

27.0 DIFFERENTIALS/SUPPLEMENTAL CONTRACTS

Differentials are automatically added to salary for special assignments. Individuals are not eligible for the differential if transferred to a position for which no differential is paid, unless he/she is notified of the transfer after the last working day of the school year. If such transfer occurs during a school year, the individual so affected shall continue to receive the differential for the remainder of the school year in which the transfer occurs, unless employee requested the transfer.

- 27.01 A differential of \$500 per year for the following positions:
Teachers of all Special Education classes
Language/Speech Pathologists
Head Nurse

If the teacher works part time in any of these positions, the differential shall be a percentage of the \$500, depending upon the percentage worked.

27.02 Counselors, Psychologists, Nurses, Chapter I Teacher Coordinator, Social Workers, Child Service Specialists

Salaries for their 200 day contract will be computed by using the position on the salary schedule with the MA column as a maximum times a 1.1 ratio plus the amount for additional training beyond the Master's degree. The Chapter I Teacher Coordinator shall have not less than the equivalent of one day per week to coordinate the program.

Child Service Specialists shall be assigned to dispense oral medication at elementary schools pursuant to the Letter of Understanding dated 9/25/96.

- 27.03 **Secondary Career Prep Teachers** who accept a second unit of students for the 2000-01 school year shall receive a differential of 1.12 per year. After the 2000-01 school year Secondary Career Prep Teachers will not be entitled to any differential if they teach within the regular student day and are provided a conference and lunch period, regardless of the number of units of students assigned. If a Secondary Vocational Teacher has less than five periods assigned with two units of students, the District will provide an additional assignment to ensure full-time status.

27.04 Supplemental Contracts

Supplemental contracts are issued for periods of one year, two years or three years, and expire, in their final year, at the time the season or activity is ended, and the responsibilities of the contract-holder, have been fulfilled.

A certificated/licensed staff member will receive a supplemental contract for the following school sponsored extra-curricular activities. Compensation for such activities shall provide for the total compensation for all additional time worked. Such compensation also shall be in lieu of any released time except as noted.

No activity which is listed in 27.041 shall be operated except as an activity for which a supplemental contract is offered.

27.041 Supplementals - Effective 7/1/2000 Supplementals are multiples of X (X = .08 x BA Minimum)

<u>Category</u>	<u>Effective 7/08:</u>	<u>Effective 7/09:</u>	<u>Effective 7/10:</u>
A 2.2	6,776	6,952	7,128
B 1.5	4,620	4,740	4,860
C 1.0	3,080	3,160	3,240
D 0.8	2,464	2,528	2,592

E	0.7	2,156	2,212	2,268
F	0.6	1,848	1,896	1,944
G	0.4	1,232	1,264	1,296
H	0.3	924	948	972
I	0.2	616	632	648

Codes: H = High School; M = Middle School; E = Elementary School
 HC = Head Coach(es); AC = Assistant Coach(es)

Category A: H Freshman Faculty Manager plus \$1000, Faculty Manager plus \$500 each; HC Football, Basketball, Track (with indoor); Small School Teacher Leader, Vocal Music.

Category B: H HC Baseball, Lacrosse, Swimming, Wrestling, Soccer, Ice Hockey, Softball, Field Hockey, Volleyball; AC Football, Basketball, Track (with indoor), Concessions, Marching Band (+4 performances); M Faculty Managers; EMH Lead Mentor (w/LPDC).

Category C: H Intramurals, Forensics, Newspaper Advisor, Annual Advisor, Music-Instrumental and Vocal, Cheerleaders, Department Liaison (elected by department members); HC Cross Country, Tennis, Golf, Gymnastics, Off-Season Conditioning; AC Track, Baseball, Soccer, Wrestling, Swimming, Softball, Field Hockey, Ice Hockey, Volleyball, Lacrosse, Gospel Choir; Robotics, Marching Band (+2 performances) M HC Wrestling, HC Football (Gr.8), HC Football (Gr.7), HC Basketball (Gr.8), HC Basketball (Gr.7); E M H Lead Mentor (w/o LPDC).

Category D: H AC Tennis, Cross Country, Publications Business Manager (no homeroom); M Intramurals, HC Baseball, Soccer, Track, Tennis, Volleyball, Softball, Field Hockey, Lacrosse.

Category E: H Dramatics (2 plays), Multi-Cultural Center Advisor, Student Council Advisor, Swim Cadets, Class Advisor, Footsteps, Unity, Marching Band Asst.(1), Student Council, TV Production, Japanese (Asian) Culture Club, Musical Director; M AC Football, Basketball, Wrestling; E M H Entry Year Program Mentor, LPDC Member, Data Liaison

Category F: H Future Teachers of America, MSAN, Musical Stage Director; M Vocal Concert (2 evening concerts per year per presenter), Instrumental Concert (2 evening concerts per year per presenter) AC Track, Field Hockey, Softball, Baseball, Soccer, Volleyball, Free Book Inventory, Honors Choir Director, Challenge Choir, Student Council; E M H Conflict Mediation Advisor.

Category G: H Chess, Hall of Fame, Literary Magazine, National Honor Society, Project Support, AFS, Drill Team, Musical Orchestra Director, Musical Choreographer; M Assemblies and Dramatics, Cheerleaders, Drill Team, Future Teachers of America, Newspaper, Social Director, Stage, Ticket Manager, Science Olympiad, Asst. Dir. Honors Choir; E School Crossing Guard Supervisor, Student Council, Vocal Concert (2 evening concerts per school year), Foreign Language Travel (Boulevard), Intramurals, Challenge Choir.

E M H Intervention Support Coach

Category H H Academic Challenge, Academic Decathlon, Key Club, Pep Band; AC Forensics Sr. Ohio Model United Nations; M Chess, Yearbook; Mock Trial; E M H Conflict Mediation Assistant.

Category I H Musical Staff Musician
M Power of Pen(2), Art Club(Wiley);
E Instrumental Concert (1 evening concert per school per year),
Young Men of Noble;
E M H Ski Club.

27.042 Time Schedule of Supplemental Contract Payment

Personnel holding supplemental contracts that require year long activities will be paid on a monthly basis. This payment will be included in the regular paycheck.

Personnel holding supplemental contracts requiring seasonal activities will be paid at the end of the season if all the responsibilities of the contract-holder have been fulfilled.

The high school football coaches who work during the month of August will be paid 1/2 of the supplemental contract salary at the close of the third week in September. The remainder of the salary will be paid at the close of the football season.

27.043 Before employment under supplemental contracts is offered to individuals who are not employees of the District, the Board will offer supplemental contracts to those individuals who the Board determines are sufficiently qualified, according to the following rank order:

First: Certificated/licensed employees

Second: Non-certificated/licensed employees

Third: Certificated/licensed applicants who are not employed by the District

Fourth: Non-certificated/licensed applicants who are not employed by the District.

27.05 A certified/licensed staff member may receive compensation for supervision of a school sponsored activity recommended by the principal and approved in advance by the Superintendent, when such service is for two or more consecutive days, Saturdays and Sundays are not included. The activity must be beyond the official school calendar to be approved for compensation. The amount of compensation will be subject to budgetary limitations and allocations of funds, with an eight hour day and regular contract salary, prorated, as maximums.

27.06 New Supplemental Contracts

Compensation for new school-sponsored extra-curricular activities shall become negotiable by the union as such new activities are approved.

27.07 Applications shall be accepted, considered, and approved for any and all supplemental contracts without regard to the sex of the applicant.

27.08 If a person who has been issued a supplemental contract under this section is unable to perform the responsibilities of the supplemental contract because of being out of work on sick leave for more than twenty consecutive working days, the payment of the supplemental contract will stop, the person will be notified, and another person will be asked to temporarily fulfill the responsibilities of the supplemental contract. In the event the supplemental contract is for an elected position (*e.g., high school liaison*), the appropriate parties shall elect a temporary replacement.

Upon the return of the original supplemental contract holder, that person should assume the original duties under the supplemental contract. Payments under resumption of the supplemental contract will be prorated.

27.09 Teachers of “combination” classes in grades 1-5 (excluding K-1 transitional classes and multi-age classes) shall be provided up to \$200 per year for the purchase of additional supplies and equipment upon submission of purchase order requisitions submitted through the Building Principal.

A differential of \$500 shall be added to the salary for elementary school teachers who are assigned grade-level combination classes.

27.10 TAP Committee

Effective May, 1999 the Teacher Administration Partnership (TAP) committee will be established in each of the district’s schools.

1. Summer Retreat Attendance – In-service rate of pay (6 hours x 2 days); and
2. TAP Committee Service - \$500 paid at bi-weekly rate per paycheck.

In addition, TAP members may opt to apply their service on TAP to Individual Professional Development Plans for licensure renewal pursuant to the regulations established by the State of Ohio and the Local Professional Development Committee. Refer to LPDC Handbook for guidelines and eligibility for professional development units.

27.11 Small Schools

Small schools created through the small schools transformation process shall be governed by a distributed leadership model that includes TAP Committee, whose members shall include the principal of the small school, a union steward from the small school, the teacher leader, and three to seven elected by the teaching staff of the small school with input provided by parents, students and community members according to the OHSTI non-negotiable attributes.

The small school TAP Committee shall operate in accordance with the TAP Charter.

The small school lead teacher shall be selected by mutual agreement of the Union and the Board and effective July 1, 2004, shall receive a Category A supplemental contract.

28.0 CURRICULUM WRITING

Members of the bargaining unit shall be paid for writing curriculum guides, courses of study, etc. Curriculum guides are normally for:

<u>Secondary Schools</u>	<u>Elementary Schools</u>
6 week courses	
9 week courses	
Semester Courses	Semester Courses
Two-Semester Courses	Two-Semester Courses

The administrator shall confer with the teacher to determine the hours needed. Effective 11/25/2008 payment shall be at the rate of \$23.00 per hour when performed outside of normal work hours. It is understood by the Union and the Administration that the teacher(s) involved in the curriculum writing process will submit written drafts for feedback by the Administration. Feedback shall determine if the project shall continue.

29.0 SUBSTITUTE DUTIES

Regular duties of a teacher shall include the duty to cover for an absent teacher when directed to do so by the teacher's immediate supervisor. This does not decrease the obligation of the administration to obtain substitute teachers for such duties whenever sufficient notice of an absence has been received. In the event an elementary/secondary teacher is asked to assume the assigned responsibilities of another teacher, the teacher shall be paid at the rate of \$11.50 for 5-25 minutes, and \$21.50 for 26-50 minutes. In the event an elementary teacher is asked to assume the responsibilities of another teacher, the teacher shall be paid at the rate of \$129.00 per day (\$21.50 per hour). The current practice of teachers mutually agreeing to cover or substitute for each other for one or more periods but for less than a day shall not be affected by this provision but shall continue as in the past, subject, however, to the approval of the immediate supervisor of any such temporary and short substitution. Entry Year Teachers shall not be assigned to substitute coverage, unless no other members of the bargaining unit within the building are available to provide substitute coverage.

30.0 AUTHORIZED ADDITIONAL DUTIES

Teachers will be compensated at \$18.50 per hour for attendance at: Kindergarten Night, Elementary Concerts, Elementary Family Math and Proficiency Night, and for any other authorized additional duties.

31.0 ELEMENTARY CLASSROOMS

31.01 K-5 regular classroom teachers, special education teachers and foreign language teachers assigned to elementary buildings shall be entitled to one-half day paid at the rate of \$80 during the week following the end of school for elementary classroom closing. Additionally, in the week prior to the commencement of the school year, K-5 regular classroom teachers, special education teachers and foreign language teachers assigned to elementary buildings shall be entitled to one-half day paid at the rate of \$80 for preparation by the teacher. Service provided under this section shall be voluntary except for new bargaining unit members hired for the ensuing school year and who are subject to the provisions of Section 7.04.

31.02 Kindergarten Aides

In the event that an aide assigned to a kindergarten class is absent, the Board shall make every effort to assign a substitute. If a substitute aide is not assigned and the kindergarten teacher is without any aide for three consecutive days, the teacher shall be compensated at ½ of the rate set forth in Section 29.0 (Substitute Duties).

32.0 SCHOOL CAMP – SCHOOL CURRICULAR TRIPS

Teachers attending Board initiated and approved school camp programs or class trips requiring overnight stays shall receive a stipend of \$80 for each night. Trips initiated by teachers, parents/guardians, or community groups shall require Board approval. However, stipends shall be included in the costs of these trips that are not initiated by the Board. Such stipend is not available for overnight class trips by teachers holding supplemental contracts for the activity requiring student travel.

High School Career Prep teachers who advise high school Career Prep student organizations (DECA, VICA, BPA, FCCLA) and who accompany students on approved trips requiring overnight stays for the purpose of participating in Regional, State or National competitions shall be compensated at the rate of \$80 for nights they are required to stay for such competition.

Additionally, they shall be reimbursed for approved expenses.

33.0 SUMMER SCHOOL

33.01 The Human Resources Department shall publish a list of known available summer school teaching positions. Summer School applications shall be made available to all teachers so that teachers may indicate their area(s) of certification/licensure and request consideration of summer school assignment. Applications must be sent to the Human Resources Department.

33.02 Assignments shall be made as early as possible but shall be based upon enrollment and need.

33.03 Summer school salaries shall be established at the hourly rates described below.

<u>2009</u>	<u>2010</u>	<u>2011</u>
\$39	\$40	\$41

33.04 Summer school assignments shall be for a period of not more than six weeks/thirty days including July 4 (Independence Day). Summer school teachers shall be issued payment for thirty days of assignment at the rates established in Section 33.03. In addition, if there is a summer school staff meeting prior to the opening of summer school, all summer school teachers required to attend will be paid at the hourly rate in Section 33.03. Paychecks shall be issued at the end of the third week and end of the sixth week of summer school.

33.05 In the event of an absence, the teacher shall report by telephone to the summer school office or other designated number. No teacher shall receive payment for days absent incurred subject to this section. The summer school office shall arrange substitute(s) in the event of teacher absences.

33.06 The provisions of Section 35.11, Compulsory Leave, of the negotiated agreement between the board and the union, shall be in force and apply to all summer school teachers. Absences due to Compulsory Leave shall not cause a reduction in pay for summer school assignment as per Section 33.05. Time served for compulsory leave, shall not be charged to the teacher's regular accumulation of sick leave or personal leave.

33.07 The provisions of Section 35.12, Assault Leave, of the negotiated agreement between the board and the union, shall be in force and apply to all summer school teachers who are absent due to incidents of summer school assaults. Absences due to Assault Leave shall not cause a reduction in pay for summer school assignment as per Section