

CONTRACT

BETWEEN THE

PRINCETON BOARD OF EDUCATION

AND THE

**PRINCETON ASSOCIATION OF
CLASSROOM EDUCATORS**

July 1, 2023– June 30, 2026

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ARTICLE I: GENERAL PROVISIONS

Preamble

The Board of Education of the Princeton City School District (hereinafter referred to as the "Board") and the Princeton Association of Classroom Educators (hereinafter referred to as "PACE"), as parties to this Contract, recognize that together they provide services essential to the well-being of the students in the Princeton City Schools.

1.01 Definitions

1.011 All references to time periods in days shall mean those days that are part of the regular member contract year. Days shall be counted commencing with the day after the initiating event as the first day.

1.012 A “full-time” member means a member assigned to an eight (8) hour workday.

1.013 A “part time” member means a member assigned to a workday less than eight (8) hours.

1.014 “License” or “licensure” shall be substituted for “certificate” or “certification”, where appropriate.

1.02 Recognition/Bargaining Unit

1.021 The Board hereby recognizes that PACE, an affiliate of the Ohio Education Association (OEA), the Southwestern Ohio Education Association (SWOEA), and the National Education Association (NEA), is the sole and exclusive bargaining agent for all certified personnel employed by the Board as set forth below.

1.022 The group of represented employees shall be referred to herein as the “bargaining unit” and any teacher represented as a member of the bargaining unit shall be referred to herein as a “member”. The bargaining unit shall be defined as including: all full and regular part-time certificated personnel including all teachers, substitute teachers holding a valid teaching certificate on a salaried regular contract basis, counselors, media specialists, nature center personnel, nurses, librarians, psychologists, speech and hearing specialists, hourly paid tutors, teachers in the pre-school, and auxiliary services teachers excluding: management-level employees, supervisors and confidential employees as defined in Ohio Revised Code (ORC) Section 4117.01, substitute teachers who are not on a salaried regular contract basis, persons who no longer hold valid certificates, persons employed less than thirty (30) days pending receipt of background check and criminal record investigation, and all other employees.

1.023 The rights granted herein to PACE shall not be granted or extended to any competing labor organization.

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1.03 Bargaining Procedure

1.031 This Contract is negotiated pursuant to ORC Chapter 4117, concerning the wages, hours, terms and other conditions of employment for the members of the bargaining unit defined herein. The parties agree that ORC Chapter 4117 shall govern the procedures of bargaining between the Board and PACE.

1.032 If, during the life of the contract, issues arise which materially affect wages, hours, terms and conditions of employment, which matters were not sufficiently covered by the existing Collective Bargaining Contract, such issues shall be addressed between the parties by collective bargaining and the parties shall bargain in good faith until impasse or resolution.

ARTICLE II: GRIEVANCE PROCEDURES

2.01 Definition of Grievance

A grievance is a claim or complaint by a member or group of members or PACE that there has been a violation of any provision of this Contract.

2.02 Initiation and Processing

The parties agree to the following procedures. PACE and the Human Resources Director agree a grievance can be initiated at the level which the Administrator/Supervisor has the authority to resolve the grievance.

2.021 Level One is:

The grievant and/or PACE shall first discuss the grievance with his immediate supervisor, with the objective of resolving the matter informally. The grievant and/or PACE must advise the immediate supervisor that the grievant considers the issue a possible violation of the Master Contract.

2.022 Level Two is:

A. If the grievant is not satisfied with the disposition of the grievance, a written grievance may be filed. The written grievance must be submitted to the grievant's principal, or supervisor, or their designee within fifteen (15) working days of the event causing the grievance. The written grievance must contain a full statement of the facts constituting the alleged violation. Once the grievance is reduced to writing, a PACE representative may represent the grievant. Neither the Board nor Administration will recognize any representative of any teacher organization other than PACE and its affiliates.

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B. The principal, supervisor, or designee may conduct a grievance hearing if such hearing is necessary to resolution of the grievance.

C. The principal, supervisor or designee should communicate his decision in writing to the grievant within five (5) working days after receipt of the written grievance.

2.023 Level Three is:

Within five (5) working days of receipt by the grievant of the decision rendered by the principal or supervisor, such decision may be appealed to the Superintendent. The grievance/appeal shall include when applicable:

A. A copy of the decision and the grounds for appeal.

B. A copy of the grievance.

C. The appeal should be heard by the Superintendent or designee within fifteen (15) working days of receipt. Written notice of the time and place shall be given to the grievant and PACE at least five (5) working days prior to the hearing.

- D. Within five (5) working days of hearing the appeal, the Superintendent should communicate to the grievant a written decision. A copy of the decision shall be sent to PACE.

2.024 Level Four is:

- A. If PACE is not satisfied with the disposition after receipt of the Level Four decision, PACE may submit the grievance to Arbitration. The arbitration process shall be administered by the American Arbitration Association under its Labor Arbitration Rules. The parties agree to accept the arbitrator's award as final and binding on them unless appealed by either party to the Court of Common Pleas in accordance with Ohio Law.
- B. No grievance will be arbitrable unless PACE provides written notice of its intent to arbitrate within sixty (60) working days of the event causing the grievance.
- C. An arbitrator shall have no authority to add to, subtract from, or modify the terms of this Contract.
- D. The time limits set forth herein shall be strictly applied. The parties may extend the time limits by mutual Contract in writing.

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- E. Arbitration shall be the sole and exclusive remedy for redress of grievances arising out of any provisions of this Contract.
- F. Both parties shall have the right to seek enforcement of an arbitrator's award in the Court of Common Pleas.
- G. The cost of the arbitration shall be shared equally by both parties. In cases where either party postpones or cancels a scheduled arbitration, that party shall pay the full cost of any rescheduling fee or cancellation fee.
- H. Claims that have not been raised prior to arbitration may not be raised at arbitration unless three (3) calendar days' notice is provided to the Board's counsel.

ARTICLE III: PACE RIGHTS

3.01 Use of Equipment

3.011 PACE shall have the right to use and/or have access to Board office equipment, computers/e-mail, telephones, and audio-visual equipment, at reasonable times when such equipment is not otherwise in use. PACE shall have access to inter office mail system.

3.012 PACE shall pay reasonable costs for all materials and supplies incident to such use.

3.02 Use of Buildings

Provided prior approval from the building principal, or Superintendent's representative is

attained, PACE and its representatives shall have the right to use Board buildings prior to or at the conclusion of the member workday. No charge shall be made for use of instructional rooms. Use of buildings shall not conflict with other scheduled events. Approval for use of the building will not be unreasonably withheld.

3.03 Use of Bulletin Boards

PACE shall have the right to post notices of activities and matters of PACE concern on designated bulletin boards, at least one (1) of which shall be provided in each building or facility to which members may be assigned. PACE may use the member mailboxes for communication to members.

3.04 Shared Solutions

3.041 Regular meetings between the Administration and PACE at the District and building level shall be scheduled and convened to discuss matters of mutual concern. Issues that are being processed through the grievance procedure shall not be discussed in these meetings and the meetings shall not be considered collective

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bargaining sessions. Enrollment data and demographics shall be standing agenda items.

3.042 A committee consisting of the Superintendent or designee, and other administrative representatives (board employees) shall constitute the District Administration Committee. A committee of the PACE President, or designee, and other PACE representatives (members) shall constitute the PACE Committee. Each committee may be assisted by one non-employee representative, who shall be able to fully participate in the discussion, when the committees mutually agree that an agenda item impacts upon, or requires an interpretation of, an express provision of this Contract. Participation of a non-employee representative at a PACE/Administration meeting is limited to the agenda item previously designated by the committees, as a collective bargaining contract issue.

3.043 District level meetings shall be scheduled on a mutually convenient date, not less than quarterly. At least seven (7) days prior to the meeting date, each party shall send agenda items to the other party. The chair shall prepare the agenda. Building level items shall not be placed on the District level agenda unless the matter has been discussed in the building level shared solutions meeting. All agenda items shall be discussed. Every effort will be made to keep discussion at the District level meeting to those items on the agenda.

3.05 PACE Payroll Dues Deduction

3.051 Payroll deductions of the total affiliated PACE dues shall be provided at no cost to the member. Members may at any time sign and deliver to the Board an authorization form requesting payroll deduction of total affiliated PACE membership dues and assessments. Such authorization shall continue in effect until such time that said member gives written notice to PACE to discontinue such deductions or employment with the Board terminates. PACE dues will be deducted in equal amounts beginning within fourteen (14) days of receipt of the signed authorization form and ending with the May deduction.

3.052 All money so deducted shall be direct deposited into the PACE account. A list of employees for whom deductions were made and the amount for each said

employee will be sent to the PACE Treasurer. If a member gives written notice to PACE to discontinue such deductions, PACE shall provide to the Board Treasurer the names of said members, and at that time that said dues shall be discontinued. The Association shall be responsible for reimbursing any member any owed dues that are taken out after the notification to the Association if the Association fails to notify the Board.

3.06 PACE Leave

3.061 The Board shall grant as PACE leave a total of thirty (30) paid working days to be used by one or more members for the purpose of attending a PACE convention, meeting or conference.

A. Unused PACE leave days shall accumulate from year to year to a maximum of forty (40).

B. A member requesting to use PACE leave must first notify the president and then notify the principal, or the Human Resources Department, at least ten (10) days prior to the date of such leave or as soon as possible.

C. For each teacher who is absent on PACE leave for one (1) day, one (1) day's leave shall be subtracted from the balance of PACE leave days until all of the days have been used.

3.062 Additional time may be granted only with the approval of the Superintendent.

3.07 Bargaining Unit Seniority List

3.071 PACE shall be provided electronically a list of all members' names and addresses by November 1 of each year.

3.072 PACE shall be provided electronically with the names and addresses of newly appointed members within ten (10) days of employment.

3.073 PACE shall be provided with an electronic copy of the member seniority list by area of certification by November 1 of every year.

3.08 Board Committee Representative

PACE shall have the right to appoint all member representatives to any committee established by the Board or Administration to address the wages, hours, or terms and other conditions of employment and/or any existing provision of this Contract.

3.09 PACE Meeting Time

The first Wednesday of every month shall be considered an unencumbered day so that all members may have the opportunity to attend PACE meetings. The Board shall make every effort to keep the hours of 4:00-6:00 p.m. clear and free for such purpose. It is understood that extracurricular activities such as clubs and athletic teams are excluded from this

3.10 Board Information

3.111 The President of PACE will receive copies of the Board agenda electronically on the Friday prior to any meeting of the Board as well as copies of the Board approved minutes within five (5) workdays of approval.

3.112 The Board of Education will provide copies of new board policies to the PACE President.

3.113 PACE shall be provided a minimum of one (1) hour during the new teacher orientation day.

3.114 All applications for grants which necessitate the waiver of any right, privilege, compensation or benefit whatsoever under the collective bargaining Contract between the Board of Education and PACE must have the prior approval of PACE or such waiver shall not be effective.

3.115 The EMIS report shall be submitted to the Association President on a monthly

basis. 3.11 PACE President

The President of PACE shall be given a PACE bell in addition to their planning bell and unencumbered time. If the PACE President is a member at the Middle School/Junior High or High School, the PACE bell shall not constitute a reduction in instructional time for the purposes of calculating Article 7.11.

ARTICLE IV: MEMBER RIGHTS AND PROTECTION

4.01 No Discrimination - No Reprisal

4.011 The Board agrees that it will in no way discriminate against or between members covered by this Contract because of their race, creed, religion, color, national origin, ancestry, age, sex, marital status, disability, sexual orientation, or gender identity. The provisions of this section are subject to the grievance procedure except grievances filed alleging a violation of this section are not arbitrable.

4.012 The Board and PACE agree that neither will discriminate against any member with respect to wages, hours, or any terms or conditions of employment, or take reprisals against any member for his participation or non-participation in concerted activities and/or membership or non-membership in PACE.

4.013 The Princeton City Board of Education agrees to uniformly apply all policies, rules, regulations and administrative rules and regulations to all members throughout the Princeton City School System.

5.01 Contracts

5.011 The limited contract is a Contract between the member and the Board of Education. A limited contract is binding for a specified length of time not to exceed three (3) years.

5.012 The continuing contract is a Contract between the member and the Board of Education. A continuing contract is binding until the member resigns, elects to retire, or until the member is terminated or suspended, pursuant to this Contract.

5.013 A supplemental contract is a special form of limited contract and is a Contract between the member and the Board of Education whereby the member agrees to perform some particular duty or duties in addition to regular teaching duties in exchange for a specified additional compensation. It may supplement either a limited contract or a continuing contract. Supplemental contracts are binding for the term specified.

5.014 Letters of resignation will not be requested of new employees after the initial contract offer.

5.02 Sequence of Limited Contracts

5.021 A member employed pursuant to an individual limited contract shall, if such contract is renewed, be awarded a limited contract as follows:

- A. After the first (1st) year of continuous employment, a one (1) year limited contract;
- B. After the second (2nd) year of continuous employment, a one (1) year limited contract;
- C. After the third (3rd) year of continuous employment, a two (2) year limited contract;
- D. After the fifth (5th) year of continuous employment, a two (2) year limited contract;
- E. After seven (7) years of continuous employment, series of three (3) year limited contracts.

If a member's summative evaluation rating is Developing or Ineffective and the teacher has been given an Improvement Plan, the District may deviate from the above-outlined progression one time during a member's career with the District. If a member's summative evaluation rating is Accomplished or Skilled, the District

shall proceed through the sequence of limited contracts, or the District may deviate from the progression one time during a member's career with the District and award a longer-term limited contract than the member would have received otherwise.

5.022 No member shall have a right to a continuing contract unless such member has given a request to be considered for a continuing contract by August 20. A member must complete the appropriate length of service and have the proper

certification on file with the Superintendent's office. The purpose of this provision is to allow the Board sufficient time to conduct an evaluation prior to making the decision to grant or deny a continuing contract. A member may withdraw this request for consideration at any time prior to the Board taking action on the member's contract.

The provisions of this Article are intended to supersede any conflicting provisions of Ohio Revised Code sections 3319.08 and 3319.11 regarding the issuance of continuing contracts.

5.023 A. Tutors holding appropriate teaching certificates and who qualify with length of service shall be granted a continuing contract as a tutor. Tutors employed pursuant to a continuing tutor contract shall have seniority as a tutor and shall have displacement rights over less senior tutors holding continuing contracts, and over tutors employed pursuant to a limited tutor contract.

B. A continuing tutor contract shall not be a guarantee of a number of students, or a guarantee of a minimum number of work hours.

C. Tutors shall have no right to displace classroom teachers, or other certificated personnel, except other tutors, during a reduction in force.

5.03 Contract Nonrenewal

The nonrenewal of a member's limited contract shall be governed by the applicable sections of the Ohio Revised Code. Any member employed under a limited service contract which is not to be renewed shall be notified in writing on or before the deadline set forth in Ohio Revised Code section 3319.11, which as of the effective date of this contract is June 1st.

5.04 Joint Service Contract

Notwithstanding ORC 3319.08 any newly hired member to the district who is employed to teach and to perform extracurricular duties as head coach of football or girls' basketball or boys' basketball shall be employed on a joint service contract.

5.041 The Board shall enter into a written joint service contract for the employment and reemployment of such member. Such contract shall advise the member of the terms of this provision. Such contract shall be a limited contract for a term of one (1)

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year minimum, up to a maximum term of five (5) years. Such written contract shall specify the salary and compensation to be paid for teaching and coaching duties, either or both of which may not be diminished during the term for which the contract is made, except as provided in Sections 5.11 of this Contract.

5.042 The joint service contract shall not be subject to the provisions of ORC 3319.11 or 3319.111. The provisions of both 3319.11 and 3319.111 are superseded and replaced by the provisions of this Contract.

5.043 Should the Board wish to non-renew the joint service contract of a member, the Board shall notify the member in writing on or before May 15, including whether the non-renewal is based on the teaching duties of the member's contract or

coaching duties. If the non-renewal is based on teaching duties, and the Board has not completed the evaluation procedure in Section 5.08 of this contract, the member is deemed to be reemployed on a one-year limited contract for the subsequent school year. If the non-renewal is based on performance of extracurricular duties, the member shall be entitled to a conference with the Superintendent to present information pertaining to the recommendation. The member shall have the right to be accompanied by a PACE Representative. This conference shall take place before the Board meeting at which the contract non-renewal will be enacted.

5.044 The non-renewal of a joint service contract for reasons related to teaching duties is governed by Section 5.03 of this Contract. The non-renewal of a joint service contract for reasons related to the performance of extracurricular duties is not subject to appeal, grievance or arbitration.

5.045 A member employed under a joint service contract cannot resign from part of the responsibilities and retain employment under the remaining responsibilities, without the approval of the Board. A member resigning from either teaching, or supplemental responsibilities without approval shall be deemed to have resigned from all employment.

5.05 Copy of Contract

5.051 The Board shall print fifty (50) copies of this Contract for distribution to PACE. PACE shall pay one-half (1/2) of the cost of such printing. The Association President shall be provided a pdf of the signed Contract as well as any amendments or addendums. The Contract and any amendments or addendums will be available on the District website.

5.06 Transfers

5.061 A transfer is defined as a change in building assignment.

5.062 A member may submit a transfer request through the designated electronic process for any vacancy which has been posted. The request shall specify the vacancy, the

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school, grade, certification, and subject/position sought. Receipt of the request for transfer shall be acknowledged by the Board.

5.063 Whenever possible, the Board shall notify a member of a transfer which is to be effective the following school year prior to no later than twenty (20) calendar days prior to the first teacher work day.

5.064 Members transferred to fill vacancies occurring after August 1st shall be given as much advance notice as possible. A member involuntarily transferred within nine (9) or fewer calendar days of the first teacher work day shall be given two (2) duty free workdays to complete the transfer. Any member transferred after the commencement of the school year, whether voluntary or involuntary, shall be given two (2) duty-free workdays to complete the transfer. The Board agrees to notify the affected employees of the dates available for the duty-free workdays prior to the effective date of the transfer.

5.065 Members who are involuntarily transferred shall upon request be provided specific written reasons for the transfer.

5.068 Involuntary transfer of members will be limited to two involuntary transfers in a four (4) year period. The Board reserves the right to transfer any member at any time in the event of licensure and/or Highly Qualified Teacher (HQT) requirements and/or limitations including, but not limited to the areas of ESOL, special education, gifted education and special areas.

5.07 Assignments

5.071 An assignment is a change in subject/grade level/position within a building. A member may be assigned to duties in any field in which the member holds a certificate.

5.072 The Board will make every effort to notify a member of a change in assignment for the following school year by June 15. PACE recognizes that last minute resignations, changes in enrollment, and transfers may make it impossible to give notice of a change in teaching assignment in every case. The Board will give as much advance notice as possible under the circumstances.

5.073 If an involuntary change of assignment is made within nine (9) or fewer calendar days of the first teacher work day, the member will be given two (2) duty-free workdays to prepare for the change of assignment. If a change of assignment voluntary or involuntary, is made after the commencement of the school year, the member will be given two (2) duty-free workdays to prepare for the change. The Board agrees to notify the affected members of the dates available for the duty-free workdays prior to the effective date of the change of assignment.

5.08 Vacancies

5.081 Vacancy is defined as when a new position is created, or an employee dies, retires, resigns, is terminated, or is non-renewed. When a vacancy occurs and the administration determines that it is going to fill the vacancy, it shall be posted in accordance with 5.082. When a teacher position becomes available during the course of the school year, the District has the ability to fill position for remainder of year with a substitute.

5.082 All vacancies shall be posted by sending the posting to each member at his/her District email address. Members may apply for such positions by submitting a written request through the designated electronic process. Positions shall not be filled for at least ten (10) working days of the email posting. Members will be considered for the position prior to hiring a new employee.

5.083 Upon completion of the posting period, the administration may fill the position with an internal candidate, may transfer or reassign an internal candidate, may decide not to fill the position at all or may hire a new employee.

5.084 Vacancies occurring between August 1 and the first day of school shall be posted when they occur, but such vacancies may be filled at any time without regard to the posting period.

5.09 Addition of Responsibilities

Prior to requiring a member to undertake additional job duties or responsibilities which are in the nature of those duties and responsibilities and performed pursuant to a supplemental contract, the Board shall advise PACE of the proposed change and negotiate concerning such change.

5.10 Evaluation Procedures

5.101 All teachers/counselors as defined by Ohio Revised Code section 3319.111, 3319.112 or 3319.113 shall be evaluated using OTES or OSCES in accordance with the Board adopted evaluation policy, ORC as it currently is written or as it may be amended, this article, and the Evaluation Handbook. Any members who are not defined as teachers/counselors per the above-referenced statutes shall be evaluated in accordance with this Article. These members shall be evaluated and observed pursuant to the timelines and frequency applied to the OTES teachers. *The Danielson Framework for Teaching* (see Appendix L) shall be used for evaluating members who are not required to be evaluated according to Ohio Revised Code section 3319.111, 3319.112 and 3319.113.

Any complaints regarding violations of either this Article, the Board adopted policy, or the Evaluation Handbook supplementing that policy shall be subject solely to the grievance procedure set forth in Article II and it is intended that the

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provisions of this section supersede any evaluation requirements of Ohio Revised Code section 3319.11.

The Board shall maintain an Evaluation Team composed of an equal number of teachers appointed by the President of the Association, and administrators appointed by the Superintendent. The Evaluation Team's purpose shall be to review the Board policy, any procedures, and timelines for the evaluation system and make recommendations to the Board of Education. The Evaluation Team shall create the Evaluation Handbook. The Evaluation Team shall meet, as necessary to discuss any conflicts and collaborate on mutually-agreeable solutions.

Except for violation of the evaluation procedure general provision and the evaluation process guidelines as set forth in Section 5.09 of this Contract and the Evaluation Handbook, written evaluations, references, and/or recommendations relating to contract non-renewals or status are not grievable or arbitrable.

5.102 Orientation of staff shall be:

- A. Within four (4) weeks from the 1st day of the evaluation year the evaluator shall hold an orientation meeting at which each member up for evaluation is required to attend. At this orientation meeting each member will be oriented to the procedures, process, criteria, instruments, and evaluation time-table.
- B. The orientation meeting will be offered in each building before or after school hours within the teacher workday.
- C. All new members will receive copies of any Board adopted materials which become the basis for evaluation.

- D. At the orientation meeting members will receive copies of the forms to be used.
- E. No formal observations shall be held in a building until after the orientation meeting has been held.

5.103 Observations/Evaluations

- A. All formal observations of members shall be conducted openly.
- B. Each formal observation shall be at least 30 minutes in length and include a face-to-face post conference within seven (7) days after the observation. Any day the teacher or administrator is not present in the school will not count as one of the days. The conference may or may not include a written report by the administrator. The first observation shall be completed no later than December 10, the second observation shall be completed no later

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than April 1, and the third observation, if it is to be completed, shall be completed no later than May 1.

- C. The building principal or designee shall have the primary responsibility for conducting the evaluation except for related services such as nurses, speech pathologist, special education, etc. These members shall be evaluated by the supervisor/administrator who is primarily responsible for their program area. With the exception of related services evaluators, all evaluators of OTES/OSCES shall be licensed administrators employed by the Board of Education who have been credentialed through the Ohio Department of Education. Members who have been evaluated by the same evaluator for two (2) or more consecutive years may have an additional evaluator assigned upon request.
- D. Evaluation procedures are intended to provide a member with a fair assessment of the member's performance. Evaluation procedures are not intended to be a form of disciplinary action, reprimand or reprisal.
- E. Evaluation criteria shall pertain only to performance of duties as an employee of the district.
- F. Oral statements made by the evaluator in the post-observation conference may not be used as evidence in any disciplinary hearing unless the subject was discussed in the written evaluation.
- G. The Board may evaluate each teacher who received a rating of Accomplished on the teacher's most recent evaluation conducted under this section once every three school years so long as the teacher submits a self directed professional growth plan to the plan administrator that focuses on specific areas identified in the observations and evaluation and the evaluator determines the teacher is making progress on that plan.

The Board may evaluate each teacher who received a rating of Skilled on the teacher's most recent evaluation conducted under this section once every two school years so long as the teacher submits a self-directed

professional growth plan to the plan administrator that focuses on specific areas identified in the observations and evaluation and the evaluator determines the teacher is making progress on that plan.

In any year that a teacher is not evaluated as a result of receiving a rating of accomplished or skilled on the teacher's most recent evaluation, an individual qualified to evaluate a teacher under C under this section shall conduct at least one observation of the teacher and hold at least one conference with the teacher. The conference shall include a discussion of the teacher's progress on the teacher's professional growth plan.

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H. A teacher who has submitted a notice of retirement by November 1st will not be evaluated as long as the board of education has accepted the retirement by December 1st.

I If the observation is announced, formal OTES/OCES observations shall be preceded by a conference ("Pre-Conference") between the evaluator and the employee prior to the observation in order to gather evidence not possible to observe for use in the Teacher Evaluation Rubric.

J. The Evaluation Team shall establish the protocol for the use and selection of pre-conference questions to be used in OTES/OCES each year of the contract.

5.104 Recommendation(s) in a member's evaluation is an indicator that the member's job is at risk.

5.105 A. A member shall be given a face-to-face evaluation conference with each formal written evaluation, and shall have the right to discuss the evaluation with the administrator at that conference.

B. The written evaluation shall be given to the member at least two (2) days prior to the evaluation conference. The evaluation conference shall be held within thirty (30) days after the most recent post observation conference, unless waived by the member. Only the member may waive the two (2) day requirement by signing the appropriate line on the report cover sheet.

5.106 Nothing in this Article shall prohibit a member of the Administration from making a classroom visitation and informally discussing the observations with the teacher.

5.107 A member may submit additional written statements to the formal evaluation within ten workdays of the post-evaluation conference to the Human Resources Department. A notation shall be made on the evaluation form that there are written attachments.

5.108 The criteria for evaluation of members have been established in accordance with the member's area of licensure or certification.

5.11 Complaint Procedure

5.111 Complaints made by parents, students, members, non-administrative employees of the Board or members of the public which relate to the job performance of the

member and are to become a matter of record, shall be discussed with the member. The member shall be advised of the nature of the complaint and shall be given sufficient facts to provide a proper response.

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5.112 No record of any unsubstantiated complaint shall be placed in any member's personnel file(s).

5.12 Reduction in Force

5.121 Whenever the Board determines it is necessary to reduce the number of teaching positions, for lack of funds, abolishment of positions, or for any reason provided for under the Ohio Revised Code, the reduction shall be made pursuant to the recommendation of the Superintendent who shall, within each teaching field affected, give preference to teachers on continuing contracts. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations.

5.122 Displacement rights are defined as the right of a member, whose position has been eliminated, to take the position of another member who has a lesser retention right to the position held than the member taking the position. Displacement rights shall be exercised by all members within their respective contract status (continuing contract or limited contract), with no limited contract member exercising displacement rights over continuing contract members. Displacement shall be limited to areas of the member's licensure/certification. Certifications and licenses must be on file with the Board of Education on the date the reduction in force is announced. A teacher cannot displace another teacher who has a higher evaluation rating. In order for a teacher to displace another teacher with the same teacher performance evaluation rating, the teacher displacing must have seniority over the teacher being displaced.

A. For the purpose of displacement, teachers evaluated under the Danielson Model shall have a numeric rating of 1 – 4 assigned to each of the four (4) ratings with four (4) being the highest. All ratings shall be added together and an average rating score developed.

4.0 – 3.1 = Accomplished

3.0 – 2.1 = Skilled

2.0 – 1.1 = Developing

1.0 – 0 = Ineffective

B. For the purposes of reduction in force, for teachers on OTES/OCES or Danielson, an average rating score developed based on a rolling three-year average, if available. If less than three years are available, the available scores will be used to determine the rating.

C. When determining comparability, the following ratings shall be reduced in the following order with no limited contract member being given preference over a continuing contract member:

1. Ineffective
2. Developing
3. Skilled
4. Accomplished

If a member has been required to obtain a temporary certificate to meet the requirements of the current teaching assignment and also holds a provisional or higher certification/licensure in other teaching fields, that member shall be placed in the certification/licensure areas of his/her non-temporary certification/licensure and shall have displacement rights.

5.123 A. Seniority for all purposes under this Contract shall be defined as length of unbroken service within the bargaining unit from the first date of work within the bargaining unit. All member seniority is lost when employment is severed by resignation, retirement, and/or by discharge for cause. Previously accumulated seniority within the bargaining unit is retained, but no additional seniority will accumulate during any period when a former member is employed in a supervisory/ administrative non-bargaining unit position. The taking of approved paid leave as provided under this Contract shall not constitute a break in service and seniority will accumulate during such periods. Periods on an approved unpaid leave of absence shall not constitute a break in seniority but seniority shall not accumulate during such periods.

B. A member seniority list consistent with this Contract shall be prepared by the Board by November 1 of each year. The seniority list shall be in rank order of the member's first date of work as set forth in the preceding section. In the event more than one (1) individual has the same first day of work, the relative placement of such persons on the seniority list shall be determined by the date of Board action. The earlier date shall determine the more senior member.

C. The member seniority list published pursuant to Section 3.07 shall be published with notation of the certification of each member then on file with the Board. Updates of the list shall be published no less than once a semester. An electronic copy of the published list shall be provided to the PACE President.

5.124 A member whose contract has been suspended has a right of recall for two (2) years from the date of the suspension. Seniority shall not be the basis for rehiring a teacher, except when making a decision between teachers who have comparable evaluations. Recall shall be in the reverse order of reduction, with preference being given to continuing contract teachers. Teachers shall be eligible for recall in the areas of certification/licensure held by the teacher at the time of the reduction.

A. Recall rights shall continue for a period of two (2) years. Thereafter, a member on layoff shall lose their right to recall.

B. A full-time member may decline recall to any part-time position or any position not paid on the Teacher Salary Schedule (TSS) in the Appendix A. If the full-time member declines acceptance of a vacancy other than a part time position or any position not on TSS, he/she shall be removed from the

recall list. If a part-time member declines a part-time or full-time position on the TSS, he/she will be removed from the recall list.

5.125 A laid off member may, for eighteen (18) months after the date of layoff, at the member's expense, continue all insurance benefits by payment of the full group rate premium for such benefits, to the Board monthly. It shall be the Board's obligation to give notice of this right to each member.

5.126 Nothing in this Article is intended to restrict or impact upon the right of the Board to affect a reduction in force through the non-renewal of limited teaching, and/or, supplemental contract.

5.13 Teacher Directory

The PACE President shall receive an electronic directory of all personnel in the District complete with addresses.

5.14 Member Personnel Files

5.141 A personnel file for each member shall be maintained in the office of the Superintendent. This shall, subject to public records laws, be considered a confidential file and the only official file of recorded information of members maintained by the Board and Administration. No unsubstantiated or anonymous materials shall be placed in a member's personnel file. Materials shall be accurate, relevant, timely, and complete.

5.142 Individual members shall have access to their personnel file upon written request within three (3) workdays. Requests of members to have access to their personnel files shall be handled by the Superintendent or his designee.

5.143 Members shall upon request be provided with copies of all materials placed in their personnel files at their cost. Members shall be given notice of all written reprimands and administrative directives or accusations to be placed in their file. A member must sign acknowledgment of receipt of the reprimand. A member shall have the right to attach a response to any material in their personnel file. Written reprimands, administrative directives or accusations, and complaints as defined in Section 5.10 shall be removed from a member's personnel file after three (3) years, upon written request from the member provided there has been no recurring offense of violation.

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5.144 Written evaluations and administrative recommendations relating to contract renewal or status are not subject to the expungement provisions of Section 5.133.

5.15 Resident Educator Programs

5.151 The Resident Educator program shall be administered in accordance with the rules and regulations issued by the Ohio Department of Education.

5.152 Mentor teachers shall be compensated at the rate stated on the supplemental contract schedule. Mentors and Resident Educator program members will receive one-half day each release time during each quarter to observe, consult, and collaborate.

5.153 Every effort will be made to have mentors in the same department or

licensure/certificate area as the Resident Educator to whom they are assigned.

- 5.155 Administration and PACE will meet with and/or survey the Mentors at the end of each year to evaluate the elements of the Princeton Resident Educator program. The Superintendent and Association President will meet to discuss results.

5.16 Local Professional Development Committee

Members participating as part of the Local Professional Development Committee shall be paid at Level 12 on the Extra Curricular-Academic Supplemental Salary schedules (Appendix H). Members will be placed on the appropriate step based on their experience as an LPDC member. Meetings will be held after school hours. A secretary will be provided by the district to take minutes for each meeting and provide written copies of the minutes to the LPDC and will send out appropriate notices and letters to LPDC and members.

5.17 Master Teachers

- 5.171 In Accordance with State law regarding the designation of Master Teacher, a Master Teacher Committee shall be established for the purpose of designating members in the building/district as a Master Teacher.

5.172 The committee shall consist of 5 appointees with 3 members appointed by the PACE President and two (2) administrators appointed by the Superintendent.

5.173 The Master Teacher Committee members shall establish its Plan of Operation for the appropriate designation of a Master Teacher including but not limited to:

A. Time, location and number of committee meetings;

B. Application and review process;

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C. Training on and dissemination of information about the law, the committee application and review process;

D. The appeal procedure;

5.174 The terms of office for the Master Teacher committee shall be staggered.

5.175 Nothing in the Master Teacher Committee process shall have an adverse impact on the applicant/educator's performance evaluation as established in this Contract.

5.176 As determined by the Master Teacher Committee, the Master Teacher Committee shall be provided ongoing training by the Board to ensure consistent application of the Master Teacher criteria.

5.177 Members on the Master Teacher Committee shall be paid on level 12 on the Extra Curricular Academic Supplemental Salary Schedule (Appendix H). Members shall be placed on the appropriate step based on their experience as a Master Teacher Committee Member.

5.178 The Committee shall be provided a secure space for storage, paper and supplies and secretarial support.

5.179 The Committee shall determine its own appeals procedure. Such procedure is not subject to the grievance/arbitration procedure outlined in this Contract, Article II.

5.18 Employment of Substitute Licensed Members

5.181 The Board may employ as instructors or teachers either directly through a personal contract, or indirectly through a contract with a service company, agency or institution to supply instructors, persons who will teach subjects or courses which members are not certified to teach or have declined the opportunity to teach.

5.182 Prior to the employment or engagement of non-member employee, the position(s) sought to be filled shall be posted for not less than fifteen days, and offered to members.

5.183 The Board shall not employ or engage a non-member employee if a qualified member has offered to teach the course and is available to teach the course at the time it is scheduled.

5.184 No individual person shall be employed or engaged to teach, in a non-bargaining unit capacity, more than two classroom periods per day, unless the Board has made every effort to fill the position with a regular certified teacher and can support such effort with documentation.

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5.185 The Board's right to employ or engage a non-bargaining unit person shall terminate, as to any individual, as soon as a qualified member is willing to accept the position, but not before the expiration of the contract of employment, or engagement, in the case of a company, agency, or institution supplying instructors, by which the non bargaining unit person is employed or engaged.

5.19 Member Attire

Responsibility for acceptable dress will rest primarily with the member as a professional individual. The parties recognize, however, that dress is an important factor for students to model and should provide a positive impression to students and the public.

5.20 Professional Development Committee

The professional development committee which shall consist of six (6) Association members, consisting of two (2) members from the elementary, middle and high school levels, and six (6) members of administration, appointed by the Association President and Superintendent, respectively. The Committee may invite other attendees to the meeting based upon need. The Committee will develop its own protocols of operation. The Committee will survey members regarding staff needs for professional development. The BLT will determine the building level professional development needs and scheduling which shall be aligned with the District level professional development needs. PD should be differentiated, to the extent possible, based on job requirements. At the end of each professional development activity, the attending staff will be asked to evaluate the program and those evaluations will be reviewed by the BLT for building level PD and by the Department of Curriculum and Instruction for District level PD. The results of evaluations shall be reviewed and discussed with the Committee.

ARTICLE VI: LEAVES OF ABSENCE

6.01 Family and Medical Leave Act

Leaves taken under this Contract which qualify as leave available under the Family and Medical Leave Act (FMLA) shall be charged against the twelve (12) weeks of leave available under the act. FMLA and sick leave run concurrently.

6.02 Personal Leave

6.021 Personal leave is paid leave from duty for the purpose of attending to necessary personal matters that cannot be handled on non-working days. Personal leave is not earned time off or vacation. Personal leave may not be used for any reason related to other employment or PACE business or PACE activities. In the event a member must be absent for a personal reason, said member may be absent from duty for three (3) non-cumulative days per year without loss of pay. Leave may be granted in quarter (1/4) day increments.

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6.022 The teacher shall notify the principal as far in advance as possible, but no less than five (5) days in advance of requesting personal leave. In an emergency, the member must submit a personal leave request form upon returning from such leave within three (3) days.

6.023 Written reasons for denial of said leave days shall be provided to the member, with a copy to PACE. A copy of all approvals for personal leave shall be provided to PACE upon request.

6.024 Personal leave shall not be granted after April 30 unless a member makes a written request at least ten (10) days in advance and provides a specific written reason for the leave, except in the case of an unforeseen emergency which shall be documented.

6.025 The number of members on personal leave in a building on any one (1) day may be restricted to two (2), or to a number equal to five percent (5%) of the members of the building, whichever is larger. Personal leave shall be granted on a first come, first serve basis.

6.026 Abuse of personal leave shall constitute just cause for disciplinary action. 6.027

Any unused personal leave shall convert to sick leave at the end of the school year.

6.028 If a member has any unused personal leave, the days shall rollover to sick leave. If the member is maxed out on sick leave, each day that exceeds the maximum accumulation of sick leave shall be paid out to the member at the rate of one hundred dollars (\$100.00) per day.

6.03 Assault Leave

6.031 Any member who is physically unable to perform duties due to a physical assault upon the member which is caused by or arises out of performing duties as an employee of the district shall receive paid assault leave for the period of the

disability up to a maximum of thirty (30) days which shall not be deducted from sick leave. Upon request, the member shall provide the Superintendent, or his designee, with a statement from his physician that the member is unable to perform the duties of the position due to the physical disability caused by the injury.

6.032 All absences due to court appearances resulting from school-related assaults shall be chargeable to assault leave.

6.04 Sick Leave

6.041 Members shall be granted sick leave on the following basis: one and one-quarter (1-1/4) days for each completed month of service, or fifteen (15) days for each

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completed year of service cumulative to a maximum of two hundred and eighty(280) workdays. Sick leave shall be granted in (1/4) day increments.

6.042 A. Sick leave may be used by all members for those reasons and situations enumerated in the state statute (ORC 3319.141), including:

1. Personal illness;
2. Pregnancy;
3. Exposure to contagious diseases which could be communicated to others;
4. Personal injury;
5. Illness, injury or death in immediate family.

B. 1. The “immediate family” shall be defined as including parents, grandparents, great grandparents, grandchildren, spouse, mothers in-law, fathers-in-law, brothers, sisters, children (natural or adopted) stepchildren who live or have lived in the member’s household, or other relative living in the member’s household.

2. Use of sick leave for illness or injury occurring to a member of the immediate family shall be approved only where the member’s presence and assistance is required.

C. Whenever possible, the Board approved sick leave form must be entered into the approved electronic system prior to using sick leave. After five (5) days of absence in fifteen (15) workdays, or three (3) separate uses of sick leave in a thirty (30) day calendar period, the Board may either require an employee to submit a statement signed by a licensed physician stating the nature of the illness or injury to the employee or member of the family before authorizing sick leave pay or require the employee to call the principal directly if the employee is not going to report to work. Falsification of any such statement, record, or sick leave form shall be grounds for disciplinary action, including dismissal. This section does not constitute waiver of the physician-patient privilege. Regular and sporadic absences of more than six (6) occurrences and/or more than nine (9) days

per year, or a pattern of absences, may result in a conference between the absent member and immediate supervisor/building principal. The supervisor may initiate a referral to the EAP, schedule a follow-up meeting to monitor the situation, or in circumstances which appear not to meet the specifications of 6.042(A) may initiate a pre-disciplinary conference. Building principals shall share staff attendance data with staff at least twice a year. This information shall not include any protected information.

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D. Once per school year, all members who exhaust sick leave shall be advanced five (5) sick leave days.

E. A credited day of sick leave is a grant of paid sick leave equal to the number of hours per day a member is assigned to work when the sick leave was earned. Part-time members earn partial days of sick leave. Full-time members earn full days of sick leave. A part-time member who becomes full-time shall have his accumulated sick leave days reduced to the proportional amount of full-time days. A full-time member who becomes part-time shall have his accumulated sick leave days expanded the proportional amount of part-time days.

6.043 A member shall be given a written statement of accumulated sick leave once each school quarter.

6.05 Sick Leave Bank

A. Purpose

To loan additional days of sick leave to members who experience a catastrophic event or whose spouse, child or stepchild who experience a catastrophic event.

B. Provisions of Eligibility

1. All members shall be eligible to be members of the SLB.
2. After the start of each school year, the Association will provide each member with written notice of the open enrollment period which will provide an opportunity to enroll in the bank before September 5th. Initial membership will consist of one (1) day sick leave, to be deducted from the member's sick leave accumulation and transferred to the SLB prior to October 5th. Members will receive a notice of receipt from the Association indicating their participation in the program.
3. The Association shall provide the names of members participating in the SLB to the Treasurer's Office no later than ten (10) work days after September 5 each year.

C. Operational Procedures

1. Loans will be limited to participating members for use only in cases of personal illness, injury or non-elective surgery occurring under catastrophic conditions, as determined by the SLB Board, of the member, the member's spouse, dependent child or stepchild who resides in the home. Normal pregnancy does not qualify a member for the SLB.

2. Applications for loans from the Sick Leave Bank must be made on the Employee Application for Sick Leave Bank Form. A Physician's Statement is required with each application in order to be considered for a loan. A member must include a HIPAA waiver with the application.
3. A loan will be considered only after the member has used all accumulated sick leave days, has used all possible advances of sick leave days and has not been approved for disability retirement under the Ohio State Teachers Retirement System.

D. Sick Leave Bank Board

The Sick Leave Bank is to be regulated by a Board consisting of three (3) teachers to be selected by the Association, one of whom will be co-chair and a continuing member during the life of the Contract; and two (2) administrators to be selected by the Superintendent or designee, one of whom shall be a co-chair and a continuing member during the life of the Contract. A physician shall be asked to volunteer as an advisor to the Board, as needed.

E. Loan Procedures

The maximum number of days per request may not exceed thirty (30) days. No more than the number of total days in the bank as of July 1 may be advanced in any school year.

F. Policy Procedures

1. In consideration of the benefits of participating in the SLB, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition to such application, agree in writing as follows. "I specifically acknowledge and agree that the granting of days from the SLB shall be at the sole discretion of the SLB Board. All decisions of the SLB Board will be final and binding but not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Princeton City School District, the Princeton Association of Classroom Educators, the SLB Board, and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application."
2. Application for the SLB days must be made to the SLB.
3. The SLB Board shall meet and render a decision within ten (10) days of receipt of request.

4. Application to the SLB can only be made one (1) time every five (5) years unless the application is being made for a recurring condition.
5. Unused requested days shall be returned to the SLB.

6. Prior to April 1, the SLB will notify the District Treasurer of the persons who have been approved for usage of the SLB and the number of days those persons were granted. Using this information, the District will determine the number of days those persons have used. This will be reported to the SLB no later than June 1, who will notify the District no later than July 1 of any changes.
7. The SLB will begin with one (1) day from each contributing member. When the fund is depleted below one hundred (100) days, each member will be assessed one (1) additional day. The Association shall be responsible for notifying members of each assessment period.
8. When members donate days to the Bank, they agree to the above-stated rules for administration of the Bank and agree to abide by the stated rules.
9. All decisions of the SLB Board shall be final and binding but are not subject to the grievance/arbitration provisions of this Contract.
10. These guidelines will be reviewed as needed by the Sick Leave Bank Board if requested by either party.

6.06 Unpaid Leaves of Absence

6.061 In regard to a general unpaid leave of absence:

- A. A member may be granted an unpaid leave of absence for the remainder of a school year or for an entire school year if the need for such leave arises during the summer recess. A minimum leave shall be for the balance of a semester and the maximum leave shall be for one (1) full school year.
- B. Members who are granted an unpaid leave of absence shall have a right of reinstatement to their former position or an equivalent position after termination of the leave period.
- C. The Board shall have absolute and final discretion in granting or denying a request for an unpaid leave of absence.
- D. The terms of such leave shall be stated in writing by the Board.

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- E. The taking of unpaid leave does not constitute a breach of employment for seniority purposes, but seniority will not accumulate during the period of unpaid leave.

6.062 Military Leave shall be a leave of absence for military purposes in accord with state and federal law and shall be granted. Compensation to members on military leave shall be limited to payment by the Board of the difference between the member's salary for the period and the member's military pay, if such military pay is less than the member's salary.

6.063 A. Child Care Leave is when a member or member's spouse gives birth or adopts a

child. The member shall upon request be granted a leave of absence without pay for the remainder of the school year, and upon request, for the following school year. If the leave is requested for the following school year (the school year after the leave commenced), the member shall advise the Superintendent in writing by April 1. Such additional leave must continue for the entire school year unless an earlier return is approved by the Superintendent. A member intending to return from child care leave must advise the Superintendent in writing prior to April 1 of the calendar year in which the member intends to return.

B. Child care leave shall not be available to members with less than two and one-half (2-1/2) years or five (5) semesters of service.

C. A member on child care leave shall have the right to continue medical, dental, life and all other types of group insurance available to the member at the group rate at the member's expense.

D. Whenever possible, a member shall give written notice to the Superintendent at least thirty (30) calendar days prior to the commencement of child care leave.

6.07 Sabbatical Leave

A. A sabbatical leave may be granted for professional study leading to a doctoral degree.

B. A member who has completed five (5) years of service in the Princeton City Schools may, with the recommendation of the Superintendent and the approval of the Board, be granted a sabbatical leave of absence for not more than two (2) consecutive semesters within the same school year. (The semesters referred to are as shown on the Princeton school calendar.)

C. Request for sabbatical leave should be made by April 1st for leaves beginning the first semester, and by November 1st for leaves beginning the second semester.

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D. A member requesting a leave must submit with his application a detailed plan for the use of the leave. Within sixty (60) days after the expiration of a leave, the member will make a written report to the Superintendent detailing the use made of the leave. The member will also present to the Superintendent a transcript from the university or college attended.

E. The Board will not grant a leave unless there is a satisfactory substitute available.

F. Compensation for members under teacher contract shall be the difference between the base salary the member would receive if rendering service and the salary of a substitute teacher.

G. Professional staff members on sabbatical leave shall be given full credit on the salary schedule for the period of leave.

H. As a condition for being granted a sabbatical leave, a member must agree to return to service in the Princeton City Schools for a period of one (1) year

upon returning from leave. Failure to do so will require the member to refund to the Board all payments received from the Board during the leave period including medical coverage, dental coverage and life insurance.

I. Upon return to service, the member shall resume the contract status which was held prior to the leave of absence.

J. Sabbatical leave shall be discretionary on the part of the Board and will not be granted, in any case, where such leave would:

1. Cause a violation of any law or regulation pertaining to the operation of the district; or
2. Create a hardship on the district; or
3. Not be calculated to improve the instructional program or operation of the district.

K. Members on approved sabbatical leave may be granted an additional leave of absence of no longer than one (1) year in duration under Policy 4162.8, i.e., a leave of absence without pay and without Board benefits.

6.08 Jury Duty/Witness/Court Service

6.081 A member who is required to serve on any jury shall receive their regular salary during the period of jury service.

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6.082 A member shall receive their regular salary for any period of time during which the member is subpoenaed by the Board to be a witness in any court or administrative proceeding. A member shall receive full salary for any period of time in which the member is subpoenaed to be a witness in a private matter, in which neither the member nor the Board is a party, where the member's testimony arises out of the member's employment by the Board.

6.083 A member shall receive their full salary when subpoenaed by the court or by the State Employment Relations Board in other matters involving the Princeton Board of Education or a member of the administrative staff.

6.09 Wage Continuation in Lieu of Worker's Compensation

Wage continuation to members injured at work shall be as follows:

6.091 The Board may decide to continue paying wages (wage continuation) without charging against a member's sick leave.

6.092 The Board may continue wage continuation in lieu of the member seeking lost time pay from the Bureau of Workers' Compensation.

6.093 The Board may continue wage continuation instead of the member requesting and obtaining an unpaid leave of absence.

6.094 The Board will determine the amount of work time for which it will authorize wage continuation, but in no event will the wage continuation period extend

beyond a period of one hundred eighty-six (186) calendar days from the date of injury.

ARTICLE VII: COMPENSATION & PAYROLL PRACTICES

7.01 Salary Schedule Placement

The BA Step 0 for the 2023-2024 salary shall be \$. The BA Step 0 for the 2024-2025 salary shall be \$ The BA Step 0 for the 2025-2026 salary shall be \$

- A. New hires that do not have the necessary District forms completed as required and returned to Human Resources shall not begin employment under a regular teaching contract.
- B. New hires without the required paperwork will be hired as a contract substitute at the contract substitute rate of pay provided they supply a direct deposit form, all federal, state and retirement deduction forms, and the background check is completed.

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- C. When the new hire has submitted the necessary paperwork to Human Resources, the teacher salary will be reinstated and prorated back to the first day of employment

7.011 Salary Steps are determined by:

- A. A step on the salary schedule shall be one (1) year of teaching experience, or professional employment in a non-teaching position, within a salary lane. One (1) year's teaching experience shall be defined as not less than one hundred twenty (120) teaching days.
- B. The Board will notify the PACE President of each newly hired member who has been placed on a step higher than the step which would reflect the member's experience.

7.012 Salary Lanes are determined by:

- A. Salary lanes are established according to the degree achieved and additional credit hours recognized by the State of Ohio and are set forth as follows:

B.S.

B.S./150

M.S.

M.S. + 10

M.S. + 20

M.S. + 30

D. (Doctorate)

- 7.013 Members who have gained additional hours in their area of licensure and/or which are education related, and which are recognized by the State of Ohio, or have obtained educational degrees will be moved from one (1) salary lane to another salary lane dependent upon transcripts being submitted to the Human Resources

Department showing these additional graduate hours and/or educational degrees. Such documentation must be submitted by September 15 to be implemented for the current school year. Should a dispute arise regarding whether the hours are eligible it shall be subject to the grievance procedure.

- 7.014 Current school nurses shall be placed on the salary schedule in accordance with their degree. School nurses hired after August 22, 1997 shall be placed on the salary schedule shown as Appendix D.

7.02 Hourly Pay

- A. Whenever the Board requires a member to perform additional services in addition to the member's regular school day for a period of one-half (1/2) hour or more, the member shall receive an hourly rate for each hour or quarter (1/4) thereof, of additional service after the first half (1/2) hour beyond the regular workday as follows:

Hourly Rate

- B. The Board may start the member's day later or end it earlier in order to compensate a member for such extra duty in lieu of monetary payment.
- C. The hourly rate of compensation for members employed at an hourly rate that are not covered by a supplemental contract will be as follows:

Hourly Rate

7.03 Supplemental Contracts and Salaries

The salary increase is also reflected in the supplemental salaries.

- 7.031 A. Supplemental contracts shall be issued annually. Movement between levels on the extracurricular salary schedule shall be based on experience with a maximum of two (2) years at each level.

- B. Notwithstanding ORC Section 3319.11, such supplemental contracts shall expire on the date stated. No member shall resign from such supplemental contract unless released by the Board.

- C. Academic supplemental positions shall be paid in accordance with the grid and on the respective levels found in the Appendix of this Contract.

- 7.032 A joint committee consisting of three (3) members appointed by PACE and three (3) members appointed by the Superintendent shall meet annually to review any applications for new, revised and/or reinstated academic supplemental positions. In addition, the committee will consider applications to adjust the placement of a supplemental position on the academic supplemental grid based on the criteria listed in Section.

In addition to the above, a supplemental committee shall meet annually to review

academic supplementals, which are defined as those listed with numbers not roman numerals. The Committee shall be provided accurate information regarding the number of people employed in academic supplemental positions and identify the positions which have been filled at the time of review. Three (3) persons from PACE and three (3) persons from the administration shall be on the committee,

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appointed by the Association President and Superintendent respectively. The recommendation of the committee shall be based on comparable positions and duties in similar sized and wealth districts in SW Ohio (4 County area). Recommendations regarding pay amounts, additions, deletions, and adjustments can be made on an individualized basis by the Committee. The Committee's recommendations shall be given to the Superintendent by April 1st of each school year. The Superintendent shall review and make recommendations for changes to the Board. The Board shall review and make determinations regarding the athletic supplemental rates based on comparable positions and duties in Districts playing in the same athletic conference, effective for each school year.

7.033 If PACE or the Board believes that a restructuring of either supplemental schedule is warranted, the party shall bring their concerns to the joint committee, and such restructuring will be a matter for the joint committee. The joint committee may add members as mutually agreed.

7.04 Extended Service

7.041 Extended service shall be defined as employment for regular duties for more than the regular contract year. Extended service contracts shall expire on the date stated thereon, unless the Board, upon recommendation of the Superintendent, takes action to offer said member a renewal of such contract.

7.042 Members on extended service shall be paid their per diem rate as determined by dividing their current regular salary by the number of days in the contract year.

7.05 Master Teacher

Any member who earns Master Teacher status shall be compensated one thousand dollars (\$1,000.00). Compensation shall be paid no later than the last pay in June upon submission of documentation of receiving the Master Teacher status.

7.06 Pay Periods/Deductions

7.061 There will be direct deposit of all paychecks for all members. The following payroll practices shall govern direct deposit of paychecks:

A. All members shall receive their annual salary divided over twenty-four (24) pay periods. Paydays shall fall on the 5th and 20th of each month throughout the period. The first pay for any member hired after September 1 shall be the second payroll after their start date. Increased instructional pay and yearlong supplemental pay will be paid over twenty-three (23) pays beginning with the September 20th payroll.

B. The Board may change the payday with the consent of PACE which will not be unreasonably withheld.

C. If the regular payday falls on a weekend or scheduled bank holiday, the deposit shall be made on the workday preceding the weekend or bank holiday.

D. Members shall designate up to two (2) banks where the Board will deposit their entire earnings. This designation may be changed at the member's request three (3) times each year. The Treasurer or designee may authorize an additional change due to special circumstances.

E. Members working under seasonal or short-term supplemental contracts or special projects shall be paid within thirty (30) days of members informing their supervisors that the duties have been completed and confirmation of completion within seven (7) days of notice by members.

7.062 Any overpayment to members caused by an error on the part of the Princeton Board of Education and/or their agents requiring repayment shall be handled in accordance with the following:

A. Written notice of overpayment shall be provided to the member prior to any required withdrawal of funds to correct an overpayment.

B. In the event of a recurring overpayment, a conference shall be held between the overpaid member and the treasurer or designee to establish a mutually agreeable repayment plan.

C. The time frame for repayment of a recurring overpayment shall not exceed the time frame over which the overpayment took place.

7.063 The Board shall attempt to standardize all payroll deductions in order to more equalize paychecks. The following payroll deductions will be provided at no cost to the member:

A. Credit Union

B. Insurance Programs

C. United Way

D. Annuities

E. Political Action Organizations

7.07 Travel Expense Reimbursement

7.071 Any member who travels as part of a duty or is assigned to two (2) or more buildings per day shall be reimbursed for travel expense at the current IRS mileage allowance rate. Payment shall be made quarterly upon the submission of the mileage log to the member's home base principal.

7.072 No member shall be required to transport a pupil in a personal automobile.

7.08 Tuition Reimbursement

- 7.081 For the purposes of this Article only, the school year shall be defined as August 1 – July 31. Courses shall be paid from the allocation from the year in which the course began. Members shall be reimbursed upon approval and successful completion of any course in the amount of fifty percent (50%) of tuition paid for each semester hour, that counts toward renewal of the member's certification or toward receipt of a higher certification, additional certification, license, or for any course which is related to the member's employment and the member has the prior approval of the Human Resources Director. Payment is conditioned upon the submission of the proper documentation. Members are not entitled to be reimbursed if the Board of Education has already paid a portion of the tuition. Tuition reimbursement shall be a maximum of \$60,000 per year.
- 7.082 No member shall be permitted to apply for more than six (6) semester hours per school year.
- 7.083 A copy of the final course grade shall be accepted as proof of satisfactory completion of the approved course work for the purpose of tuition reimbursement only.
- 7.084 Tuition reimbursement shall be paid quarterly and must be submitted no later than sixty (60) days after final course grade availability.
- 7.085 A copy of the bursar's form with the cost of course shall be sufficient documentation for tuition reimbursement.

7.09 Board Reporting of Employee Contributions to State Teachers Retirement System

- 7.091 For tax sheltering purposes only, the Board shall continue to designate and consider each member's mandatory contribution to the State Teachers Retirement System (STRS), as deferred salary paid by the Board. The amount of a member's income reported by the Board as subject to Federal and Ohio Income Tax, shall be the member's total gross income reduced by the amount of the member's mandatory contribution to the STRS.
- 7.092 The unreported amount shall be included in the employee's annual base salary for the purposes of computing base salary, weekly rates of pay, and daily rates of pay, hourly rates of pay and for determining pay or salary due to absence or for any other purpose under this Contract.
- 7.093 In the event that legislation should shift a portion of the employer's State Teachers Retirement System (STRS) contribution rate to the employee for the period of time covered by this contract, the Board agrees to continue to pay on behalf of the employee the additional rate of the contribution shifted which shall not exceed the employer's previous contribution rate.

7.10 Severance Pay

- 7.101 Except as set forth in Section 7.092, members who have had at least ten (10) years of service with the State of Ohio, or any political subdivision of the state, and who are eligible to retire under the State Teachers Retirement System and do retire, may elect at the time of retirement to be paid in cash for the value of the member's accrued but unused sick leave credit.

- A. The maximum payment shall be for one-quarter (1/4) of the member's total number of accumulated sick leave days, up to a maximum of seventy (70) days.
 - B. The amount of payment shall be designated by multiplying the number of days to be converted (not more than sixty-five) by the per diem rate of pay received by the member at the time of retirement, provided such per diem rate has not increased within the ninety (90) days prior to retirement. If the per diem rate has increased within the ninety (90) day period prior to retirement, then the applicable per diem rate shall be that rate which was in effect prior to the increase.
- 7.102 No member without approval of the Superintendent, shall be entitled to convert sick leave to severance pay if such member retires less than thirty (30) days prior to the last day of any school year.
- 7.103 A member electing payment pursuant to this Article shall forfeit all remaining accrued sick leave credit, and shall not, if ever reinstated, be entitled to another payment under this Article or any other statutory provision.
- 7.104 In case of death of an eligible member, severance pay as provided in this Article shall be paid to the member's designated beneficiary or to his estate.
- 7.105 ING and AXA have been selected to administer the District's 403(b) program, which includes a provision for an accumulated leave plan for employees who retire and are 55 and older.
- 7.106 For employees age 55 and over, an amount equal to 100% of the member's severance pay associated with accumulated leave shall be paid by the District as an Employer contribution to a 403(b) accumulated leave account through ING or AXA per the District's 403(b) plan adoption Contract.
- 7.107 It is understood that the employees may request an immediate withdrawal from the accumulated leave plan without IRS penalty and said reimbursement shall be processed by ING or AXA within ten (10) business days.
- 7.108 Severance pay associated with accumulated leave for employees under the age of 55 shall be paid via a District check unless other deferment options are exercised and determined permissible under state and federal law into an approved 403(b), 457 or Roth IRA provider.

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- 7.109 A. Members who provide to the Human Resources Department, in writing, notice of the member's retirement, on or before the first day of the second semester of the year they wish to retire, will receive two additional severance days added to their normal retirement severance. Members giving notice of retirement will not be reassigned involuntarily prior to the retirement. If there is a mutually agreed plan in place for the employee to work a partial school year to meet retirement qualifications, the severance bonus will apply if the retirement notice is met.
- B. Members who provide to the Human Resources Department, in writing, notice of the member's retirement, on or before the first day of the second semester of the year they wish to retire and do retire will receive twelve (12) additional days added to their normal retirement severance, if they have twenty-five (25) or more years of teaching service in the Princeton

School District. Members giving notice of retirement will not be reassigned involuntarily prior to the retirement. If there is a mutually agreed plan in place for the member to work a partial school year to meet retirement qualifications, the severance bonus will apply if the retirement notice is met.

7.11 Increased Instructional Time

For the 2023-2024 school year, the Board will provide two percent (2%) of a member's base salary to middle school and high school teachers in exchange for increased instructional time with students and for the increase in teacher responsibility by being assigned an additional instructional period. For the 2024-2025 school year, the Board will provide one percent (1%) of a member's base salary to middle school and high school teachers in exchange for increased instructional time with students and for the increase in teacher responsibility by being assigned an additional instructional period. This provision will cease to have force and effect beginning with the 2025-2026 school year. Nothing in this section shall supersede members' rights under Article 9.032C.

7.12 Employee Assistance Program

- 7.121 The Board shall provide to members and shall pay the basic program costs for a comprehensive Full-Service Employee Assistance Program (EAP).
- 7.122 This EAP will provide confidential, professional consultation and assessment/referral services on a voluntary basis to a member whose job performance is or may be adversely affected by personal problems.
- 7.123 Members may self-refer to the EAP or may be referred by the Administration.
- 7.124 Utilization of the EAP is not to be interpreted as constituting a waiver of management's right to take disciplinary action, nor shall the program be interpreted as a waiver of the right of any member to use the grievance procedure.

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7.13 Flexible Fringe Benefit Program

The benefits provided to members by Section 125 of the Internal Revenue Act of 1978 shall be made available at no cost to members who elect to be on the PPO Insurance Plan only. Members' contributions to health insurance premiums may be tax sheltered, and members may set up medical, dental, and dependent care accounts if they so choose. Members choosing the HDHP may use the Flexible Fringe Benefits Program available at no cost to set up accounts for dental, vision and dependent care.

ARTICLE VIII: INSURANCE PROGRAMS

8.01 Benefits Eligibility

Members who average thirty (30) hours or more per week shall receive all health/dental insurance benefits as stated in this article. Members having a one-half time or greater contract but less than full time contract shall receive the benefits provided in this Contract on a prorated basis. Proration shall be based upon the percentage of time a member is working in relation to a full-time member (40 hours per week), e.g., if a member is assigned to teach thirty (30) hours per week, the Board shall be responsible for paying 75% of the Board's required portion of the premium. Members having a less than half

time contract shall receive no medical or dental insurance benefits provided in this Contract.

Preschool and kindergarten teachers receiving full time insurance benefits shall continue to receive full time benefits. These part time teachers shall receive health insurance and dental insurance with the Board paying 85% of the monthly premiums as stated in this article.

8.02 Benefits Committee Structure

The mission of the Princeton Benefits Committee (hereafter referred to as 'PBC') is to reduce treatment costs through the improvement of employee health status and benefits plans cost management.

The PBC shall have all of the following in its scope of authority to make recommendations: benefits consultant and benefits plans procurement, member education and communications, and ancillary district actions to improve the health status of employees and the cost management of its benefits programs.

The District shall be responsible for hiring an independent member of the American Academy of Actuaries to set the funding and reserve levels of all benefits that are covered under the self-insurance fund in consultation with the Committee.

The District's benefits consultant shall be chosen by the Board. The District's benefits plans will be selected through a formal request-for-proposal (RFP) process; the PBC shall review the RFP package that is sent out and all proposal responses received by the District.

Membership on the committee shall be an initial 3-year commitment, with members serving as liaisons to the labor and management's bargaining teams; this will include the

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selection of members by the leadership teams of PACE, the support staff association and the Superintendent. The total membership of the Committee shall be eleven (11) members as follows: 3 PACE including OEA liaison, 3 PSSA including OAPSE liaison, 3 Board including Board liaison, Consultant and the District Wellness Coordinator. The District's benefits consultant will serve the PBC as an outside expert whose views are subject to the will of the PBC. All decisions of the PBC shall be made by consensus; here, consensus is defined as general Contract between all three parties to the Committee. The PBC will annually appoint a chairperson and secretary to record the minutes of each meeting. This will include ground rules, evaluation and procurement standards, access to information, and the role of the Committee consultant, and the District's actuary.

The PBC agrees to meet no less than in the Spring, Fall, and Winter at the direction of the PBC Chairperson in order to review its operating standards and review claims data on employer and employee benefits costs. In addition, the PBC will review the aggregate participant health status data as it relates to the promotion of wellness initiatives.

In addition to the above, the PBC shall be responsible for ensuring that the health and dental insurance premiums do not increase by more than seven- and one-half percent (7.5%) each plan year. The plans set forth herein shall be rated on a blended rate.

8.03 Hospital/Medical Insurance

8.031 Permanent full-time and permanent part-time members are eligible for health insurance coverage under the terms of Section 8.01.

8.032 The Board shall provide a choice of the following Health Plans:

A. A PPO

B. A High Deductible Health Plan (HDHP) with a Health Savings Account.

8.033 The Board shall contribute 85% of the monthly cost of the single or family plan selected by the member effective September 1.

The member's portion of the premium shall be deducted twice monthly. The deduction is for the following month's premium. Because a new hire will need to pay for 2 months premium in order to be on cycle with the all members, new hires will pay premiums from 2 paychecks in one month.

A. For those who select the HDHP family plan who were employed prior to July 1, 2023, the Board shall deposit on thousand three hundred fifty dollars (\$1350.00) on the first pay in January and one thousand three hundred and fifty dollars (\$1350.00) on the first pay in September into the member's HSA. For those members who select the HDHP single plan who were employed prior to July 1, 2023, the Board shall deposit six hundred, seventy-five dollars (\$675.00) on the first pay in January and six hundred, seventy-five dollars (\$675.00) on the first pay in September into the member's HSA.

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B. For those who select the HDHP family plan who are employed after July 1, 2023, the Board shall deposit on thousand dollars (\$1000.00) on the first pay in January and one thousand dollars (\$1000.00) on the first pay in September into the member's HSA. For those members who select the HDHP single plan who were employed after July 1, 2023, the Board shall deposit five hundred (\$500.00) on the first pay in January and five hundred dollars (\$500.00) on the first pay in September into the member's HSA.

C. For those members who select the HDHP in August, the Board shall deposit the above stated amounts, prorated for five (5) months, on the first pay in August.

8.034 The Certificate of Benefits provided by the Insurance Carrier shall be incorporated into this Contract by reference. The Board has the right to change carriers if the benefit coverage provided by the new plan is substantially equivalent to the Certificate of Coverage included by reference.

8.035 When a member and the member's spouse are both employed by the Board, both members may select single individual coverage of either the PPO medical plan or the HDHP. Only one of the married members may receive family coverage either PPO or HDHP. When one member of a married couple signs up for the family coverage the other member shall not be entitled to single coverage.

8.036 The spouse of a full-time member who works full-time for an employer (30 hours or more per week) other than the Board and has group insurance available through an employer, and whose share of the premium for a single plan is not more than twenty-five percent (25%), must take at least single coverage offered by the spouse's employer. The spouse of the member must enroll in a single plan with an employer during the open enrollment.

8.037 Health insurance coverage for members sharing a position pursuant to Section 9.06 shall be the same as members serving under a half-time contract, except that if one job share partner waives, in writing, medical coverage the other partner may receive medical coverage by contributing the same premium share as a full-time member.

8.04 Dental Insurance

8.041 Permanent full-time and permanent part-time members are eligible for coverage under the terms of Section 8.01.

8.042 The Board shall contribute eighty-five percent (85%) of the cost of family or single plan coverage as selected by the member. The member's portion of the premium shall be deducted monthly.

8.043 The Board shall have the right to change insurance carriers as long as the insurance protection remains substantially equivalent to existing plans.

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8.044 Provisions relating to employed spouses set forth in Section 8.023, Hospital Medical Insurance, shall be applicable to Dental Insurance Coverage.

8.045 Dental insurance coverage for members sharing a position pursuant to Section 9.06 shall be the same as members serving under a half-time contract, except that if one job share partner waives, in writing, dental coverage the other partner may receive dental coverage by contributing the same premium share as a full-time member.

8.05 Term Life Insurance

8.051 All full-time members and all members serving under a job-sharing assignment, one-half time, or three-fifth time contract shall receive coverage in the amount of forty-five thousand dollars (\$45,000) at no cost to the member.

8.052 All part-time members serving a two-fifth time contract employed for ten to twenty (10-20) hours per week shall receive coverage in the amount of twenty thousand dollars (\$20,000) at no cost to the member.

8.06 Liability Insurance

Liability insurance coverage, if provided for the Board and administrative personnel, shall be provided to members of the bargaining unit on the same basis.

8.07 Application for Coverage

All insurance benefits will become effective for new employees on their first day of work on the earliest date allowable under the policy.

8.08 Period of Coverage

8.081 For those that choose the insurance benefit programs coverage, the Board shall provide full twelve (12) month coverage commencing with the first day of work under a teaching contract.

8.082 Members on leaves of absence, or who leave the service for any reason other than

dismissal for gross misconduct, may choose to continue their participation in group insurance by remitting the payments to the Board Treasurer within thirty (30) days before the due date. Continuation of this benefit will be for such periods as prescribed by law.

8.09 Insurance Information

The Board shall provide PACE with all annual summary reports and rate increase data and information at the same time that it is provided to the Board.

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8.10 Changes in Benefits or Coverage

The Board shall make every effort to maintain the benefit levels and coverage set forth in this Article. The Board shall not be held liable for benefit changes or reductions in coverage which are unilaterally made by the insurance carrier. However, the parties agree to negotiate the effects of benefit changes or reductions in coverage which are made by the carrier.

ARTICLE IX: INSTRUCTIONAL CONDITIONS

9.01 Member Contract Year/Workday/Lunch Period

9.011 The member contract year shall be as follows:

- A. The contract year for members shall not exceed one hundred eighty-six (186) workdays. Six (6) workdays will be non-student days. Members assigned to an elementary building may volunteer to work up to one additional day per Subsection 9.012 D. In addition to the regular work year, newly hired teachers shall report to work the day before the first day of the regularly scheduled school year for orientation. They shall be paid their per diem for that day.
- B. There shall be no Sundays and/or legal holidays scheduled as workdays in any calendar adopted by, changed by, or amended by the Board except Columbus Day and Veterans Day.
- C. There shall be no Saturdays regularly scheduled as workdays in any school calendar adopted by, changed by, or amended by the Board unless PACE mutually agrees.
- D. Teachers will be permitted to work from home at their discretion for the first five (5) days school is closed. After the first five (5) days, the Board may require the teachers to report to work. The Board shall have the authority to schedule as makeup, without additional compensation, each lost workday in excess of the first five (5) days. Nothing in this provision requires the Board of Education to make up any number of lost workdays. The Board will confer with PACE regarding scheduling of any makeup days and the provisions of Subsections B and C of this subsection shall not apply. When the start of school is delayed due to weather or other calamity, PACE members are not required to report to work at the regular time. Members start time will be determined by adding the amount of time

of the delay and adding that amount of time to their regular start time.

E. The official closing of schools by the Superintendent on account of severe weather or other emergency conditions shall not result in loss of pay.

F. Of the six non-student days, one will be scheduled at the end of the first quarter, with three (3) hours of this day being teacher directed to complete

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end of the quarter tasks, e.g. reporting grades and preparing lesson plans. One shall be scheduled at the beginning of the third quarter with two (2) hours of this day being teacher directed to complete end of the quarter tasks, e.g. reporting grades and preparing lesson plans. One shall be scheduled at the end of the third quarter with three (3) hours of this day being teacher directed to complete end of the quarter tasks, e.g. reporting grades and preparing lesson plans. The other three (3) days shall be scheduled at the discretion of the Administration. There shall be a late start/early release the day before winter break and the last day of student school year.

G. On days when the state assessments are taken in the Middle School and High School, students not being tested may have an adjusted schedule and arrive at the conclusion of the testing session. For the Middle School there may be an adjusted schedule for two (2) testing days in the spring semester. For the High School there may be an adjusted schedule for five (5) testing days in the spring semester.

9.012 The member workday shall be as follows:

A. The length of the workday for all full-time members shall be eight (8) consecutive hours. The workday may be adjusted on parent/teacher conference days, provided that the number of hours in that workweek averages eight (8) hours for each workday.

B. The length of the workday for members who are less than full-time shall be one of the following:

one-fifth time - ninety-six (96) minutes;

two-fifths time - one hundred ninety-two (192) minutes;

one-half time - two hundred forty (240) minutes;

three-fifth time - two hundred eighty-eight (288) minutes.

The length of a part-time workday shall be determined by the average length of a workday over a ten workday period.

Members serving under a three-fifths (3/5) time contract shall have a thirty minute duty free lunch period as provided in Section 9.013 which shall be included within the two hundred eighty-eight (288) minutes.

C. All members shall have the right to join, hold office, and/or participate in any community, civic, and/or professional organization(s) outside their contractual workday at their sole discretion without administrative interference.

- D. In the elementary schools when the length of the work day is extended due to a member volunteering to attend/or to be a presenter at a building event/activity, and the member is not compensated as part of a supplemental contract or special project, the member may count the volunteer time up to one additional workday. The member shall submit a record of each hour or portion of an hour on a form approved by Administration, as an additional Professional Development Day. Payment shall be made as an additional workday or portion thereof in the last pay in June.

9.013 The lunch period shall be as follows:

- A. Each member shall be granted at least thirty (30) consecutive minutes during the student day for lunch each school day during which time the member shall not be required to perform any school activity.
- B. The granting of the lunch period to a member shall not be cause for lengthening the school day.
- C. Members shall be permitted to leave their schools during their thirty (30) minute lunch period with prior notice to the office. Members failing to return prior to the end of the thirty (30) minute lunch period may be subject to disciplinary action.

9.02 Contract Day and Teacher Load

9.021 Preparation time shall be as follows:

- A. All full-time members shall have unassigned preparation collaboration time of no less than two hundred fifty (250) minutes or five (5) periods, whichever is greater, each work week. A work week shall mean a regular five (5) day work week. If a special education (IEP, ETR, MDR) meeting is scheduled during the member's plan time, the member shall be excused from an afternoon/morning meeting occurring pursuant to Paragraph D in this Section within five (5) days of the missed plan time. The make up plan time shall be scheduled in collaboration with the building administrator .
- B. Members on part-time status shall be provided planning times as follows:
 - one-fifth time - fifty (50) minutes per week;
 - two-fifths time - one hundred (100) minutes per week;
 - one-half time - one hundred twenty-five (125) minutes per week;
 - three-fifth time - one hundred fifty (150) minutes per week.

- C. During weeks with five (5) student days, two (2) days per week, the time before students arrive and the time after the students leave will always be unencumbered and protected for preparation or collaboration. On shortened weeks, members will be given at least one (1) unencumbered day. In weeks

when grades are due, three (3) days that week, the time before students arrive and the time after students leave will always be unencumbered and protected for preparation or collaboration. No General Education member shall be scheduled for more than two (2) special education meetings (IEP, ETR, MDR) meetings in any given week within the member's planning time. Special Education teachers' attendance at IEP meetings shall be considered collaboration for purposes of this section. It will be the member's responsibility to inform his/her building administrator if more than two (2) special education meetings are scheduled in any given week during his/her plan time.

D. Full-time ESL tutors shall receive two hundred (200) minutes of planning time per week, within the teacher workday.

9.022 The Board within its management rights, shall determine the number of class periods (bells) per day, the length of the student day, individual starting and quitting times and other events, activities or practices occurring within the workday, subject to the specific terms, conditions and limitations contained within this Contract. Individual building principals may alter the starting or ending times of members or students in their building subject to the following provisions:

A. Individual building principals may temporarily alter the starting or ending times of staff with ten (10) days prior notice. The temporary change may not exceed five days within any school year. The ten-day rule may be waived by ninety percent (90%) of the building members voting by secret ballot to do so.

B. Changing the starting or ending times of any school day for more than five (5) consecutive days will require discussions with PACE prior to implementation.

C. Excluding special education teachers, members who are assigned special education students as part of an inclusion program will be provided additional preparation time when needed, as determined by the member's supervisor.

D. Special education teachers who are assigned students with IEPs shall be provided up to the equivalent of four (4) days of release time for the purposes of completing IEPs and other paperwork, the timing of which is subject to the approval of his/her supervisor/principal.

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9.023 Members of the bargaining unit who are appointed to perform on a regular basis non-teaching supervisory duties outside of the regular workday shall be issued a supplemental contract specifically indicating the duty or duties to be performed.

9.024 Members who substitute for absent members during their scheduled unassigned preparation period shall receive the current hourly rate to a maximum of one (1) paid period per day. Elementary teachers and MS/HS Physical Education teachers who accept five (5) or more pupils in their class who are not on their regular class list will receive twenty dollars (\$20.00) per hour rounded up to the next half-hour.

9.025 Internal substitution in assignments where a substitute was not employed shall be

9.03 Protection of Teachers

- 9.031 The Board shall distribute rules and regulations setting forth the procedures to be utilized in disciplining, suspending, or expelling students.
- 9.032 The Board shall provide all members with information as to the availability of workers' compensation benefits and the local Board procedures for obtaining applications.
- 9.033 The environmental conditions of the classroom and other school facilities shall be in compliance with State and Federal regulations. The reporting of concerns about environmental conditions shall be dealt with in a timely manner with priority considerations given to health issues. Any outside environmental testing results shall be made available to PACE upon request.
- 9.034 Any electronic maintenance requests will be dealt with in a timely manner.
- 9.035 Any visitor to the building must sign in at the office and receive a visitor's pass. The office shall contact the member before the visitor is permitted in the member's classroom.
- 9.036 A crisis management plan shall be provided and reviewed with the staff of each building by September 30.

9.04 Job Descriptions

Prior to amending a job description, the Board will notify PACE and will accept for consideration PACE's proposed job description. Final authority to establish job descriptions shall remain with the Board. Either party may negotiate regarding the effects of the change in the job description.

9.05 Department Heads and Team Leaders

Prior to appointing Department Heads or Team Leaders, the Board will post a notice on the appropriate bulletin board or give written notice to all affected members.

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The supplemental contract levels for department heads are found in Appendix G of this Contract. New department heads will be placed on Level A of the appropriate step.

9.06 Job Sharing

- 9.061 The Board of Education shall have the right to fill a member position with two members. Participation in a job-sharing arrangement is voluntary. Each member will be responsible for four (4) hours of the eight (8) hour day. The member will be responsible for an AM or PM position. Each member will work all days of the week that school is in session. It shall be each member's responsibility to find a member to serve the other half of his or her assignment. The member must make a request in writing to the building principal. A plan, including names of the two job sharing persons and their schedule must be submitted by March 31 to the Human Resources Director or by sending a separate form by April 14 of the school year prior to the commencement of the job share. Copies of all job share requests will be sent to the PACE President or designee. Notification to job share applicants of the disposition of their requests will be postmarked by May 1. The administration reserves the right to approve or not approve job sharing arrangements. A member

will be credited with a year of service for each year in which the member participates in a job-sharing arrangement.

Compensation for each member shall be fifty percent (50%) of his full-time salary based on the current salary schedule. Job sharing members will receive one-half the allotment of personal leave and sick leave per year of a full-time member.

9.062 Health and dental insurance coverage shall be the same as members serving under a half-time contract except that if one job share partner waives in writing medical and/or dental coverage, the other partner may receive medical and/or dental coverage by contributing the same premium share as a full-time member.

9.063 When either member in a job share wishes to end the job share arrangement, the steps for reassignment to full time shall be:

A. The most senior job share member shall remain in the current classroom/grade/building that was shared.

B. The least senior job share member shall be reassigned to any vacancy for which he/she is certified.

C. If there are no vacancies, the Board shall institute Section 5.11– Reduction in Force. The least senior job share member has all rights contained in that section including bumping.

9.07 Dual Certification

Members commencing employment with the school district holding more than one certificate on the effective date of the member's employment, shall as a condition of

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continuing employment, maintain all certificates, and shall be required to renew all certificates once.

ARTICLE X: DISCIPLINE

10.01 Discipline

No member shall be disciplined, terminated or suspended without good and just cause including immorality, incompetency, and willful violations of the reasonable rules and regulations adopted by the Board.

10.011 All notices of disciplinary action, excluding termination, shall contain a statement that the notice has been served upon the member. Notices shall be specific, and shall, to the extent possible, designate the specific rule or regulation which is violated or otherwise sufficiently apprise the member of the nature of the charge. A member receiving a notice of disciplinary action shall sign the notice and acknowledge receipt on the date of service. If the member refuses to sign the notice, said notice shall be considered received as of the indicated date of service. PACE shall be provided a copy of all notices of disciplinary action unless the member requests in writing that PACE not be notified.

10.012 A notice of termination shall be served by certified mail, return receipt requested. In addition to service by certified mail, the Board may serve a termination notice by personal service. PACE shall be provided a copy of all notices of termination.

10.013 If said notice is returned as undeliverable or refused, it shall be determined that the Board has met their obligation to notify. The date of service shall be deemed either the date received by certified mail or the date of personal service, whichever is later.

10.02 PACE Representation

The member shall have the right to request and have PACE representation at any meeting with an administrator in which the member is subject to questioning which may lead to disciplinary action against the member.

10.03 Pre-Disciplinary Hearing

10.031 A pre-disciplinary hearing shall be held prior to any disciplinary action, unless the member specifically waives the hearing in writing. The member must have advance notification of the purpose of the hearing and shall have the right to have a PACE representative at the hearing. This section shall not apply in cases of nonrenewal, or any case in which no record is maintained of the supervisor's discussion with a member, even if the member might consider the discussion to be disciplinary in nature. No hearing shall be held sooner than twenty-four (24) hours after the notice has been served on the member.

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10.032 A pre-disciplinary hearing shall not be necessary for oral reprimands for which a written record is not maintained.

10.033 Nothing in this Section shall restrict the right of the Board to temporarily suspend a member for incidents which necessitate the member's immediate removal from the classroom. The member shall be advised of the reasons for removal from the classroom at that time. A pre-disciplinary hearing shall be held within three (3) working days of the suspension. The member shall have the right to have a PACE representative present at the hearing.

10.04 Disciplinary Procedure for Suspension and/or Termination

The Superintendent, or designee, shall give a member written notice of intent to recommend disciplinary action to the Board. This notice shall state the reason for such recommendation in terms sufficiently adequate to understand the charges against the member.

10.05 Appeal Procedure

All disciplinary actions as described in this article are subject to appeal exclusively through the grievance and arbitration provisions of this Contract except contract non-renewals. Statutory appeal rights set forth in Chapter 3319, ORC, shall not be applicable to members. Suspensions without pay and terminations may be appealed directly to arbitration without exhausting the steps of the grievance procedure. Evaluations may not be used by the Board as evidence in disciplinary arbitrations without independent supporting evidence.

ARTICLE XI: MANAGEMENT RIGHTS

11.01 Management Recognition

11.011 PACE recognizes that the Board is the legally constituted body responsible for the

management, direction and control of all of the public schools of the Board and employees and other personnel employed by the Board, and for the determination of all resolutions, policies, practices, procedures, rules and regulations governing any and all aspects of the Board's school district.

11.012 PACE recognizes that all rights and responsibilities of the Board existing before the execution of this Contract, including the following enumerated rights:

- A. to determine matters of inherent managerial policy which include, but not limited to, areas of discretion or policy such as the functions and programs of the Princeton City School District, standards of services, the Board's overall budget, utilization of technology, and organizational structure;
- B. to direct, supervise, evaluate or hire employees;

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- C. to maintain and improve the efficiency and effectiveness of the Princeton City School District;
 - D. to determine the overall methods, process, means, or personnel by which the operations of the Princeton City School District are to be conducted;
 - E. to suspend, discipline, demote, or discharge for just cause, or layoff, transfer, assign, schedule, promote or retain employees;
 - F. to determine the adequacy of the work force;
 - G. to determine the overall mission of the Princeton City School District;
 - H. to effectively manage the work force; and
 - I. to take actions to carry out the mission of the Princeton City School District;
- are retained by the Board, and that those rights, and responsibilities shall belong solely and exclusively to the Board during the term of this Contract and all other Contracts, except as may be expressly and specifically modified by the express terms of this Contract.

11.02 Policies and Regulations

11.021 The Board agrees to provide PACE with copies of all new Board policies, resolutions, rules, procedures, and regulations that affect members.

11.022 Any wages, terms, and condition changes in resolutions, policies, rules, procedures, and regulations which affect members will be provided in writing to PACE within five (5) workdays of the change. Failure to provide this information shall be subject to the grievance procedure.

11.03 Integrity of Contract

11.031 The Board and PACE agree that the terms and provisions contained in this written Contract constitute the entire Contract between the parties and supersede all previous communications, understandings, or memoranda of understanding pertaining to any matters set forth in this Contract or to any other matter.

11.032 The Board and PACE agree that during the negotiations which preceded this Contract, each party had the unlimited right to make any demands or proposals and to bargain about each and every proposal made. The parties further agree that during the term of this Contract, each voluntarily and unqualifiedly agrees to



waive its right to bargain with respect to any matter whatsoever, whether or not such matter is contained in this Contract.

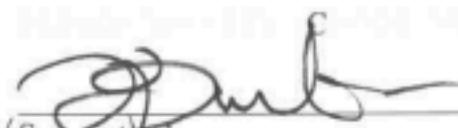

11.033 The parties agree that certain provisions of this Contract are intended to supersede applicable or related State Law where the parties are permitted to do so under ORC 4117.10(A) and the following provisions of this savings clause shall not apply. Except as set forth above, should any provision of this Contract be found to be void or invalid by a court of competent jurisdiction, the Board and PACE

□

shall meet and renegotiate that provision. All other provisions of this Contract shall remain in full force and effect for the duration of this Contract.

ARTICLE XII: DURATION


E U
e

T M
ego b
T J Ackman


Superintendent

Susan J. Gier
re e ar f al
Christine Cook Pette



12.01 Term of Contract

The provisions of this Contract shall be in full force and effect from midnight July 1, 2023 – June 30, 2026. Article VII, Section 7.01 shall be in effect until negotiations for a successor Contract are completed.

IN WITNESS WHEREOF, the parties have hereunto set their hands this the _____ of _____, 2023.

For the
PRINCETON ASSOCIATION OF
CLASSROOM DIRECTORS

For the
BOARD OF EDUCATION OF THE
PRINCETON CITY SCHOOLS DISTRICT



Negotiations Team Member
ent PACE President ✓

President of the Board of Education


Negotiations Team Member

Treasurer

APPENDIX G: ASSIGNMENT/DUTIES

District Level Band Director- Elementary - 6th Grades 4 Communications Council 2
Coordinator - Extended Day Building, 0-50 Students 15 Coordinator - Extended Day
Building, 51-100 Students 16 Coordinator - Extended Day Building, 101+ Students 17
Coordinator - Extended Day Building, 150 + Students 18 Coordinator - District Music 9
Coordinator - District Music, Assistant 8 Drug Free Schools Liaison 1 Instructional
Council Leader - Art 5 Instructional Council Leader - Gifted 5 Instructional Council
Leader - Language Arts 5 Instructional Council Leader - Learning Center 5
Instructional Council Leader - Mathematics 5 Instructional Council Leader - Music 5
Instructional Council Leader - Physical Education 5 Instructional Council Leader -
Science/Health/Outdoor Education 5 Instructional Council Leader - Social Studies 5
Instructional Council Leader - Technology 5 Intermediate Leader 5 Mentor - For
Experienced Teacher 4 Mentor - For Teacher New To Education 6 Peer Collaborator 15
Psychologist - Head 4 Primary Leader 5 Programs Design Council-Elementary
Counselor Representative 2 Student Council 1 Wellness Committee 17

Middle School Level Advisor - Art Activities 4 Advisor – Musical/Drama Director 8 Advisor – Drama Assistant 6 Advisor – Drama Assistant II 4 Advisor – Drill/Dance Team 14 Advisor - Plus Club, 7th Grade 1 Advisor - Plus Club, 8th Grade 1 Advisor - S.O.L.S. 3 Advisor – Student Council, 6th Grade 3 Advisor - Student Council, 7th Grade 3 Advisor - Student Council, 8th Grade 3 Advisor - Writing Workshop 7 Advisor - Yearbook 8

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Middle School-continued Level Advisor - Yearbook, Assistant 3 Advisor - TV Production 6 Builders Club 3 Coordinator – Math Connections 14 Coordinator – Reading Enrichment 14 Director – 6th Grade Band 3 Director – 6th Grade Band Assistant 1 Director - 7th Grade Band 3 Director - 7th Grade, Band Assistant 1 Director - 8th Grade Band 3 Director - 8th Grade, Band Assistant 1 Director - Choral Ensemble 1 Director – Concert Band 4 Director - Concert, Band Assistant 2 Director of Bands PCMS 4 Director – 6th Grade Choir 3 Director – 6th Grade Choir Assistant 1 Director - 7th Grade Choir 3 Director - 7th Grade, Choir Assistant 1 Director - 8th Grade Choir 3 Director - 8th Grade, Choir Assistant 1 Director – Concert Choir 4 Director - Concert, Choir Assistant 2 Director – 7th Grade Jazz Band 4 Director – 8th Grade Jazz Band 4 Director – 6th Grade Orchestra 3 Director – 6th Grade Orchestra Assistant 1 Director – Concert Orchestra 4 Director- Concert Orchestra Assistant 2 Director – 7th Grade Orchestra 3 Director – 7th Grade Orchestra Assistant 1 Director – 8th Grade Orchestra 3 Director – 8th Grade Orchestra Assistant 1 Future Problem Solving 7 Honor Society 6 PASA-Coordinator 15 PASA-Assistant 7 PCMS Chess Coach 3 Pep Club 5 Director – Princeton POPS Orchestra 1 Publications 7 Subject leader 8 Subject leader/Materials Manager – Foreign language/ELL 8 Subject leader – Guidance 19 Subject leader/Materials manager 15

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Middle School-continued Level Subject leader/Materials manager – Art 15 Subject leader/Materials manager – Health 15 Subject leader/Materials manager – PE 15 Subject leader – Music 19

High School Level Subject leader – Special education 19 Subject leader/Materials Manager Technology 15

Team Leader 19 Advisor - Class-HS 9 Advisor - Junior Council World Affairs-HS 4 Advisor - National Honor Society 4 Advisor - Student Council 9 Advisor - Student Foreign Exchange 4 Advisor - Vikings 4 Band Director - Twirler 14 Advisor – Yearbook - HS 17 Band Director – Concert Band 2 Band Director - Concert, Band Assistant 1 Band Director – Drill Team 14 Band Director – Flag Corps 14 Band Director –Wind Ensemble 2 Band Director - Wind Ensemble Assistant 1 Band Director - Marching Band Head 17 Band Director Marching, Band Assistant 14 Band Director - Marching Band Camp 12 Band Director – Pep Band 4 Band Director – Symphonic Band 2 Band Director - Symphonic, Band Assistant 1 Band Travel Assistant - Marching Band 6 Director of Bands - High School 9 Band Director - Marching Band Camp Workshop 6 Band Instrument Repair 12 Non-Musical Production – Builder 5 Children’s Show - Builder 5 Musical - Builder 7 Percussion Instrument Repair 6 Orchestra Instrument Repair 6 Director – Chorale 4 Director - Spectrum 17 Director Assistant – Spectrum 15 Director - A Cappella - Choir 8 Director Assistant - A Cappella – Choir 6 Director - Vocal Chamber Ensemble 5 Director - Choraliers 3

High School-continued Level Director - Choraliers Assistant 1 Choreographer Musical 4 Conductor Musical - Orchestra 10 Coordinator – Advanced Studies 20 Coordinator - Intramural 7 Costume and Make-up - Children’s Show 7 Costume and Make-up – Musical 10 Costume and Make-up - Non-Musical Production 7 Producer - Musical 17 Director – Marching Band Prep 6 Debate Coach - Assistant 9 Debate Coach – Head 15 Debate Coach – Speech Assistant 9 Department Head - Art 18 Department Head - Computer and Information Science 18 Department Head - Driver Ed. 18 Department Head - English 20 Department Head - Family and Consumer Science 18 Department Head - Foreign Language 18 Department Head - Guidance 20 Department Head - Industrial Technology 18 Department Head - Library/Learning Center 18 Department Head - Mathematics 20 Department Head - Music 19 Department Head - Physical Education/Health 18 Department Head - Science 20 Department Head - Social Studies 20 Department Head - Special Education 20 Department Head - Speech Assistant 16 Director Children’s Show 14 Director - Children's Theater 14 Director Jazz Ensemble 9 Director Jazz Lab Band 6 Director Assistant Jazz Lab Band 4 Director Musical 17 Director – Non-Musical Production 14 Director - Chamber Orchestra 5 Director - Orchestra 7 Director Assistant– Orchestra 5 Director - Musical Vocal 12 Director - Student Theater Productions 17 Technical Director - Children's Theater 7 Technical Director - Non-Musical Production 14 Director Viking Voices – Choir 4 Director Assistant – Viking Voices, - Choir 2

High School-continued Level International Baccalaureate Essay Advisor 1* Internet-Course Supervisor \$275.00 per student Key Club 5 Ninth Grade Team Leaders 10 Odyssey of the Mind 3 Ohio Mock Trial 11 PASA 17 Advisor - Newspaper 10 Technical Director 10 Ticket Sales - Theatrical Publicity Coordinator 4 Thespian Advisor 5

*Level 1 payment for each student advised.

APPENDIX G: SUPPLEMENTAL CONTRACT TIERS**Tier 1**

Basketball Varsity Head XII Varsity Assistant VIII

Football Reserve Head VII Reserve Assistant V

LL Head V

LL Assistant IV

Tier 2

Varsity Head X

Swimming Varsity Assistant VII Wrestling Reserve Head VI Reserve Assistant V

LL Head V

LL Assistant IV

Tier 3

Varsity Head IX

Baseball Varsity Assistant VI Soccer Reserve Head VI Softball Reserve Assistant V

Track/Field LL Head V Volleyball LL Assistant IV

Tier 4

Varsity Head V

Bowling JV Head III Golf Varsity Assistant III Tennis Reserve Head III Water Polo

Reserve Assistant III Cross Country LL Head III LL Assistant II

Tier 5

ACA Team Varsity Head III Chess Varsity Head III Cheerleading, FB, BB Varsity
Head IV, V Reserve Head III, III
LL Head III, III

Director Athletic, Associate XII Director Athletic, Assistant X Director Athletic,
Assistant, High School X Director Assistant, Sports Program I Director Sports
Program VI Competitive Dance Team (Varsity Head) IX
Competitive Dance Team Assistant (Varsity Assistant) V Equipment Manager High
School VII

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APPENDIX G: SUPPLEMENTAL CONTRACT TIERS

Tier 5-continued

Equipment Manager 7th and 8th Grade II Indoor Track Varsity Head III Varsity
Assistant II

Pep Club 7th and 8th Grade II Special Olympics Coordinator II Strength *Training*
Varsity Head V Varsity Assistant IV
Summer III

Ticket Manager Summer VI Trainer Head XII Trainer Assistant IX Trainer 7th and 8th
Grade II Wrestlerettes 7th and 8th Grade II Wrestlerettes Varsity Head III

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Appendix C: 2023-2024 Teacher Salary schedule 2023-2024 (186 Contract days)

Base

STEP

B.S.	
<i>Index</i>	<i>Salary</i>

B.S./150	
<i>Index</i>	<i>Salary</i>

M.S.	
<i>Index</i>	<i>Salary</i>

MS +10	
<i>Index</i>	<i>Salary</i>

MS +20	
<i>Index</i>	<i>Salary</i>

0 1.000 48,406 1.040 50,342 1.100 53,246 1.120 54,214 1.140 55,182 1.160 56,151 1.200 58,087

49,858 1.070	51,794 1.140	55,182 1.160	56,151 1.180	57,119
51,310 1.100	53,246 1.180	57,119 1.200	58,087 1.220	59,055
54,214 1.160	56,151 1.240	60,023 1.260	60,991 1.280	61,959
57,119 1.220	59,055 1.300	62,927 1.320	63,895 1.340	64,864
60,023 1.280	61,959 1.360	65,832 1.380	66,800 1.400	67,768
62,927 1.340	64,864 1.420	68,736 1.440	69,704 1.460	70,672
65,832 1.400	67,768 1.480	71,640 1.500	72,608 1.520	73,577
68,736 1.460	70,672 1.540	74,545 1.560	75,513 1.580	76,481
71,640 1.520	73,577 1.600	77,449 1.620	78,417 1.640	79,385

74,545 1.580	76,481 1.660	80,353 1.680	81,321 1.700	82,290
77,449 1.640	79,385 1.720	83,258 1.740	84,226 1.760	85,194
80,353 1.700	82,290 1.780	86,162 1.800	87,130 1.820	88,098
83,258 1.760	85,194 1.840	89,066 1.860	90,035 1.880	91,003
84,952 1.820	88,098 1.900	91,971 1.920	92,939 1.940	93,907
1.880	91,003 1.960	94,875 1.980	95,843 2.000	96,811
1.915	92,697 2.020	97,779 2.040	98,748 2.060	99,716
	2.055	99,474 2.075	100,442 2.095	101,410

1 1.030 60,023 2 1.060 62,927 3 1.120 65,832 4 1.180 68,736 5 1.240 71,640 6 1.300 74,545 7 1.360 77,449 8 1.420 80,353 9 1.480 83,258 10 1.540 86,162 11 1.600 89,066 12 1.660 91,971 13 1.720 94,875 14 1.755 97,779 15 100,684 16 103,588 17 105,282

Appendix C: 2024-2025 Teacher Salary schedule 2024-2025 (186 Contract days)

Base
\$49,859 Base % Increase 3%

STEP

B.S.	
<i>Index</i>	<i>Salary</i>

B.S./150	
<i>Index</i>	<i>Salary</i>

M.S.	
<i>Index</i>	<i>Salary</i>

MS +10	
<i>Index</i>	<i>Salary</i>

MS +20	
<i>Index</i>	<i>Salary</i>

0 1.000 49,859 1.040 51,853 1.100 54,844 1.120 55,842 1.140 56,839 1.160 57,836 1.200 59,830

51,354 1.070	53,349 1.140	56,839 1.160	57,836 1.180	58,833 1.200
52,850 1.100	54,844 1.180	58,833 1.200	59,830 1.220	60,827 1.240
55,842 1.160	57,836 1.240	61,825 1.260	62,822 1.280	63,819 1.300
58,833 1.220	60,827 1.300	64,816 1.320	65,813 1.340	66,810 1.360
61,825 1.280	63,819 1.360	67,808 1.380	68,805 1.400	69,802 1.420
64,816 1.340	66,810 1.420	70,799 1.440	71,796 1.460	72,793 1.480
67,808 1.400	69,802 1.480	73,791 1.500	74,788 1.520	75,785 1.540
70,799 1.460	72,793 1.540	76,782 1.560	77,779 1.580	78,776 1.600
73,791 1.520	75,785 1.600	79,774 1.620	80,771 1.640	81,768 1.660
76,782 1.580	78,776 1.660	82,765 1.680	83,762 1.700	84,760 1.720
79,774 1.640	81,768 1.720	85,757 1.740	86,754 1.760	87,751 1.780
82,765 1.700	84,760 1.780	88,748 1.800	89,745 1.820	90,743 1.840
85,757 1.760	87,751 1.840	91,740 1.860	92,737 1.880	93,734 1.900
87,502 1.820	90,743 1.900	94,731 1.920	95,728 1.940	96,726 1.960
1.880	93,734 1.960	97,723 1.980	98,720 2.000	99,717 2.020
1.915	95,479 2.020	100,714 2.040	101,711 2.060	102,709 2.080
	2.055	102,459 2.075	103,456 2.095	104,454 2.115

1 1.030 61,825 2 1.060 64,816 3 1.120 67,808 4 1.180 70,799 5 1.240 73,791 6 1.300 76,782 7 1.360 79,774 8 1.420
82,765 9 1.480 85,757 10 1.540 88,748 11 1.600 91,740 12 1.660 94,731 13 1.720 97,723 14 1.755 100,714 15 103,706 16
106,697
17 108,442

Appendix C: 2025-2026 Teacher Salary schedule 2025-2026 (186 Contract days)

Base
\$50,857 Base % Increase 2%

STEP

B.S.	
Index	Salary

B.S./150	
Index	Salary

M.S.

<i>Index</i>	<i>Salary</i>
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MS +10	
<i>Index</i>	<i>Salary</i>

MS +20	
<i>Index</i>	<i>Salary</i>

0 1.000 50,857 1.040 52,891 1.100 55,942 1.120 56,959 1.140 57,977 1.160 58,994 1.200 61,028

52,382 1.070	54,417 1.140	57,977 1.160	58,994 1.180	60,011 1.200
53,908 1.100	55,942 1.180	60,011 1.200	61,028 1.220	62,045 1.240
56,959 1.160	58,994 1.240	63,062 1.260	64,079 1.280	65,096 1.300
60,011 1.220	62,045 1.300	66,114 1.320	67,131 1.340	68,148 1.360
63,062 1.280	65,096 1.360	69,165 1.380	70,182 1.400	71,199 1.420
66,114 1.340	68,148 1.420	72,216 1.440	73,234 1.460	74,251 1.480
69,165 1.400	71,199 1.480	75,268 1.500	76,285 1.520	77,302 1.540
72,216 1.460	74,251 1.540	78,319 1.560	79,336 1.580	80,353 1.600
75,268 1.520	77,302 1.600	81,371 1.620	82,388 1.640	83,405 1.660
78,319 1.580	80,353 1.660	84,422 1.680	85,439 1.700	86,456 1.720
81,371 1.640	83,405 1.720	87,473 1.740	88,490 1.760	89,508 1.780
84,422 1.700	86,456 1.780	90,525 1.800	91,542 1.820	92,559 1.840
87,473 1.760	89,508 1.840	93,576 1.860	94,593 1.880	95,610 1.900
89,253 1.820	92,559 1.900	96,628 1.920	97,645 1.940	98,662 1.960
1.880	95,610 1.960	99,679 1.980	100,696 2.000	101,713 2.020
1.915	97,390 2.020	102,730 2.040	103,747 2.060	104,765 2.080
	2.055	104,510 2.075	105,527 2.095	106,545 2.110

1 1.030 63,062 2 1.060 66,114 3 1.120 69,165 4 1.180 72,216 5 1.240 75,268 6 1.300 78,319 7 1.360 81,371 8 1.420 84,422 9 1.480 87,473 10 1.540 90,525 11 1.600 93,576 12 1.660 96,628 13 1.720 99,679 14 1.755 102,730 15 105,782 16

108,833
17 110,613

**APPENDIX F -
NURSES/TUTORS**

After 9/1/97 EXPERIENCEBASE \$40,515

2023-2024 SCHOOL YEAR Base % Increase 4%

Hourly Rate
\$28.76

HOURLY RATE

TUTORS
School Nurses Hired

Step 0-1 YRS \$31.37 0 1.000 40,515 2-3 YRS \$33.25 1 1.040 42,136 4-5 YRS \$35.26 6 or
more yrs

2	1.081	43,797	\$37.38	3	1.121	45,417
4	1.161	47,038				
5	1.202	48,699				
6	1.242	50,320				
7	1.282	51,940				
8	1.323	53,601				
9	1.363	55,222				
10	1.403	56,842				
11	1.444	58,504				
12	1.484	60,124				
13	1.524	61,745				

**APPENDIX F -
NURSES/TUTORS**

After 9/1/97 EXPERIENCEBASE \$41,730

2024-2025 SCHOOL YEAR Base % Increase 3%

Hourly Rate
\$29.62

HOURLY RATE

TUTORS
School Nurses Hired

Step 0-1 YRS \$32.31 0 1.000 41,730 2-3 YRS \$34.25 1 1.040 43,400 4-5 YRS \$36.31 6 or
more yrs

2	1.081	45,111	\$38.50	3	1.121	46,780
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4 1.161 48,449
 5 1.202 50,160
 6 1.242 51,829
 7 1.282 53,498
 8 1.323 55,209
 9 1.363 56,878
 10 1.403 58,548
 11 1.444 60,259
 12 1.484 61,928
 13 1.524 63,597

**APPENDIX F -
 NURSES/TUTORS**

After 9/1/97 EXPERIENCEBASE \$42,565

2025-2026 SCHOOL YEAR Base % Increase 2%

Hourly Rate
 \$30.21

HOURLY RATE

TUTORS
 School Nurses Hired

Step 0-1 YRS \$32.96 0 1.000 42,565 2-3 YRS \$34.93 1 1.040 44,268 4-5 YRS \$37.04 6 or
 more yrs

2 1.081 46,013 \$39.27 3 1.121 47,715
 4 1.161 49,418
 5 1.202 51,163
 6 1.242 52,866
 7 1.282 54,568
 8 1.323 56,313
 9 1.363 58,016
 10 1.403 59,719
 11 1.444 61,464
 12 1.484 63,166
 13 1.524 64,869

APPENDIX J - EXTRACURRICULAR/EXTENDED SEASON

2023-2024 Extracurricular

Base % Increase 4.00%

BASE \$578

Level I II III IV V VI VII VIII IX X XI XII

A 578 958 1,534 1,915 2,494 2,875 3,440 3,842 4,402 4,790 5,004 5,741 B 773 1,146 1,915 2,285 3,066 3,440 4,216 5,004 5,741 6,515 7,290 8,066 8,841 9,615 10,390 11,165 11,940 12,715 13,490 14,265 15,040 15,815 16,590 17,365 18,140 18,915 19,690 20,465 21,240 22,015 22,790 23,565 24,340 25,115 25,890 26,665 27,440 28,215 28,990 29,765 30,540 31,315 32,090 32,865 33,640 34,415 35,190 35,965 36,740 37,515 38,290 39,065 39,840 40,615 41,390 42,165 42,940 43,715 44,490 45,265 46,040 46,815 47,590 48,365 49,140 49,915 50,690 51,465 52,240 53,015 53,790 54,565 55,340 56,115 56,890 57,665 58,440 59,215 60,000

1,334 2,285 2,685 3,635 4,017 4,981 5,384 6,127 6,706 7,290 9,060 D 1,146 1,534 2,685 3,066 4,216 4,601 5,741 6,127 7,290 7,675 8,841 9,226 10,390 10,775 11,940 12,325 13,490 13,875 15,040 15,425 16,590 16,975 18,140 18,525 19,690 20,075 21,240 21,625 22,790 23,175 24,340 24,725 25,890 26,275 27,440 27,825 28,990 29,375 30,540 30,925 32,090 32,475 33,640 34,025 35,190 35,575 36,740 37,125 38,290 38,675 39,840 40,225 41,390 41,775 42,940 43,325 44,490 44,875 46,040 46,425 47,590 47,975 49,140 49,525 50,690 51,075 52,240 52,625 53,790 54,175 55,340 55,725 56,890 57,275 58,440 58,825 59,990 60,375 61,540 61,925 63,090 63,475 64,640 65,025 66,190 66,575 67,740 68,125 69,290 69,675 70,840 71,225 72,390 72,775 73,940 74,325 75,490 75,875 77,040 77,425 78,590 78,975 80,140 80,525 81,690 82,075 83,240 83,625 84,790 85,175 86,340 86,725 87,890 88,275 89,440 89,825 90,990 91,375 92,540 92,925 94,090 94,475 95,640 96,025 97,190 97,575 98,740 99,125 100,290 100,675 101,840 102,225 103,390 103,775 104,940 105,325 106,490 106,875 108,040 108,425 109,590 109,975 111,140 111,525 112,690 113,075 114,240 114,625 115,790 116,175 117,340 117,725 118,890 119,275 120,440 120,825 121,990 122,375 123,540 123,925 125,090 125,475 126,640 127,025 128,190 128,575 129,740 130,125 131,290 131,675 132,840 133,225 134,390 134,775 135,940 136,325 137,490 137,875 139,040 139,425 140,590 140,975 142,140 142,525 143,690 144,075 145,240 145,625 146,790 147,175 148,340 148,725 149,890 150,275 151,440 151,825 152,990 153,375 154,540 154,925 156,090 156,475 157,640 158,025 159,190 159,575 160,740 161,125 162,290 162,675 163,840 164,225 165,390 165,775 166,940 167,325 168,490 168,875 170,040 170,425 171,590 171,975 173,140 173,525 174,690 175,075 176,240 176,625 177,790 178,175 179,340 179,725 180,890 181,275 182,440 182,825 183,990 184,375 185,540 185,925 187,090 187,475 188,640 189,025 190,190 190,575 191,740 192,125 193,290 193,675 194,840 195,225 196,390 196,775 197,940 198,325 199,490 199,875 201,040 201,425 202,590 202,975 204,140 204,525 205,690 206,075 207,240 207,625 208,790 209,175 210,340 210,725 211,890 212,275 213,440 213,825 214,990 215,375 216,540 216,925 218,090 218,475 219,640 219,025 220,190 220,575 221,740 222,125 223,290 223,675 224,840 225,225 226,390 226,775 227,940 228,325 229,490 229,875 231,040 231,425 232,590 232,975 234,140 234,525 235,690 236,075 237,240 237,625 238,790 239,175 240,340 240,725 241,890 242,275 243,440 243,825 244,990 245,375 246,540 246,925 248,090 248,475 249,640 249,025 250,190 250,575 251,740 252,125 253,290 253,675 254,840 255,225 256,390 256,775 257,940 258,325 259,490 259,875 261,040 261,425 262,590 262,975 264,140 264,525 265,690 266,075 267,240 267,625 268,790 269,175 270,340 270,725 271,890 272,275 273,440 273,825 274,990 275,375 276,540 276,925 278,090 278,475 279,640 279,025 280,190 280,575 281,740 282,125 283,290 283,675 284,840 285,225 286,390 286,775 287,940 288,325 289,490 289,875 291,040 291,425 292,590 292,975 294,140 294,525 295,690 296,075 297,240 297,625 298,790 299,175 300,340 300,725 301,890 302,275 303,440 303,825 304,990 305,375 306,540 306,925 308,090 308,475 309,640 309,025 310,190 310,575 311,740 312,125 313,290 313,675 314,840 315,225 316,390 316,775 317,940 318,325 319,490 319,875 321,040 321,425 322,590 322,975 324,140 324,525 325,690 326,075 327,240 327,625 328,790 329,175 330,340 330,725 331,890 332,275 333,440 333,825 334,990 335,375 336,540 336,925 338,090 338,475 339,640 339,025 340,190 340,575 341,740 342,125 343,290 343,675 344,840 345,225 346,390 346,775 347,940 348,325 349,490 349,875 351,040 351,425 352,590 352,975 354,140 354,525 355,690 356,075 357,240 357,625 358,790 359,175 360,340 360,725 361,890 362,275 363,440 363,825 364,990 365,375 366,540 366,925 368,090 368,475 369,640 369,025 370,190 370,575 371,740 372,125 373,290 373,675 374,840 375,225 376,390 376,775 377,940 378,325 379,490 379,875 381,040 381,425 382,590 382,975 384,140 384,525 385,690 386,075 387,240 387,625 388,790 389,175 390,340 390,725 391,890 392,275 393,440 393,825 394,990 395,375 396,540 396,925 398,090 398,475 399,640 399,025 400,190 400,575 401,740 402,125 403,290 403,675 404,840 405,225 406,390 406,775 407,940 408,325 409,490 409,875 411,040 411,425 412,590 412,975 414,140 414,525 415,690 416,075 417,240 417,625 418,790 419,175 420,340 420,725 421,890 422,275 423,440 423,825 424,990 425,375 426,540 426,925 428,090 428,475 429,640 429,025 430,190 430,575 431,740 432,125 433,290 433,675 434,840 435,225 436,390 436,775 437,940 438,325 439,490 439,875 441,040 441,425 442,590 442,975 444,140 444,525 445,690 446,075 447,240 447,625 448,790 449,175 450,340 450,725 451,890 452,275 453,440 453,825 454,990 455,375 456,540 456,925 458,090 458,475 459,640 459,025 460,190 460,575 461,740 462,125 463,290 463,675 464,840 465,225 466,390 466,775 467,940 468,325 469,490 469,875 471,040 471,425 472,590 472,975 474,140 474,525 475,690 476,075 477,240 477,625 478,790 479,175 480,340 480,725 481,890 482,275 483,440 483,825 484,990 485,375 486,540 486,925 488,090 488,475 489,640 489,025 490,190 490,575 491,740 492,125 493,290 493,675 494,840 495,225 496,390 496,775 497,940 498,325 499,490 499,875 501,040 501,425 502,590 502,975 504,140 504,525 505,690 506,075 507,240 507,625 508,790 509,175 510,340 510,725 511,890 512,275 513,440 513,825 514,990 515,375 516,540 516,925 518,090 518,475 519,640 519,025 520,190 520,575 521,740 522,125 523,290 523,675 524,840 525,225 526,390 526,775 527,940 528,325 529,490 529,875 531,040 531,425 532,590 532,975 534,140 534,525 535,690 536,075 537,240 537,625 538,790 539,175 540,340 540,725 541,890 542,275 543,440 543,825 544,990 545,375 546,540 546,925 548,090 548,475 549,640 549,025 550,190 550,575 551,740 552,125 553,290 553,675 554,840 555,225 556,390 556,775 557,940 558,325 559,490 559,875 561,040 561,425 562,590 562,975 564,140 564,525 565,690 566,075 567,240 567,625 568,790 569,175 570,340 570,725 571,890 572,275 573,440 573,825 574,990 575,375 576,540 576,925 578,090 578,475 579,640 579,025 580,190 580,575 581,740 582,125 583,290 583,675 584,840 585,225 586,390 586,775 587,940 588,325 589,490 589,875 591,040 591,425 592,590 592,975 594,140 594,525 595,690 596,075 597,240 597,625 598,790 599,175 600,340 600,725 601,890 602,275 603,440 603,825 604,990 605,375 606,540 606,925 608,090 608,475 609,640 609,025 610,190 610,575 611,740 612,125 613,290 613,675 614,840 615,225 616,390 616,775 617,940 618,325 619,490 619,875 621,040 621,425 622,590 622,975 624,140 624,525 625,690 626,075 627,240 627,625 628,790 629,175 630,340 630,725 631,890 632,275 633,440 633,825 634,990 635,375 636,540 636,925 638,090 638,475 639,640 639,025 640,190 640,575 641,740 642,125 643,290 643,675 644,840 645,225 646,390 646,775 647,940 648,325 649,490 649,875 651,040 651,425 652,590 652,975 654,140 654,525 655,690 656,075 657,240 657,625 658,790 659,175 660,340 660,725 661,890 662,275 663,440 663,825 664,990 665,375 666,540 666,925 668,090 668,475 669,640 669,025 670,190 670,575 671,740 672,125 673,290 673,675 674,840 675,225 676,390 676,775 677,940 678,325 679,490 679,875 681,040 681,425 682,590 682,975 684,140 684,525 685,690 686,075 687,240 687,625 688,790 689,175 690,340 690,725 691,890 692,275 693,440 693,825 694,990 695,375 696,540 696,925 698,090 698,475 699,640 699,025 700,190 700,575 701,740 702,125 703,290 703,675 704,840 705,225 706,390 706,775 707,940 708,325 709,490 709,875 711,040 711,425 712,590 712,975 714,140 714,525 715,690 716,075 717,240 717,625 718,790 719,175 720,340 720,725 721,890 722,275 723,440 723,825 724,990 725,375 726,540 726,925 728,090 728,475 729,640 729,025 730,190 730,575 731,740 732,125 733,290 733,675 734,840 735,225 736,390 736,775 737,940 738,325 739,490 739,875 741,040 741,425 742,590 742,975 744,140 744,525 745,690 746,075 747,240 747,625 748,790 749,175 750,340 750,725 751,890 752,275 753,440 753,825 754,990 755,375 756,540 756,925 758,090 758,475 759,640 759,025 760,190 760,575 761,740 762,125 763,290 763,675 764,840 765,225 766,390 766,775 767,940 768,325 769,490 769,875 771,040 771,425 772,590 772,975 774,140 774,525 775,690 776,075 777,240 777,625 778,790 779,175 780,340 780,725 781,890 782,275 783,440 783,825 784,990 785,375 786,540 786,925 788,090 788,475 789,640 789,025 790,190 790,575 791,740 792,125 793,290 793,675 794,840 795,225 796,390 796,775 797,940 798,325 799,490 799,875 801,040 801,425 802,590 802,975 804,140 804,525 805,690 806,075 807,240 807,625 808,790 809,175 810,340 810,725 811,890 812,275 813,440 813,825 814,990 815,375 816,540 816,925 818,090 818,475 819,640 819,025 820,190 820,575 821,740 822,125 823,290 823,675 824,840 825,225 826,390 826,775 827,940 828,325 829,490 829,875 831,040 831,425 832,590 832,975 834,140 834,525 835,690 836,075 837,240 837,625 838,790 839,175 840,340 840,725 841,890 842,275 843,440 843,825 844,990 845,375 846,540 846,925 848,090 848,475 849,640 849,025 850,190 850,575 851,740 852,125 853,290 853,675 854,840 855,225 856,390 856,775 857,940 858,325 859,490 859,875 861,040 861,425 862,590 862,975 864,140 864,525 865,690 866,075 867,240 867,625 868,790 869,175 870,340 870,725 871,890 872,275 873,440 873,825 874,990 875,375 876,540 876,925 878,090 878,475 879,640 879,025 880,190 880,575 881,740 882,125 883,290 883,675 884,840 885,225 886,390 886,775 887,940 888,325 889,490 889,875 891,040 891,425 892,590 892,975 894,140 894,525 895,690 896,075 897,240 897,625 898,790 899,175 900,340 900,725 901,890 902,275 903,440 903,825 904,990 905,375 906,540 906,925 908,090 908,475 909,640 909,025 910,190 910,575 911,740 912,125 913,290 913,675 914,840 915,225 916,390 916,775 917,940 918,325 919,490 919,875 921,040 921,425 922,590 922,975 924,140 924,525 925,690 926,075 927,240 927,625 928,790 929,175 930,340 930,725 931,890 932,275 933,440 933,825 934,990 935,375 936,540 936,925 938,090 938,475 939,640 939,025 940,190 940,575 941,740 942,125 943,290 943,675 944,840 945,225 946,390 946,775 947,940 948,325 949,490 949,875 951,040 951,425 952,590 952,975 954,140 954,525 955,690 956,075 957,240 957,625 958,790 959,175 960,340 960,725 961,890 962,275 963,440 963,825 964,990 965,375 966,540 966,925 968,090 968,475 969,640 969,025 970,190 970,575 971,740 972,125 973,290 973,675 974,840 975,225 976,390 976,775 977,940 978,325 979,490 979,875 981,040 981,425 982,590 982,975 984,140 984,525 985,690 986,075 987,240 987,625 988,790 989,175 990,340 990,725 991,890 992,275 993,440 993,825 994,990 995,375 996,540 996,925 998,090 998,475 999,640 999,025 1000,190 1000,575 1001,740 1002,125 1003,290 1003,675 1004,840 1005,225 1006,390 1006,775 1007,940 1008,325 1009,490 1009,875 1011,040 1011,425 1012,590 1012,975 1014,140 1014,525 1015,690 1016,075 1017,240 1017,625 1018,790 1019,175 1020,340 1020,725 1021,890 1022,275 1023,440 1023,825 1024,990 1025,375 1026,540 1026,925 1028,090 1028,475 1029,640 1029,025 1030,190 1030,575 1031,740 1032,125 1033,290 1033,675 1034,840 1035,225 1036,390 1036,775 1037,940 1038,325 1039,490 1039,875 1041,040 1041,425 1042,590 1042,975 1044,140 1044,525 1045,690 1046,075 1047,240 1047,625 1048,790 1049,175 1050,340 1050,725 1051,890 1052,275 1053,440 1053,825 1054,990 1055,375 1056,540 1056,925 1058,090 1058,475 1059,640 1059,025 1060,190 1060,575 1061,740 1062,125 1063,290 1063,675 1064,840 1065,225 1066,390 1066,775 1067,940 1068,325 1069,490 1069,875 1071,040 1071,425 1072,590 1072,975 1074,140 1074,525 1075,690 1076,075 1077,240 1077,625 1078,790 1079,175 1080,340 1080,725 1081,890 1082,275 1083,440 1083,825 1084,990 1085,375 1086,540 1086,925 1088,090 1088,475 1089,64

INDEX

Level

A 1.000 1.658 2.654 3.312 4.314 4.975 5.952 6.648 7.616 8.287 8.658 9.933 B 1.338 1.983 3.312 3.954 5.304 5.952 7.1665 2.308 3.954 4.646 6.289 6.950 8.618 9.314 10.600 11.602 12.612 15.675 D 1.983 2.654 4.646 5.304 7.294 7.918.541 E 2.308 2.971 5.304 5.952 8.314 8.956 11.262 11.935 13.572 14.914 16.245 21.417

Extended Season

1.000 1.140 1.301 1.406 1.566 1.6

APPENDIX K - EXTRACURRICULAR-ACADEMIC

Base % Increase

Base - 2023-24 \$349 4%

Base % Increase

Base - 2024-25 \$360 3%

Base % Increase

Base - 2025-26 \$367 2%

2023-2024 EXTRACURRICULAR-ACADEMIC

LEVEL 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

A 349 520 696 871 1,047 1,219 1,393 1,566 1,744 1,916 2,089 2,263 2,438 2,962 3,135 3,482 4,356 5,549 7,251 10,150 B 384 557 731 2,472 2,996 3,168 3,657 4,528 5,793 7,468 10,458 C 417 594 766 940 1,117 1,290 1,463 1,636 1,811 1,985 2,159 2,336 2,508 3,031 3,201 1,147 1,324 1,499 1,673 1,846 2,020 2,193 2,370 2,543 3,066 3,239 4,006 4,879 6,284 7,922 11,093 E 477 662 837 1,010 1,183 1,359 1 4,179 5,052 6,528 8,161 11,425

2024-2025 EXTRACURRICULAR-ACADEMIC

A 360 536 717 897 1,079 1,256 1,435 1,613 1,796 1,973 2,152 2,331 2,511 3,051 3,229 3,587 4,486 5,716 7,469 10,454 B 395 574 753 2,546 3,086 3,263 3,767 4,664 5,966 7,692 10,771 C 429 612 789 968 1,150 1,329 1,506 1,685 1,865 2,045 2,224 2,406 2,584 3,122 3,301 1,182 1,364 1,544 1,723 1,902 2,080 2,259 2,441 2,619 3,158 3,336 4,127 5,025 6,472 8,160 11,426 E 491 682 862 1,041 1,218 1,399 1 4,304 5,204 6,724 8,405 11,768

2024-2026 EXTRACURRICULAR-ACADEMIC

A 367 547 732 915 1,100 1,281 1,463 1,646 1,832 2,013 2,195 2,377 2,561 3,112 3,294 3,658 4,576 5,830 7,618 10,663 B 403 585 768 2,597 3,147 3,328 3,842 4,757 6,086 7,846 10,987 C 438 624 805 987 1,173 1,356 1,537 1,719 1,902 2,086 2,268 2,454 2,635 3,185 3,367 1,205 1,391 1,575 1,757 1,940 2,122 2,304 2,490 2,671 3,221 3,403 4,209 5,126 6,602 8,323 11,654 E 501 696 879 1,062 1,243 1,427 1 4,390 5,308 6,859 8,573 12,003

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A 1.000 1.490 1.993 2.493 2.997 3.490 3.986 4.483 4.990 5.483 5.979 6.476 6.976 8.476 8.972 9.965 12.465 15.881 20.752 29.045 B 1. 5.584 6.084 6.584 7.073 8.573 9.066 10.465 12.958 16.577 21.371 29.927 C 1.192 1.699 2.192 2.689 3.196 3.692 4.185 4.682 5.182 5.682 22.014 30.818 D 1.297 1.794 2.294 2.787 3.283 3.790 4.290 4.787 5.283 5.780 6.276 6.783 7.276 8.773 9.269 11.465 13.962 17.983 22.67 4.885 5.374 5.885 6.378 6.874 7.381 8.871 9.371 11.958 14.458 18.682 23.353 32.696