

**Counterproposal**  
of the  
**Reynoldsburg Education Association/OEA/NEA**  
September 18, 2014

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**NEGOTIATED AGREEMENT**

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between the  
**REYNOLDSBURG CITY  
SCHOOL DISTRICT BOARD  
OF EDUCATION**  
and the  
**REYNOLDSBURG EDUCATION ASSOCIATION**

August 1, 2014 through July 31, 2017

This package of proposed changes is being proposed in its entirety to representatives of the Reynoldsburg City School District Board of Education and is recommended for tentative agreement upon the initials/signatures of the parties. The Union retains its right to maintain previous proposed positions if the package is rejected.

***Collective Bargaining Agreement to support Great Teachers and their Students' Learning***

**Members of the Reynoldsburg Education Association believe that each and every child entrusted to our care deserves an education which develops their talents and strengths to be successful in life. We seek fair, predictable and transparent pay for services our members provide which support such outcomes for the students of the Reynoldsburg community.**

**Research shows effective teachers using effective instruction have a positive effect on student achievement. An effective compensation system will support the retention of effective, experienced teachers, while propagating effective instruction. Such a system will provide consistency of income, encourage collegial cooperation and reflect the diverse evidence of student learning.**

**A transparent system, where every teacher is provided an equal opportunity for fair compensation, creates a working environment of respect resulting in high job satisfaction.**

The current Agreement is reproduced with changes indicated as REA initially stated on their written May 23, 2014 initial proposal:

If proposing to delete current language, a strike out method is used: ~~current language~~  
If proposing to add new language or change current language, a **bold black ink** is used.

**Negotiating Team:** Todd Alexander – REA member, Kim Cooper – REA Co-President, Natalie Moore – REA Treasurer and Membership Chair, Amy Rodenmayer – REA Building Rep and Grievance Rep, Jane Stephenson – REA Secretary, Dolores Tufaro – OEA Labor Relations Consultant

\*Note: Necessary housekeeping changes to the Table of Contents and/or Index and Appendices shall be made accordingly.

REA Counterproposal  
August 18, 2014

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 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.
- 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 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, 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.

### 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.

### 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.

#### 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 six (6) four (4) five (5) work weeks between formal observations. Calamity days count as a scheduled work day.~~
  - 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.
  - f. **Teachers with a final summative evaluation rating of "Accomplished" will be evaluated at least once every three 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 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. **A teacher rated as skilled can opt out of a deferred cycle by notifying his/her assigned evaluator and the REA Co-Presidents, in writing, on or before October 15.**
- i. **Teachers on approved leave for 50% or more of the school year shall be exempt from the evaluation cycle for that year.**
- j. **A teacher who has submitted a notice of retirement by November 1 shall be exempt from the evaluation cycle.**

REA accepts BOE proposal of November 1

#### 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.
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.

### 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.

### 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.

### 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.



**REA/OEA/NEA Counterproposal**  
**September 18, 2014**

**ARTICLE IX – COMPENSATION**

A. Teacher Salary Schedules

1. **Effective August 1, 2014 and retroactive to first pay period of the year, the BA-0 base salary shall be ~~Thirty-Eight Thousand Five Hundred Twenty-One Dollars (\$38,521); effective August 1, 2011. Thirty-Nine Thousand Five Hundred Eighty Dollars (\$39,580)~~ (Salary schedules appear in Appendices I, J, and K of the Negotiated Agreement. Salary Index appears in Appendix H.)**

~~Also, e~~ **Effective August 1, 2015, teachers who have received an effective OTES evaluation rating of Accomplished, Skilled, or Developing will receive additional compensation as follows for the 2015-2016 and 2016-2017 school years only:**

<b><u>OTES Rating</u></b>	<b><u>Additional Percentage Bonus Merit Pay</u></b>
<b>Accomplished</b>	<del>3%</del> <b>1.0%</b> of BA-0 in effect in 2014-2015
<b>Skilled</b>	<del>2.0%</del> <b>.75%</b> of BA-0 in effect in 2014-2015
<b>Developing</b>	<del>1.0%</del> <b>.50%</b> of BA-0 in effect in 2014-2015

**REA/OEA/NEA Rationale:**

- Union interested in calculating OTES merit pay as percentage of the BA-0;  
(*The Union is not interested in the Board's position to calculate the percentage based on each member's total annual salary, costing the District more.*)
- Upper Arlington 2013-2014 BA min = \$43,322
- 2013-2014 OTES ratings were: (68) Accomplished (199) Skilled (42) Developing (9)

**BOE proposed % allocation**

- With 2% in 2014-2015 and BA-0 of 39,291  
With 1.7% in 2015-2016 and BA-0 of 39,959  
3% Accomplished= \$81,532 2% Skilled= \$159,001 1% Developing= \$16,632 **Total 257,165**
- With 1.5% in 2016-2017 and BA-0 of 40,559.00  
3% Accomplished= \$82,756 2% Skilled= \$161,389, 1% Developing = \$17,052 **Total \$261,197**

**Total year 2 and 3 = \$514,231**

***Board initial allocation to include OTES percentages in 2014-2015 cost \$253,092 thus initial proposal allocated \$757,323. Five-year forecast built in "unidentified" allocation of funds for alternative compensation plus 2% base increase for year 1. Thus, despite questionable revenue projections, the impact on the District Treasurer's projected carryover (fund balance) of approximately \$13.9 million in 2015, 17.6 million in 2016 and 19.1 million in 2017, would not be reduced by these costs.***

**REA desired % allocation**

- With 2.75% in 2014-2015 and BA-0 of \$39,580  
With 2% in 2015-2016 and using 2014-2015 BA-0 of \$39,580  
1% Accomplished= \$26,914 / .75% Skilled= \$59,073 / 50% Developing= \$8,312 **Total = \$94,299**
  - With 2% in 2016-2017 and using 2014-2015 BA-0 of \$39,580  
1% Accomplished = \$28,001 / .75% Skilled = \$61,458 / .50% Developing= \$8,647 **Total = \$94,299**
- Total year 2 and 3 = \$188,598**

**REA/OEA/NEA Rationale:**

- BOE's last proposal 2.0%, 1.7%, 1.5% = 5.2% (.08 below average 3 year increase for teachers in state of Ohio. In addition, REA teachers accepted a no step movement in 2012-2013 and 2013-2014 while paying an additional 1% toward STRS since 2013-2014 that will continue at an additional 1% each year for the next 3 years.)
- 1<sup>st</sup> year of comprehensive common core
- 1<sup>st</sup> year of complete online assessments
- New Superintendent
- Potential Strike
- 1<sup>st</sup> year for VA (Vendor Assessments) for a new cohort of teachers that will have HS end of year course exams reported in VAM (Value Added Measures) 5 and 8 Science, 4 and 6 Social Studies, (new PARCC online assessments/ URM – Univariate Methodology; American Gov't, American History, Physical Science, Algebra 1, Geometry 1, and ELA 1 and 2 (called English 9 and English 10 in Reynoldsburg...could also be called Freshman 1, Comp 1, Reading 1)

2) All members of the bargaining unit who ~~did 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.~~

**REA rejects BOE proposal (A) (2) above and proposes to strike all CCL in (A) (2).**

**REA/OEA/NEA Rationale:**

This Board's proposal in (A) (2) does not solve the problem. It exasperates the disparity of compensation for teachers already being paid more with the same education and experience. Union maintains salary index previously proposed on August 5, 2014.

3) All increases in base salary for the 2014-2015 academic year shall be made retroactive to the beginning of the applicable academic year. Any increase in base salary for the 2014-2015 academic year shall be applied in the same manner for supplemental contracts. Retroactivity of base salary increases for the 2014-2015 academic year shall be paid by the first payroll date in October.

**REA/OEA/NEA Rationale:** The union disagrees with the Board attorney that the language in (A)(3) is not necessary. In cases of retroactivity, unless written in the collective bargaining agreement, the actual pay could be spread out over the remainder of the paychecks in the school year.

4) Notwithstanding state law, any misplacement discovered on the salary schedule shall be recognized, including union dues to REA/OEA/NEA for retroactivity recovery up to five (5) years prior to the date such adjustment is brought forth by the teacher or REA.

5) Any teacher rated as skilled can opt out of a deferred cycle by notifying his/her assigned evaluator and the REA Co-Presidents, in writing, on or before October 15.

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, 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. For the 2015-2016 and 2016-2017 academic years, the base salary will increase by two percent (2 %).

#### B. Salary Index

The salary index shall be as set forth in Appendix H. **as proposed by REA on August 5, 2014.**

#### C. Supplemental Salaries

The supplemental salary schedule shall be as set forth in Appendix L.

Members of the bargaining unit shall be paid their supplemental salary in accordance with Appendix L. All other persons who hold supplemental contracts and who are not members of the bargaining unit shall be paid salaries at the discretion of the Board, not to exceed the supplemental salary in Appendix L.

### **REA/OEA/NEA Analysis of official Five Year Forecast submitted to the Ohio Department of Education by the District Treasurer on 5/23/14**

#### Revenues

- Why does the treasurer flat-line the income tax starting in FY15? Since FY11 the district's income tax has increased and with the economy improving a school district income tax should see further increases.
- Based on the most recent SFPR (state funding report) from ODE for FY15 (second for August) Reynoldsburg will receive \$31,294,797 in state funding. **This amount is \$1,130,573 higher than what the treasurer has projected on the Five Year Forecast (line 1.035).**
- Is does appear the treasurer has casino dollars projected in the Five Year Forecast? **The amount should be approximately \$345,193**

#### Expenditures

- Salaries + Benefits/Total Expenditures (3.01+3.02/4.5) = 75.3% (FY13); 72.6% (FY14). In FY14 line 3.01 (Salaries) is 50.9% of line 4.5 (Total Expenditures) and line 3.02 (Benefits) is 21.7%. The average around the state for public school districts is 80% for salaries and benefits (average for salaries is 60% and 20% for benefits). **Salary percentage is very low.**
- Line 3.03 (Purchased Services) is 22.5% of line 4.5 in FY14. The charter school transfer, negative open enrollment deduction, negative other adjustments and scholarship deduction based on the second State Settlement Report for June from ODE totals \$4,206,813, which is 7.2% of line 4.5. Also, based on the ESC deduction sub report for June from ODE the district paid the County Educational Service Center \$2,030,719 in FY14. \$1,992,111 is a contract between the district and the ESC, which is 3% of line 4.5. **10% of the district's expenditures are spent on students leaving the district and the ESC contract. Why is a District this size spending such an exorbitant amount for services they should be able to provide? What is the Board doing to control these costs?**
- In the Notes to the Five Year Forecast the treasurer totals the top 4 purchased services items (students leaving the district – \$4.2 million; Special Ed tuition – \$2 million; Utilities - \$1.9 million; Security - \$.7 million). I would ask the treasurer what is security. Also, these amounts total \$8.8 million; I would ask what the other \$3.8 million consists of.
- **Purchased Services line should be the biggest concern for the district.** Between FY11 to FY12 this line increased by 8.9%; FY12 to FY13 7.6%; FY13 to FY14 projected to increase by 14.7% (10.4% average

increase over a 3 year period). **Does the District have any other contracts with the County Educational Service Center?**

- The district has a 0.5 mill permanent improvement levy which can be used to help off-set the amount in line 3.05 (Capital Outlay). **What is the Board priority in using these levies and how much does the levy generate per year?**
- The district transferred out of the General Fund (*which is the fund that is allocated for salaries and benefits for ALL staff: teachers, classified and administrative*) between FY11-13 \$2,506,263 and projected to transfer out \$5,992,827 in FY14 on line 5.01. **The union requests a complete break-down of this line item.**
- The district has/projected to advance into the General Fund between FY12-18 \$834,805 on line 2.05 and has/projected to advance out between FY11-17 \$1,104,815 on line 5.02, which is a difference of \$270,010. **Why there is a difference in these line items?**
- The treasurer is projecting between FY14-18 \$2,296,855 on line 5.03 (All Other Financing Uses). **Union seeks clarification of what these monies are being spent on per the uniform accounting school manual.**

#### **Overall Finances (from Five Year Forecast)**

- The district's revenues exceeded expenditures in FY11-13 and projected to in FY15-17. The district's expenditures are projected to exceed revenues in FY14 and FY18.
- In FY13 the **ending cash balance** was 20.3% of total expenditures and other financing uses and in FY14 it is **projected to be 14.7%** (line 7.02/5.05); **FY15 – 24.4%; FY16 – 29.8%; FY17 – 31.3%; FY18 – 29.4%**. Based on a document from the Ohio Department of Education "How to Read a Five-Year Forecast - Tips and Explanations on Understanding a School District's Forecast" ODE states "7.020 Ending Cash Balance – This line represents the total cash balance without including reservations or outstanding obligations. **In ODE's experience, school districts should attempt to maintain a 30 – 60 day cash reserve.**" This **equates to approximately 8 to 16%**.
- The forecast shows a budget reserve on line 9.03 in FY11-13 of **\$1,100,000**. This is a rainy day fund. **What is the Board setting this money aside for?**  
**There is no requirement to set aside monies in this line item. Years ago the requirement was 5% but has since been eliminated and moneys can be released at the discretion of the school Board. Moving monies to the Budget Reserve makes the District forecast appear more bleak and the Union's demands appear greedy.**

CCL - Sections D, E, F, G, H, I, J, K,

#### L Attendance Recognition Pay

**Even though there has been no increase for 22 years, the REA withdraws their proposal. CCL**

#### M. National Board Certified Teachers

All members of the bargaining unit who are National Board Certified at the start of a school year and who remain employed for the entire school year shall receive a lump sum annual cash payment of Five Hundred Dollars (\$500.00) to be paid within thirty (30) days after the end of the school year.

1. **Upon receipt of earning initial National Board Certification, a stipend in the amount of two**

thousand dollars (\$2,000.00) will be awarded in one lump sum to the member no later than June 30, paid separately from their regular pay. Stipends in the amount of one-thousand dollars (\$1,000.00) shall be awarded every five (5) years thereafter if certification is renewed and proof of certification is provided to the district treasurer.

**REA/OEA/NEA Rationale:**

- Very costly to obtain NBCT; reliable gauge of mastery
- Certification only good for 5 years
- Looked upon well in other Districts
- Legislative changes have pushed for professional development.... and recommendations to Boards to allocate monies towards it.

**N. Student Improvement Incentive Award Performance Bonus**

**Rationale:** Bonus by definition means already done; Incentive defined as: Paid upfront

If a member's students performance in a classroom is significantly "above" higher than expectations, as defined by ODE, the Superintendent, with Board approval, shall have the unilateral authority to grant an award of up to ~~Two Four~~ Thousand Dollars (~~\$2,000.00~~) **\$4,000.00** per applicant, **not to exceed \$400,000 in FY 2015-2016 and 2016-2017 school year(s) only.** Prior to receiving a ~~Classroom Performance Award Bonus~~, the following procedure shall apply:

**REA/OEA/NEA Concerns:**

- No definition of performance
  - No definition of expectation; expectation can be a moving target mid-year and members wouldn't know
  - Unilateral authority
  - Areas seeking improvement in are undefined.
  - Historically, data used for this bonus extended beyond the scope of ccl (N)(1).
  - Letter Grades not available till 2016
    1. Teachers must apply in writing, must document increased student performance, and must include their Principal's written endorsement with the application; **(Appendix \_\_)**  
**or**
    2. ~~Teachers can be nominated by any District employee by completing a form provided by the Board.~~ **The evaluation committee, per Article VI, shall meet and determine what significantly higher looks like prior to January 2015. Measurable, concrete expectations and procedures, including, but not limited to a submission date, shall be recommended no later than February 2015. The recommendations must be ratified by both parties. Opportunities for all subject's/content areas and team submissions will be included.**
1. ~~This bonus is tied to the District's performance on the state report card. If the District achieves an "excellent rating" on its District Report Card each bargaining unit member shall receive a payment of three hundred twenty five dollars (\$325.00).~~

2. ~~If the District does not achieve an "excellent rating" but a district building achieved an "effective rating" or higher, each bargaining unit member assigned to that building shall receive a payment of one hundred sixty two dollars (\$162.50). It would be an across the board (not indexed) lump sum payment, based on the current year's report card payable upon receipt of the report card.~~
3. ~~If a unit member works in more than one building, then he/she is assigned to the building where the majority of his/her time is spent. If his/her time is spent 50/50, then the unit member will receive a pro-rated portion of all bonuses.~~

REA withdraws initial proposed language (1)(2)(3)

### Fellowship Award

~~If a member makes a substantial high impact by assuming additional responsibilities and/or easeloads 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).~~

**REA/OEA/NEA Rejects BOE Fellowship Award.**

**Rationale:** See cover page

### Loyalty Award (Initially proposed to be moved from Article IV, Section (D))

~~In the year of the 15th, 20th, 25th and 30th anniversaries of employment in the District, employees shall receive One Hundred-Fifty-Dollars (\$100.00)-(\$150.00). a loyalty award that shall be calculated by multiplying one (1) percent on the base salary rate (B.A. zero) when a unit member reaches the following years of service: 15<sup>th</sup>, 20<sup>th</sup>, 25<sup>th</sup>, 30<sup>th</sup>.~~

### **REA/OEA/NEA Rationale:**

Introduced 16 years ago in 1998 at \$100. Never amended. Prior 1998, a one day loyalty leave day, no questions asked.

**REA Counterproposal  
September 18, 2014**

Previously REA Counters are NEW= BOLD, CAP, UNDERLINE and DOUBLE STRIKETHROUGH

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 every 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.~~

~~1. The Board and the Association recognize that it is in the best interest of the pupils and the members to initially reduce class sizes at the lower grade levels and proceed to the higher grade levels. Class size should also take into account the special needs of students served on an IEP who are included in the regular education classes, and any additional educational needs presented by pupils who are repeating the class and pupils who may have additional needs as reflected on a Section 504 plan.~~

*1. The Board shall maintain class sizes and/or caseloads consistent with the following, based on grade level and content area:*

**A. Elementary**

~~a. K-2: 20 students~~

~~b. 3-4: 23 students~~

a. **K-4: 25 STUDENTS**

**B. Middle School/Junior High**

a. 5-8: ~~25~~ **30 students**

**C. Senior High School/Academies**

a. ~~25~~ **30 students**

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. **Members shall be limited in instruction in no more than ~~2~~ 3 buildings for a given school year.**
5. If the maximum daily work load for regular classroom academic teachers grade 7 ~~5~~ 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.

~~All special area classes i.e. art, music, physical education, library, technology shall be instructed by personnel certified in their area of teaching.~~

6. ~~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.~~

~~The Superintendent or his/her designee shall provide to the Association President, if requested, projections, in writing, of class sizes/caseload lists prior to each school year. All class size projections shall be based upon projected fall enrollment.~~

## 7. SPECIAL NEEDS

### A. DETERMINING CLASS SIZE

~~(1) Class size will take into account the special needs of students served on an IEP who are included in the regular education classes, and any additional educational needs presented by pupils who may have additional educational needs as reflected on a Section 504 plan.~~

~~(2) No more than 35% of any general or co-taught class shall be comprised of students served on an IEP, 504 plan or receiving special education services.~~

### B. CASELOADS

~~(1) Special Education Intervention specialists shall be limited to serving as a case-load manager to no more than 16 students at the elementary, middle, or junior high school levels, or no more than 24 students at the high school level.~~

~~(2) Speech Language Pathologists shall provide services to no more than 70 students with one (1) disability, or no more than 40 students with multiple disabilities, hearing impairments, and/or orthopedic/other health impairments.~~

(3) COUNSELORS: A full-time counselor shall be limited to servicing no more than 400 students on his caseload.

(4) NURSES: A full-time nurse shall be limited to servicing no more than 750 students 4 buildings on his/her caseload.

#### REA/OEA/NEA Rationale:

- Viewing eSTEM and Encore = 1 plus building; BELL and HS2 = 1 building, have 12 buildings
- Currently District employees 2 nurses
- Student population exceeds 7,000 -7,200



REA/OEA/NEA proposal  
August 18, 2014

**NEW Language (Placement tbd)**

The Board will schedule a calamity day on the first regularly scheduled work day following the ratification of the August 1, 2014 - July 31, 2017 Negotiated Agreement by the REA/OEA/NEA to afford unit members the time to prepare. No staff meetings will be called by the Board, and/or its agents, the Superintendent, Principal, or any other administrator and/or their designee to ensure all time is allocated for teachers to prepare for students return to the classroom.

**REA/OEA.NEA**  
**New Language**  
**September 18, 2014**

**No Reprisal Clause (Location tbd)**

**There shall be no reprisals against any bargaining unit member, their children, parents, and/or students by reason of their participation in any activity related to the strike and/or the preparation for it by the Board and/or any of its agents, the Superintendent, the administration and/or designee.**

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
<del>2012-13</del>	<del>\$155.00</del>	<del>\$75.00</del>
<del>2013-14</del>	<del>\$155.00</del>	<del>\$75.00</del>

(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.

*3. If the Board receives a holiday pay from the plan provider, the unit member shall be reimbursed a pro-rated share within thirty (30) calendar days.*

\_\_\_\_\_  
Board Representative

\_\_\_\_\_  
Association Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

~~Reynoldsburg City School District  
Board of Education  
REA Negotiations  
Board Counterproposal  
September 5, 2014~~

*REA Counterproposal  
Sept. 18, 2014  
(part of the REA package proposal  
presented at 1:16 PM)*  
8 pages  
total

ARTICLE V - CONTRACT PROVISIONS

\*\*\*

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, <sup>licensure and contract status</sup> 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, <sup>licensure</sup> 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 <sup>licensure</sup> 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.

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Board Representative

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Association Representative

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Date

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Date

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- 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.

*licensured*

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.

*any licensure*

\_\_\_\_\_  
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

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Association Representative

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Date

\_\_\_\_\_  
Date

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- 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**

*final summative*

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Board Representative

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Association Representative

\_\_\_\_\_  
Date

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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.**

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Board Representative

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Association Representative

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Date

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Date

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- 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

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Association Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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~~Reynoldsburg City School District~~  
~~Board of Education~~  
~~REA Negotiations~~  
~~Board Counterproposal~~  
~~September 5, 2014~~

REA Counterproposal  
Sept. 18, 2014  
Accept BOE counterproposal  
Sept. 5, 2014

ARTICLE VII - PERSONNEL

\*\*\* part of REA pkg proposal  
presented at 1:16 PM.

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 (7¾) 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

3:05 PM

**REA Proposal**

**September 18, 2014**

**(Part of the REA package proposal presented at 1:16PM)**

**The parties agree upon successful ratification of the tentative agreement by either party, that both parties will withdraw any unfair labor practices or grievances which were filed as a result of these negotiations and that no further ULP's will be filed based on the negotiations process of this negotiated agreement.**

## SUGGESTION FOR ASSOCIATION PROPOSAL FOR CHANGES IN INDEX

**PROPOSED CHANGE IN INDEX TO PUT EVERYONE ON EQUAL FOOTING**

**CURRENT INDEX**

Step	BA			150 HRS			MA			MA+30		
0	1.00000	1.00000	0.00000	1.04000	1.04000	0.00000	1.12490	1.12490	0.00000	1.16490	1.16490	0.00000
1	1.04000	1.04000	0.00000	1.08160	1.08160	0.00000	1.16990	1.16990	0.00000	1.21150	1.21150	0.00000
2	1.08160	1.08160	0.00000	1.12490	1.12490	0.00000	1.21670	1.21670	0.00000	1.26000	1.26000	0.00000
3	1.12490	1.12490	0.00000	1.16990	1.16990	0.00000	1.26530	1.26530	0.00000	1.31040	1.31040	0.00000
4	1.16990	1.16990	0.00000	1.21670	1.21670	0.00000	1.31590	1.31590	0.00000	1.36280	1.36280	0.00000
5	1.21670	1.21670	0.00000	1.26530	1.26530	0.00000	1.36860	1.36860	0.00000	1.41730	1.41730	0.00000
6	1.26530	1.26530	0.00000	1.31590	1.31590	0.00000	1.42330	1.42330	0.00000	1.47400	1.47400	0.00000
7	1.31590	1.31590	0.00000	1.36860	1.36860	0.00000	1.48020	1.48020	0.00000	1.53290	1.53290	0.00000
8	1.36860	1.36860	0.00000	1.42330	1.42330	0.00000	1.53950	1.53950	0.00000	1.59420	1.59420	0.00000
9	1.42330	1.42330	0.00000	1.48020	1.48020	0.00000	1.60100	1.60100	0.00000	1.65800	1.65800	0.00000
10	1.48020	1.48020	0.00000	1.53950	1.53950	0.00000	1.66510	1.66510	0.00000	1.72430	1.72430	0.00000
11	1.53950	1.53950	0.00000	1.60110	1.60100	0.00010	1.73170	1.73170	0.00000	1.79330	1.79330	0.00000
12	1.60110	1.60100	0.00010	1.66510	1.66510	0.00000	1.80090	1.80090	0.00000	1.86500	1.86500	0.00000
13	1.66510	1.66510	0.00000	1.73170	1.73170	0.00000	1.87300	1.87300	0.00000	1.93960	1.93960	0.00000
14	1.68170	1.66510	0.01660	1.80090	1.80090	0.00000	1.94790	1.94790	0.00000	2.01720	2.01720	0.00000
15	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.02580	2.02580	0.00000	2.09790	2.09790	0.00000
16	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.04820	2.02580	0.02240	2.11890	2.09790	0.02100
17	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
18	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
19	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
20	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
21	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
22	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
23	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
24	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
25	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
26	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.08700	2.02580	0.06120	2.16120	2.09790	0.06330
27	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.12470	2.10370	0.02100	2.20040	2.17860	0.02180
28	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
29	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
30	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
31	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
32	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
33	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
34	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580
35	1.71540	1.66510	0.05030	1.85530	1.80090	0.05440	2.16730	2.10370	0.06360	2.24440	2.17860	0.06580