOLOGY COMMITTEE

~~Technology shall be addressed through the Employee Council, in accordance with Section 17.02 of the Negotiated Agreement.~~

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

ENGLISH AS A SECOND LANGUAGE

**The parties will sign a side letter confirming their commitment to addressing this issue.
[This provision will not be included in the Negotiated Agreement.]**

Celina City School District
Board of Education
CEA Negotiations
Tentative Agreement Package
November 5, 2018

ARTICLE 36.00 – DURATION

This Contract shall be in full force and effect from 12:01 p.m. on September 1, **2018**, ~~2015~~, to 12:00 midnight on August 31, **2021**. ~~2018~~.

President, Board of Education

Co-President, Celina Education Association

Superintendent

Co-President, Celina Education Association

Treasurer