

Reynoldsburg City School District
Board of Education
REA Negotiations
Board Counterproposal
September 18, 2014

The following represents the Board's proposal on negotiations issues:

1. Article V (G) – Reduction in Force/Layoff of Employees
(See attached)

2. Article VI – Evaluation Procedure
(See attached)

3. Article VII (H) – School Day
(See attached)

4. Article VII (M) – Teaching Personnel/Class Size
(See attached)

5. Article IX (A) – Teacher Salary Schedules
(See attached)

6. Article IX (N) – Additional Compensation
(See attached)

7. Article X (A) – Hospitalization, Surgical and Major Medical Insurance
(See attached)

Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
Board of Education
REA Negotiations
Board Counterproposal
September 18, 2014

8. Article X (C) – Dental Insurance

Current Agreement

9. Article X (D) – Vision Care Insurance

Current Agreement

10. Article XVI – Duration and Intent of Agreement

(See attached)

11. Any item which appeared in the expired Agreement and which has not been changed by this Board Counterproposal shall remain the same as in the old Agreement.

Board Representative

Association Representative

Date

Date

ARTICLE V – CONTRACT PROVISIONS

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G. Reduction in Force/Layoff of Employees

1. Reduction in Force (RIF)

When by reasons of declining student enrollment, program changes, revisions or reductions, program elimination, course offering changes and selections, budgetary constraints and/or for other reasons set forth in O.R.C. §3319.17, the Board determines that it will be necessary to reduce the number of employees, it may make a reasonable reduction in each teaching field as prescribed by law. In making such reduction, normal attrition, all retirements and voluntary resignations will be the first group of certified personnel to effect a RIF program. If further reduction is required, then the Administration or Board will notify the teaching staff of its need to make a reasonable reduction of staff no less than thirty (30) days prior to such reduction.

2. Layoffs

Upon notification of the intent to lay off employees as provided in section 1. above, a Reduction in Force (RIF) list shall be prepared on which all employees shall be listed by seniority and all areas of **certified teaching field(s) certification, hire date, contract status, and group as defined in Article V, Section (G)(3).** ~~Seniority and areas of certification shall be determined as set forth in section 3. below.~~ Such RIF list shall be posted on all staff bulletin boards and in the Administration office of each building and given to each building representative of the Association. Any challenge to the accuracy of such list shall be the responsibility of the individual teacher. Such challenges shall be filed in writing with the Superintendent within ten (10) **workdays** of such posting. A seniority list shall be prepared and distributed to each building for posting **on or before October 15** ~~in August~~ of each year.

Board Representative

Association Representative

Date

Date

3. Criteria

Criteria for placement on the RIF list shall be as follows:

- a. Seniority and areas of certification will be the sole criteria used in the placement of teachers on the RIF list **for any reduction in force occurring prior to the 2016-2017 school year. Beginning with the 2016-2017 school year, the evaluation rating as described below, seniority, and areas of certification will be the criteria used in the placement of teachers on the RIF list.**
- b. ~~Teachers on continuing contracts have seniority over all employees on limited contracts.~~
- c. Teachers who have more than one (1) valid teacher certificate issued by the Ohio Department of Education shall be placed on the RIF list in order of seniority in each area of certification.
- d. A "teaching field" shall be defined as that grade level and/or subject area(s) that is authorized to be taught (or professional services rendered) within the certification issued by the Ohio Department of Education and held by the individual teacher.
- e. Seniority shall be computed from the employee's earliest date of hire immediately preceding the current term of continuous employment in the District. Seniority shall have continued to accrue during all paid leaves of absence. Seniority shall not be broken by approved leaves or by a disability leave of absence.
- f. Any employee whose contract is to be suspended pursuant to this Article shall be notified in writing no less than twenty (20) days prior to the date of the intended suspension.

Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
Board of Education
REA Negotiations
Board Counterproposal
September 18, 2014

- g. Ties in seniority shall be broken by:
 - (1) For bargaining unit members hired prior to December 31, 1986:
 - (a) Date of Board meeting hired.
 - (b) Date teacher signed initial employment contract.
 - (c) By lot.
 - (2) For bargaining unit members hired subsequent to January 1, 1987:
 - (a) First day of work.
 - (b) Date of Board meeting hired.
 - (c) Date teacher signed initial employment contract.
 - (d) By lot.
- h. Any employee who is to be placed on a suspended contract as a result of a RIF shall have the right to displace any less senior employee whose work he/she is certificated to perform. Written notice of the intent to exercise this right shall be given to the Superintendent and the Association within ten (10) days of notification of lay off. An employee who is displaced according to this section has the same displacement rights vis-a-vis any less senior employee.
- i. Any teacher having certification in more than one (1) area who exercises the right of displacement as authorized in subsection h. herein shall be reassigned at the discretion of the Superintendent so long as such reassignment is in an area for which such teacher has a valid certificate.
- j. Any RIF'd employee who notifies the Board of efforts to obtain additional certification and for whom the Superintendent signs an application for a temporary certificate shall be given consideration to fill any vacancy which cannot be filled from the RIF list by certificated teachers. The teacher must be able to gain temporary certification per O.R.C. §3319.28 while the teacher continues to pursue full certification.

Board Representative

Association Representative

Date

Date

- k. Employees whose contracts have been suspended shall have the obligation of notifying the Board if suitable employment is found elsewhere. The Board will honor without recrimination all resignations of affected employees made subsequent to the July 10 deadline.
- l. All employees whose contracts are suspended shall have the following rights:
 - (1) To review his/her own seniority and certification records with representatives of his/her choice.
 - (2) To be placed on the District's substitute list.
 - (3) To be informed of and have the opportunity to fill all vacancies which may occur or new positions which may be created for which the teacher is certified and qualified or can gain temporary certification. The Board shall notify in writing by certified mail the availability of these positions to those employees so certified and qualified. The teacher shall notify the Board within five (5) days of his/her acceptance or rejection of said position. Rejection of such position shall be construed as a resignation.
 - ~~(4) Limited contract teachers shall be continued on the recall list for a period of two (2) years from the date of contract suspension and continuing contract teachers shall remain on the recall list for a period of four (4) years from the date of contract suspension.~~
 - (5) To continue any and all group insurance plans which are in effect at the time of the layoff without an interruption in benefits; provided, however, that all premium costs of such group insurance plans shall be paid by the member.
 - (6) To the use of fee waivers as may be authorized by the Fee Waiver Committee.
- m. Any employee whose contract is suspended and who voluntarily resigns from the District forfeits all reinstatement rights.

Board Representative

Association Representative

Date

Date

- n. Recall of employees shall be in the inverse order of the layoff.
- o. All employees whose contracts are suspended are obligated to keep the Board informed of current addresses and phone numbers.
- p. The parties agree that reduction in force shall be accomplished only by the suspension of contracts. However, the Board is under no obligation to fill a vacancy created by nonrenewal in accordance with the contractual nonrenewal provisions herein.
- q. The Board of Education agrees that there will be a reduction of no more than twenty (20) positions during the life of the Agreement below the number of members of the bargaining unit employed as of August 1, 1998.
- r. **Any reduction in force occurring in the 2016-2017 school year and in subsequent school years shall proceed using the following procedures and criteria:**
 - 1) **Bargaining unit members shall be placed in one (1) of four (4) groups for purposes of a reduction in force, as described below. These groups shall be called "Group One," "Group Two," "Group Three," and Group Four." Members within each Group shall be deemed "comparable," except that members under continuing contracts shall be given preference over all members under limited contracts within the same Group.**
 - 2) **Group One shall be comprised of all members who were rated "Ineffective" on their evaluation using the calculation set forth below;**
 - 3) **Group Two shall be comprised of all members who were rated "Developing" on their final summative evaluation using the calculation set forth below; and**

Board Representative

Association Representative

Date

Date

- 4) **Group Three shall be comprised of all members who were rated “Skilled” on their final summative evaluation using the calculation set forth below.**
- 5) **Group Four shall be comprised of all members who were rated “Accomplished” on their final summative evaluation using the calculation set forth below.**
- 6) **Any reduction in force shall begin with members in Group One, followed by Group Two, Group Three, and finally Group Four.**
- 7) **The sum of the teachers’ most recent final summative evaluation three (3) years shall be added together, divided by three (3), and rounded to the nearest whole number to find the “average” rating. The teacher shall then be placed in the appropriate Group based on his/her average rating. For example, a teacher rated Developing, Skilled, and Skilled in the most recent three (3) years would be placed in Group Three ($2 + 3 + 3 = 8 / 3 = 2.666$ which is rounded to 3 = Skilled).**
- 8) **Experienced teachers new to the District shall have their final summative ratings from their prior district used in the calculation.**
- 9) **Teachers with less than three (3) years of final summative ratings will average the final summative ratings for which they were eligible.**
- 10) **Teachers who are rated “Accomplished” and who are evaluated once every three (3) years shall be deemed to be “Accomplished” (i.e., shall receive four (4) points) for the years in which they are not evaluated.**

Board Representative

Association Representative

Date

Date

- 11) Teachers who are rated “Skilled” and who are evaluated once every other year shall be deemed to be “Skilled” (i.e., shall receive three (3) points) for the years in which they are not evaluated.
- 12) The order of reduction within each Group shall be:
 - a) Members under limited contracts beginning with the least senior; and then,
 - b) Members under continuing contracts beginning with the least senior.
- 13) No preference shall be given to any member based on seniority, except when deciding between members who have comparable evaluation ratings.
- 14) A bargaining unit member whose contract will be suspended will have the right to displace any less senior bargaining unit member whose work he/she is certified/licensed to perform so long as the displacing member possesses a comparable or better evaluation than the member being displaced. Within ten (10) calendar days of the Board’s action to implement a RIF, a bumping meeting, if necessary, shall be held for all affected employees.

4. **Recall**

The following procedures will be used in the recall process:

- a. Teachers who were employed under a continuing or limited contract when laid off shall have recall rights for a period of twenty-four (24) months from the effective date of the layoff.
- b. Such teachers will be recalled in reverse order of layoff if/when there is a vacancy for which the teacher is certified/licensed to perform the work in question.

Board Representative

Association Representative

Date

Date

- c. **Notice of recall will be by certified mail to the last address given to the Board by the teacher. The teacher has ten (10) calendar days after receipt of the notice of recall to indicate acceptance or not. No acknowledgment of the notice within fifteen (15) calendar days of the date it is postmarked will be the same as refusal.**

- d. **A teacher who had been employed under a continuing contract and who is laid off will remain on the recall list for twenty-four (24) months after the effective date of layoff unless:**
 - 1) **recall rights are waived in writing by the teacher;**
 - 2) **a resignation is offered by the teacher; or**
 - 3) **the teacher fails to accept the position to which he/she has been recalled.**

- e. **No unit member whose contract has been suspended pursuant to this Article shall lose the right to recall by reason of having declined recall to a position that is less than full-time or, if the unit member was not employed full-time just prior to suspension of the member's contract, to a position requiring lesser percentage of full-time employment than the position the unit member last held while employed in the District.**

- f. **Upon acceptance of the notice to resume active employment status, the unit member shall be entitled to the same contractual status which was held prior to the RIF.**

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Board Representative

Association Representative

Date

Date

ARTICLE VI -- EVALUATION PROCEDURE

The language provided below applies only to those teachers who are subject to the Ohio Teacher Evaluation System (OTES) per the requirements of sections 3319.111 and 3319.112 of the Ohio Revised Code. The evaluation of other personnel, including but not limited to guidance counselors, nurses, library media specialists, and speech pathologists, will follow **a similar rubric aligned with the structure of the Ohio Teacher Evaluation System (OTES)**~~—an instrument developed no later than the first day of the 2013-2014 school year, recommended by the six members of the evaluation committee, and approved by the Board of Education and REA.~~

Definitions

- A. Evaluation Procedure: The procedural requirements set forth in this agreement to provide specificity to the statutory obligations established under sections 3319.111 and 3319.112 of the Ohio Revised Code and to conform to the framework for the evaluation of teachers developed under section 3319.112 of the Ohio Revised Code.
- B. Ohio Teacher Evaluation System (OTES): The teacher evaluation system that is codified under sections 3319.111 and 3319.112 of the Ohio Revised Code.
- C. Evaluation Framework: The document created and approved by the Ohio Department of Education (ODE) in accordance with section 3319.111(A) of the Ohio Revised Code that establishes the standards-based framework for the evaluation of teachers developed under section 3319.112 of the Ohio Revised Code.
- D. Evaluation Factors: The multiple measures that are required by law to be used in the teacher evaluation procedure. The two factors, which are weighted equally, are student growth measures at fifty (50) percent and teacher performance at fifty (50) percent.
- E. Student Growth Measure (SGM): Tool or assessment that is used to measure, or determine, student academic growth. As an evaluation factor, the SGM dimension is based on value-added scores, assessments from ODE's list of assessments for teachers where value-added scores are not available, and from local measures of student growth based on student learning objectives (SLOs). SGM results are reported as: above expected levels of student growth, expected levels of student growth, below expected levels of student growth.

Board Representative

Association Representative

Date

Date

- F. **Teacher Performance:** The assessment of a teacher’s performance, resulting in a performance rating. As an evaluation factor, the teacher performance dimension is based on direct observations and walkthroughs that are performed by a credentialed evaluator. Teacher performance results are reported as a teacher performance rating that may be coded as “1” for ineffective, “2” for developing, “3” for ~~skilled-proficient~~, and “4” for accomplished.
- G. **Evaluation Rating:** The final, summative evaluation level that is assigned to a teacher based on evaluations that are conducted pursuant to the terms of this agreement. The evaluation rating is assigned at the conclusion of the evaluation cycle when the teacher performance rating is combined with the results of student growth measures where fifty (50) percent of the evaluation rating is based on student growth measures as provided for in this agreement and fifty (50) percent of the evaluation rating is based on a teacher performance rating as provided for in this agreement. Each completed evaluation will result in the assignment of a teacher to one of the following evaluation ratings: Accomplished, ~~Skilled-Proficient~~, Developing or Ineffective.
- H. **Evaluation Cycle:** The period of time for the completion of the evaluation procedure. The evaluation cycle is completed when student growth measures resulting from assessments are combined with the performance ratings resulting from performance assessments that are conducted for the current school year to assign an evaluation rating.
- I. **Evaluation Instrument:** The process and forms used by the teacher’s evaluator. The instrument is located in Appendices D, E, F, R to this agreement.
- J. **Student Learning Objective (SLO):** A measurable, long-term academic growth target that a teacher sets at the beginning of the year for all students or for subgroups of students over a given interval of instruction based upon baseline data gathered at the beginning of the course.
- K. **Ohio Teacher and Principal Evaluation Systems (eTPES):** The method used by the District to electronically report to ODE aggregate final, summative teacher evaluation ratings. The District shall report the number of teachers for whom an evaluation was conducted and the number of teachers assigned to each evaluation rating.

Board Representative

Association Representative

Date

Date

Purpose

- A. The purposes of teacher evaluation are:
1. To assist teachers and administrators in identifying and developing best educational practices in order to provide the greatest opportunity for student learning and achievement.
 2. To serve as a tool to advance the professional development of teachers.
 3. To inform instruction.
 4. To provide professional support for developing teachers.
 5. To take corrective measures for a rating(s) of ineffective.

Evaluators

- A. An evaluator must be on the approved board list, who is credentialed by ODE as an evaluator. Every evaluator must complete state-sponsored evaluation training as required by ODE and is required to pass an online credentialing assessment.
1. The list of approved evaluators will be recommended by district administration and REA representatives, and approved by the Board of Education.
 2. The final summative rating will be issued by the teacher's direct supervisor, if different than the evaluator.
- B. Not later than thirty (30) student school days after the student's first day of school each year, or in the case of a new teacher, within thirty (30) work days of the first day worked, each teacher shall be notified in writing of the name and position of his/her evaluator. If there is a change in evaluator, the teacher will be notified as soon as possible.

Board Representative

Association Representative

Date

Date

Evaluation Committee

- A. The parties intend that the evaluation process shall be in accordance with the Ohio Revised Code. The Evaluation Committee will be comprised of up to six (6) persons--up to three (3) appointed by the Association Co-Presidents or Designee and up to three (3) appointed by the Superintendent or Designee. The Evaluation Committee will review and act on issues that arise as the teacher evaluation process occurs.
- B. The parties agree that the improvement plans and professional growth plans of each member of the bargaining unit shall in all respects be aligned with District goals and the goals of the member's individual assignment.
- C. The committee shall not have the authority to negotiate wages, hours, or terms and conditions of employment.
- D. In the event of legislative action by the Ohio General Assembly that impacts in any way on this topic, the parties to this agreement shall discuss this topic to determine whether adjustments are appropriate during the term of this agreement.

Training

Training shall be provided prior to the implementation of any new teacher evaluation.

Schedule for Evaluation

- A. The evaluation shall be completed not later than the first day of May, and the teacher being evaluated shall receive a written report of the results of this evaluation, including the assigned evaluation rating, not later than the tenth day of May.
- B. If the Board has entered into a limited contract or extended limited contract with a teacher pursuant to section 3319.11 of the Ohio Revised Code, the Board shall perform a minimum of three formal observations during the evaluation cycle in any school year in which the Board may wish to declare its intention not to renew a teacher contract pursuant to division (B), (C)(3), (D), or (E) of that section.

Board Representative

Association Representative

Date

Date

Performance Assessment

- A. A teacher's performance shall be assessed based on the standards for the teaching profession and the criteria set forth in the evaluation instrument, Appendix D to this agreement.
- B. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
- C. In implementing performance assessments, the District shall conduct all assessments so as to observe the legal and constitutional rights of teachers.

Observations

- A. Schedule of Observations
 - 1. A minimum of two (2) formal observations shall be conducted to support each teacher performance assessment. A formal observation shall last a minimum of thirty (30) **consecutive** minutes.
 - a. The first formal observation must be conducted and completed by the end of first semester.
 - b. The second observation must be conducted and completed no later than May 1.
 - c. When possible, there shall be at least **four (4)**~~six (6)~~ work weeks between formal observations. **Calamity days count as a scheduled workday.**
 - d. If after the second formal observation, a teacher's performance is found deficient to the extent that adverse personnel action may result, a minimum of one additional observation shall be conducted.
 - e. Teachers shall not receive a formal observation on the day before a holiday or vacation day.

Board Representative

Association Representative

Date

Date

- f. Teachers with a final summative evaluation rating of “Accomplished” will be evaluated at least once every three (3) years. One (1) observation and one (1) conference must be held with the teacher once a year for each year of the deferred evaluation cycle. If a teacher’s end of the year student growth measure drops below average, then the teacher returns to the regular yearly observation cycle.**
- g. Teachers with a final summative evaluation rating of “Skilled” will be evaluated at least once every two (2) years. One (1) observation and one (1) conference must be held with the teacher once a year for each year of the deferred evaluation cycle. If a teacher’s end of the year student growth measure drops below average, then the teacher returns to the regular yearly observation cycle.**
- h. Teachers on approved leave for fifty percent (50%) or more of the school year may be exempt from the evaluation cycle for that year.**
- i. A teacher who has submitted a notice of retirement by November 1 shall be exempt from the evaluation cycle.**

B. Observation Conference

- 1. The evaluator shall notify the teacher of the scheduled day to perform the first formal observation at least two days before the formal observation. A teacher will be given a reasonable range for subsequent observations.
- 2. A pre-conference will be held prior to the first observation.
- 3. A post-observation conference shall be held within ten (10) work days of each observation and shall be used to inform the teacher if observed instructional practices are aligned with the expectations that are identified in the teacher’s professional growth or improvement plan. The scope of the conference will include at least one reinforcement and one refinement.
- 4. A teacher may request a formal observation at any time in addition to those required by this procedure.

Board Representative

Association Representative

Date

Date

5. Evidence shall be provided to the teacher at the post conference.

Walkthroughs

- A. The walkthrough process results in a formative written assessment that may focus on one or two of the standards and/or an area of refinement.
- B. The walkthrough shall be a brief survey of classroom instruction and environment, lasting no longer than twenty consecutive minutes.
- C. The teacher shall be provided feedback and/or a copy of the completed walkthrough form.
- D. A teacher may request walkthroughs with a specific focus at any time in addition to those initiated by the evaluator.

Refinement

- A. Formal observations resulting in the identification of areas of refinement shall be addressed during the post-observation conference. Deficiencies identified by the evaluator shall be compiled and reported in writing and a copy of the written report, Appendix D shall be provided to the teacher at the post-observation conference.
- B. The evaluator involved shall make recommendations and otherwise assist the teacher for the purpose of remediation of identified deficiencies.
- C. The evaluator and teacher shall develop a plan for refinement of identified deficiencies and such plan shall be reduced to writing and provided to the teacher, Appendix F.

Board Representative

Association Representative

Date

Date

Improvement Plan

- A. Teachers must develop an improvement plan based on the evaluation matrix:
1. Below Expected Levels: Teachers who meet below expected levels of student growth and teacher performance must comply with an improvement plan developed by the credentialed evaluator assigned by the Superintendent/Designee for the evaluation from the board approved list. This improvement plan will be developed at the summative evaluation conference or as needed.
 2. In the event that a teacher and evaluator are unable to agree on the evaluator's expectations for the improvement plan, the teacher may request a member of the evaluation committee facilitate further discussion between the teacher and the evaluator.
- B. The improvement plan, as outlined in this section, shall detail:
1. Performance issues documented as developing or ineffective
 2. Specific performance expectations;
 3. Assistance to be provided by the District to support professional development of the teacher;
 4. Sufficient and specific timelines, as to allow for the remediation of identified areas needing improvement.
 5. The provision for a teacher mentor/coach as appropriate. The mentor/coach may be provided release time to allow for meetings/observations with the teacher under an improvement plan.

Board Representative

Association Representative

Date

Date

Professional Growth Plan

- A. Professional growth plans shall be developed as follows:
 - 1. Above Expected Levels: Teachers who meet above expected levels of student growth and teacher performance must develop a professional growth plan.
 - 2. Expected Levels: Teachers who meet expected levels of student growth and teacher performance must develop a professional growth plan collaboratively with a credentialed evaluator assigned by the Superintendent/Designee for the evaluation from the board approved list.
- B. Professional growth plans for a school year shall be developed and submitted to the immediate supervisor using Appendix R by September 30.
- C. The Board shall provide for professional development agreed upon by the evaluator and teacher and for the allocation of financial resources, if necessary, to accelerate and continue teacher growth and improvement.

Summative Evaluation Rating

A. Written Report

Before the final summative evaluation rating is assigned, a conference shall be held between the teacher and the evaluator to discuss all evidence used in consideration of the summative evaluation rating. Appendix E.

B. Response to Evaluation

The teacher shall have the right to make a written response to the evaluation and to have it attached to the evaluation report to be placed in the teacher's personnel file. A signed copy shall be provided to the evaluator.

Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
Board of Education
REA Negotiations
Board Counterproposal
September 18, 2014

Due Process

- A. Teachers who disagree with the level of student growth, the rating of performance and/or the summative evaluation rating shall be allowed to request a facilitator from the evaluation committee.
- B. The teacher has the right to association representation at all evaluation meetings. It is the responsibility of the teacher to request association representation.

Board Representative

Association Representative

Date

Date

ARTICLE VII – PERSONNEL

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H. School Day

1. The hours of the school day shall be published in the Staff Handbook. In no case shall the length of the school day exceed seven and three-fourths (7³/₄) hours including a minimum thirty- (30) minute uninterrupted duty-free lunch period.
2. Each teacher shall be provided a minimum of two hundred twenty (220) minutes per week for instructional planning, evaluation, and conferences. ~~During the term of this Contract,~~ The Superintendent will meet with the REA President and the Building Principal **quarterly, or at the request of either party,** to discuss teacher planning time issues. **During the last five (5) workdays of each quarter, teachers will have at least thirty (30) minutes per day of teacher-directed planning time.**
3. When schools are closed by the Superintendent or his/her designated representative for inclement weather or other public calamity, teachers shall not be required to report for duty except in cases of urgent necessity. Any teacher who is required to report for duty on such days shall be paid for any make-up day for students if such teacher is required to report for duty on such make-up day.

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Board Representative

Association Representative

Date

Date

ARTICLE VII – PERSONNEL

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M. Teaching Personnel/Class Size

1. The parties agree that every effort should be made to provide one (1) full-time equivalent classroom teacher for each twenty-five (25) pupils in average daily membership on a District-wide basis. However, due to a lack of proper financing, it may not be possible to reach this goal.
2. As used in paragraph 1 above, "classroom teacher" shall be defined pursuant to O.R.C. §3317.023.
3. Every effort will be made to keep the number of pupils in a classroom consistent with the space, equipment, and subject matter.
4. The parties agree that every effort should be made to provide education service personnel in a ratio of five (5) for each one thousand (1,000) pupils in average daily membership on a District-wide basis.
5. If the maximum daily work load for regular classroom academic teachers grades 7 to 12, excluding special education, exceeds five (5) classes/labs and three (3) separate and distinct preparations per day, the teacher shall not be required to perform any duties during the school day.
6. **The Superintendent will meet with the REA President and the Building Principal quarterly, or at the request of either party, to discuss class size issues.**

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Board Representative

Association Representative

Date

Date

ARTICLE IX -- COMPENSATION

A. Teacher Salary Schedules

1. **Effective August 1, 2014, tThe BA-0 base salary shall be Thirty-Nine Thousand Two Hundred Ninety-One Dollars (\$39,291) (2%) applied to the current index. Effective August 1, 2015, the BA-0 base salary will be Thirty-Nine Thousand Nine Hundred Fifty-Nine Dollars (\$39,959) (1.7%) applied to the current index. Effective August 1, 2016, the BA-0 base salary will be Forty Thousand Five Hundred Fifty-Nine Dollars (\$40,559) (1.5%), applied to the current index. Also, effective August 1, 2015, teachers who have received an OTES evaluation rating in Reynoldsburg of Accomplished, Skilled, or Developing will receive additional compensation, to be paid no later than September 15th in 2015 and 2016, as follows: ~~Thirty-Eight Thousand Five Hundred Twenty-One Dollars (\$38,521), effective August 1, 2011.~~ (Salary schedules appear in Appendices of the Agreement.)**

<u>OTES Rating</u>	<u>Additional Percentage Bonus</u>
Accomplished	3%
Skilled	2%
Developing	1%

Teachers eligible for this bonus will be given the opportunity each year to opt out of receiving this additional pay.

2. All members of the bargaining unit who **were employed and did ~~de~~ not receive a step advancement on the salary schedule during the 2011-12 school year shall receive an additional salary amount of Two Thousand Six Hundred Dollars (\$2,600.00) in addition to their regular salary schedule amount** ~~will be paid an increase of two percent (2%) of their annual salary for the 2011-12 school year.~~

Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
Board of Education
REA Negotiations
Board Counterproposal
September 18, 2014

3. ~~For the 2012-13 school year, all members of the bargaining unit shall receive a salary increase of one percent (1%) of their salary. Also, D~~during the 2012-13 and 2013-14 school years, no member of the bargaining unit shall be advanced a step on the salary schedule, and such step freeze(s) shall not be restored in the future.

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Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
 Board of Education
 REA Negotiations
 Board Counterproposal
 September 18, 2014

2014-2015 Salary Schedule at 2% Increase

Step	Index	BS		BS/150 HRS			MASTERS			MA +30		
		Salary	Annual % Increase	Index	Salary	Annual % Increase	Base 1 Index	Base 1 Salary	Annual % Increase	Base 1 Index	Base 1 Salary	Annual % Increase
0	1.0000	\$39,291		1.0400	\$40,863		1.1249	\$44,199		1.1649	\$45,771	
1	1.0400	\$40,863	4.0%	1.0816	\$42,498	4.0%	1.1699	\$45,967	4.0%	1.2115	\$47,602	4.0%
2	1.0816	\$42,498	4.0%	1.1249	\$44,199	4.0%	1.2167	\$47,806	4.0%	1.2600	\$49,507	4.0%
3	1.1249	\$44,199	4.0%	1.1699	\$45,967	4.0%	1.2653	\$49,715	4.0%	1.3104	\$51,487	4.0%
4	1.1699	\$45,967	4.0%	1.2167	\$47,806	4.0%	1.3159	\$51,704	4.0%	1.3628	\$53,546	4.0%
5	1.2167	\$47,806	4.0%	1.2653	\$49,715	4.0%	1.3686	\$53,774	4.0%	1.4173	\$55,688	4.0%
6	1.2653	\$49,715	4.0%	1.3159	\$51,704	4.0%	1.4233	\$55,923	4.0%	1.4740	\$57,916	4.0%
7	1.3159	\$51,704	4.0%	1.3686	\$53,774	4.0%	1.4802	\$58,159	4.0%	1.5329	\$60,230	4.0%
8	1.3686	\$53,774	4.0%	1.4233	\$55,923	4.0%	1.5395	\$60,489	4.0%	1.5942	\$62,638	4.0%
9	1.4233	\$55,923	4.0%	1.4802	\$58,159	4.0%	1.6010	\$62,906	4.0%	1.6580	\$65,145	4.0%
10	1.4802	\$58,159	4.0%	1.5395	\$60,489	4.0%	1.6651	\$65,424	4.0%	1.7243	\$67,750	4.0%
11	1.5395	\$60,489	4.0%	1.6010	\$62,906	4.0%	1.7317	\$68,041	4.0%	1.7933	\$70,461	4.0%
12	1.6010	\$62,906	4.0%	1.6651	\$65,424	4.0%	1.8009	\$70,760	4.0%	1.8650	\$73,278	4.0%
13	1.6651	\$65,424	4.0%	1.7317	\$68,041	4.0%	1.8730	\$73,593	4.0%	1.9396	\$76,210	4.0%
14	1.6651	\$65,424	0.0%	1.8009	\$70,760	4.0%	1.9479	\$76,536	4.0%	2.0172	\$79,259	4.0%
15	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	4.0%	2.0979	\$82,429	4.0%

 Board Representative

 Association Representative

 Date

 Date

Reynoldsburg City School District
 Board of Education
 REA Negotiations
 Board Counterproposal
 September 18, 2014

16	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
17	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
18	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
19	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
20	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
21	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
22	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
23	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
24	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
25	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
26	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.0258	\$79,597	0.0%	2.0979	\$82,429	0.0%
27	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.1037	\$82,657	3.8%	2.1786	\$85,600	3.8%
28	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.1037	\$82,657	0.0%	2.1786	\$85,600	0.0%
29	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.1037	\$82,657	0.0%	2.1786	\$85,600	0.0%
30 +	1.6651	\$65,424	0.0%	1.8009	\$70,760	0.0%	2.1037	\$82,657	0.0%	2.1786	\$85,600	0.0%

Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
 Board of Education
 REA Negotiations
 Board Counterproposal
 September 18, 2014

2015-2016 Salary Schedule at 1.7% Increase

Step	Index	BS		BS/150 HRS			MASTERS			MA +30		
		Salary	Annual % Increase	Index	Salary	Annual % Increase	Base 1 Index	Base 1 Salary	Annual % Increase	Base 1 Index	Base 1 Salary	Annual % Increase
		\$39,959										
0	1.0000	\$39,959		1.0400	\$41,558		1.1249	\$44,950		1.1649	\$46,549	
1	1.0400	\$41,558	4.0%	1.0816	\$43,220	4.0%	1.1699	\$46,748	4.0%	1.2115	\$48,411	4.0%
2	1.0816	\$43,220	4.0%	1.1249	\$44,950	4.0%	1.2167	\$48,619	4.0%	1.2600	\$50,349	4.0%
3	1.1249	\$44,950	4.0%	1.1699	\$46,748	4.0%	1.2653	\$50,561	4.0%	1.3104	\$52,363	4.0%
4	1.1699	\$46,748	4.0%	1.2167	\$48,619	4.0%	1.3159	\$52,583	4.0%	1.3628	\$54,457	4.0%
5	1.2167	\$48,619	4.0%	1.2653	\$50,561	4.0%	1.3686	\$54,688	4.0%	1.4173	\$56,634	4.0%
6	1.2653	\$50,561	4.0%	1.3159	\$52,583	4.0%	1.4233	\$56,874	4.0%	1.4740	\$58,900	4.0%
7	1.3159	\$52,583	4.0%	1.3686	\$54,688	4.0%	1.4802	\$59,148	4.0%	1.5329	\$61,254	4.0%
8	1.3686	\$54,688	4.0%	1.4233	\$56,874	4.0%	1.5395	\$61,517	4.0%	1.5942	\$63,703	4.0%
9	1.4233	\$56,874	4.0%	1.4802	\$59,148	4.0%	1.6010	\$63,975	4.0%	1.6580	\$66,253	4.0%
10	1.4802	\$59,148	4.0%	1.5395	\$61,517	4.0%	1.6651	\$66,536	4.0%	1.7243	\$68,902	4.0%
11	1.5395	\$61,517	4.0%	1.6010	\$63,975	4.0%	1.7317	\$69,198	4.0%	1.7933	\$71,659	4.0%
12	1.6010	\$63,975	4.0%	1.6651	\$66,536	4.0%	1.8009	\$71,963	4.0%	1.8650	\$74,524	4.0%
13	1.6651	\$66,536	4.0%	1.7317	\$69,198	4.0%	1.8730	\$74,844	4.0%	1.9396	\$77,505	4.0%
14	1.6651	\$66,536	0.0%	1.8009	\$71,963	4.0%	1.9479	\$77,837	4.0%	2.0172	\$80,606	4.0%
15	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	4.0%	2.0979	\$83,831	4.0%

 Board Representative

 Association Representative

 Date

 Date

Reynoldsburg City School District
 Board of Education
 REA Negotiations
 Board Counterproposal
 September 18, 2014

16	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
17	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
18	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
19	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
20	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
21	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
22	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
23	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
24	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
25	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
26	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.0258	\$80,950	0.0%	2.0979	\$83,831	0.0%
27	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.1037	\$84,063	3.8%	2.1786	\$87,055	3.8%
28	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.1037	\$84,063	0.0%	2.1786	\$87,055	0.0%
29	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.1037	\$84,063	0.0%	2.1786	\$87,055	0.0%
30 +	1.6651	\$66,536	0.0%	1.8009	\$71,963	0.0%	2.1037	\$84,063	0.0%	2.1786	\$87,055	0.0%

Board Representative

Association Representative

Date

Date

Reynoldsburg City School District
 Board of Education
 REA Negotiations
 Board Counterproposal
 September 18, 2014

2016-2017 Salary Schedule at 1.5% Increase

Increase of 1.5%		\$40,559										
BS				BS/150 HRS			MASTERS			MA +30		
Step	Index	Salary	Annual % Increase	Index	Salary	Annual % Increase	Base 1 Index	Base 1 Salary	Annual % Increase	Base 1 Index	Base 1 Salary	Annual % Increase
0	1.0000	\$40,559		1.0400	\$42,181		1.1249	\$45,625		1.1649	\$47,247	
1	1.0400	\$42,181	4.0%	1.0816	\$43,868	4.0%	1.1699	\$47,450	4.0%	1.2115	\$49,137	4.0%
2	1.0816	\$43,868	4.0%	1.1249	\$45,625	4.0%	1.2167	\$49,348	4.0%	1.2600	\$51,104	4.0%
3	1.1249	\$45,625	4.0%	1.1699	\$47,450	4.0%	1.2653	\$51,319	4.0%	1.3104	\$53,148	4.0%
4	1.1699	\$47,450	4.0%	1.2167	\$49,348	4.0%	1.3159	\$53,371	4.0%	1.3628	\$55,273	4.0%
5	1.2167	\$49,348	4.0%	1.2653	\$51,319	4.0%	1.3686	\$55,509	4.0%	1.4173	\$57,484	4.0%
6	1.2653	\$51,319	4.0%	1.3159	\$53,371	4.0%	1.4233	\$57,727	4.0%	1.4740	\$59,784	4.0%
7	1.3159	\$53,371	4.0%	1.3686	\$55,509	4.0%	1.4802	\$60,035	4.0%	1.5329	\$62,173	4.0%
8	1.3686	\$55,509	4.0%	1.4233	\$57,727	4.0%	1.5395	\$62,440	4.0%	1.5942	\$64,659	4.0%
9	1.4233	\$57,727	4.0%	1.4802	\$60,035	4.0%	1.6010	\$64,935	4.0%	1.6580	\$67,246	4.0%
10	1.4802	\$60,035	4.0%	1.5395	\$62,440	4.0%	1.6651	\$67,534	4.0%	1.7243	\$69,935	4.0%
11	1.5395	\$62,440	4.0%	1.6010	\$64,935	4.0%	1.7317	\$70,236	4.0%	1.7933	\$72,734	4.0%
12	1.6010	\$64,935	4.0%	1.6651	\$67,534	4.0%	1.8009	\$73,042	4.0%	1.8650	\$75,642	4.0%
13	1.6651	\$67,534	4.0%	1.7317	\$70,236	4.0%	1.8730	\$75,967	4.0%	1.9396	\$78,668	4.0%
14	1.6651	\$67,534	0.0%	1.8009	\$73,042	4.0%	1.9479	\$79,004	4.0%	2.0172	\$81,815	4.0%
15	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	4.0%	2.0979	\$85,088	4.0%

 Board Representative

 Association Representative

 Date

 Date

Reynoldsburg City School District
 Board of Education
 REA Negotiations
 Board Counterproposal
 September 18, 2014

16	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
17	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
18	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
19	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
20	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
21	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
22	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
23	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
24	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
25	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
26	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.0258	\$82,164	0.0%	2.0979	\$85,088	0.0%
27	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.1037	\$85,323	3.8%	2.1786	\$88,361	3.8%
28	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.1037	\$85,323	0.0%	2.1786	\$88,361	0.0%
29	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.1037	\$85,323	0.0%	2.1786	\$88,361	0.0%
30 +	1.6651	\$67,534	0.0%	1.8009	\$73,042	0.0%	2.1037	\$85,323	0.0%	2.1786	\$88,361	0.0%

Board Representative

Association Representative

Date

Date

ARTICLE IX -- COMPENSATION

* * *

N. Additional Compensation

1-N. Student Improvement Incentive Award

If a member's students performance in a classroom is significantly ~~above higher than~~ expectations, the Superintendent, with Board approval, shall have the unilateral authority to grant an award of up to **Four Thousand Dollars (\$4,000.00)** ~~Two Thousand Dollars (\$2,000.00)~~ per applicant. Prior to receiving an ~~Classroom Performance~~ Award, the following procedure shall apply:

a-1. Teachers must apply in writing, must document increased student performance, and must include their Principal's written endorsement with the application; or

b-2. Teachers can be nominated by any District employee by completing a form provided by the Board.

2. Fellowship Award

If a member makes a substantial high impact by assuming additional responsibilities and/or caseloads and/or fills a position that is hard to staff, the Superintendent, with Board approval, shall have the unilateral authority to grant awards up to **Four Thousand Dollars (\$4,000.00)**.

Board Representative

Association Representative

Date

Date

ARTICLE X – FRINGE BENEFITS

A. Hospitalization, Surgical and Major Medical Insurance

1. The Board will offer family or single hospitalization, surgical, and major medical insurance benefits to full-time employees, and employees agree to pay **the following percentages of the monthly premium** ~~One Hundred Fifty Five Dollars (\$155.00) per month for single or family coverage and Seventy Five Dollars (\$75.00) per month for single coverage.~~

<u>Year</u>	<u>Family Coverage</u>	<u>Single Coverage</u>
2014-15 Effective Sept. 1, 2014	8.97%	11.74%
2015-16 Effective Sept. 1, 2015	9.49%	10.87%
2016-17 Effective Sept. 1, 2016	10%	10%

<u>Year</u>	<u>Family Coverage</u>	<u>Single Coverage</u>
2011-12 Effective Nov. 1, 2011	\$135.00	\$65.00
2012-13	\$155.00	\$75.00
2013-14	\$155.00	\$75.00

(See Appendix P for a summary of insurance specifications.)

2. During the term of this Agreement, the Board agrees to negotiate any regressive changes in the insurance coverage.

Board Representative

Association Representative

Date

Date

3. Second Surgical Opinion Expenses

- a. This plan pays a benefit for charges of a physician for a second surgical opinion on the need or advisability of performing a surgical or oral procedure for which the charges are a covered medical expense; which is recommended by the first physician who proposed to perform the surgery; and which is non-emergency. Non-emergency means the procedure can be postponed without undue risk to the patient.
- b. A benefit is also payable for charges made for a third surgical opinion if the second surgical opinion does not confirm the recommendation of the first physician who proposed to perform the surgery.
- c. A surgical opinion is an exam of the individual; x-ray and lab work; and a written report by the physician who is rendering the opinion.
- d. The surgical opinion must both be performed by a physician who is certified by the American Board of Surgery or other specialty board; and take place before the date the surgery is scheduled to be performed.
- e. Surgical opinion benefits are not payable for an opinion if the physician rendering the surgical opinion is associated or in practice with the first physician who recommended and proposed to perform the surgery.
- f. If, in connection with one of the following surgical procedures when it is non-emergency in nature, a surgical opinion which would be covered under the plan is not obtained before surgery; or the only surgical opinion obtained is rendered by a physician associated or in practice with the first physician who recommended and proposed to perform the surgery; then the benefit payable for the charges incurred for the performance of the surgical procedure under any other part of this plan will be at the rate of fifty percent (50%) after the deductible:

Hysterectomy
Knee Surgery
Tonsillectomy
Adenoidectomy

Prostatectomy
Cholecystectomy
Cataract Removal
Herniorrhaphy

Board Representative

Association Representative

Date

Date

Hemorrhoidectomy Submucous Resection	Hip Surgery Laminectomy
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4. Certification for Hospital Admissions

If an individual becomes confined in a hospital as a full-time inpatient; and the insurance carrier has not certified that such confinement (or any day of such confinement) is necessary; then expenses incurred on any day not certified during the confinement will be paid as follows:

a. With respect to Major Medical Expense Coverage:

1) With respect to expenses for hospital room and board:

a) If certification has been requested and denied, or if certification has not been requested and the confinement is not necessary, no benefits will be paid under this Major Medical Expense Coverage.

b) If certification has not been requested and the confinement is necessary, benefits will be paid under this Major Medical Expense Coverage at fifty percent (50%) after any deductible rather than at the coinsurance percentage.

2) With respect to other Covered Medical Expenses, benefits will be paid under this Major Medical Expense Coverage at the coinsurance percentage after any deductible.

b. With respect to Basic Medical Expense Coverage:

No benefits will be paid under Basic Medical Expense Coverage for expenses for hospital room and board. Benefits for all other expenses will be paid under Basic Medical Expense Coverage on the same terms as would apply in the absence of this Certification for Hospital Admissions.

Board Representative

Association Representative

Date

Date

- c. Whether or not a day of confinement is certified, no benefit will be paid for expenses incurred on any day of confinement as a full-time inpatient if excluded by any other terms of this plan; except that, if certification has been given for a day of confinement, the exclusion of services and supplies because they are not necessary will not be applied to expenses for hospital room and board.

- d. Certification of days of confinement can be obtained as follows:
 - (1) If the admission is a non-urgent admission, the employee must get the days certified by calling the insurance carrier at a toll-free number provided to each employee. This must be done at least fourteen (14) days before the date the individual is scheduled to be confined as a full-time inpatient.

 - (2) If the admission is an emergency or an urgent admission, the employee, the employee's physician or the hospital must get the days certified by calling the carrier at the toll-free number provided. This must be done before the start of a confinement as a full-time inpatient which requires an urgent admission; or not later than forty-eight (48) hours following the start of a confinement as a full-time inpatient which requires an emergency admission; unless it is not possible for the physician to request certification within that time. In that case, it must be done as soon as reasonably possible.

 - (3) In the event the confinement starts on a Friday or Saturday, the forty-eight (48) hours requirement will be extended to seventy-two (72) hours.

- e. Definitions
 - 1) "Emergency admission" is defined as an admission where the physician admits the individual to the hospital due to a sudden and unexpected change in the individual's physical or mental condition which is severe enough to require immediate confinement as an inpatient in a hospital.

Board Representative

Association Representative

Date

Date

- 2) "Urgent admission" is defined as an admission where the physician admits the individual to the hospital due to the onset of or change in a disease; or the diagnosis of a disease; or an injury caused by an accident, which, while not needing an emergency admission, is severe enough to require confinement as an inpatient in a hospital within two (2) weeks from the date the need for confinement becomes apparent.
 - 3) "Non-urgent admission" is defined as an admission which is not an emergency admission or an urgent admission.
- f. If, in the opinion of the individual's physician, it is necessary for the individual to be confined for a longer time than already certified, then the employee, the employee's physician, or the hospital may get more days certified by calling the carrier at the toll-free number provided. This must be done no later than on the last day that has already been certified. Written notice of the number of days will be sent promptly to the hospital. A copy will be sent to the employee and to the physician.

* * *

Board Representative

Association Representative

Date

Date

ARTICLE XVI – DURATION AND INTENT OF AGREEMENT

A. Conflict With Law

If any provision(s) of this Agreement conflicts with any federal law, such provision(s) shall be inoperative except to the extent permitted by law, the remaining provisions herein shall remain in effect. The parties shall meet to negotiate concerning the effected provision upon demand of either party within sixty (60) days.

B. Publication of Agreement

The terms of this Agreement shall be prepared by the Board and shall be published and distributed to each employee by the Association, and one (1) copy shall be placed in each building. The Association President and the Superintendent shall each receive an additional ten (10) copies for their respective use. The costs of publication shall be shared equally by the Board and the Association.

C. Effects of Contract

1. During the duration of this Agreement, the employer shall maintain those terms, conditions, and benefits of employment as set forth in this contract as not less than the level as of the effective date of this Agreement.
2. Any contract between the Board and an individual teacher shall be expressly subject to the terms and conditions of this Agreement.

D. Duration

This Agreement shall be in effect from August 1, ~~2014-2014~~, through July 31, ~~2017-2014~~.

Board Representative

Association Representative

Date

Date