**TENTATIVE AGREEMENT**

**SECTION II – GRIEVANCE PROCEDURE**

A. Definitions

**Working Day – A day that the Board office is open for business, excluding calamity days and scheduled breaks but not the summer break.**

Immediate Supervisor – The person to whom the certificated employee is responsible and who is not in the bargaining unit covered by the agreement. **In most cases this will be their building principal.**

C. Submission of Grievances

4. Step Four

**a. If the action taken by the Superintendent does not resolve the grievance, the parties may mutually agree to submit the matter to mediation through FMCS. The request shall be submitted to the Superintendent within five (5) working days of receipt of the Step 3 disposition**

4**5**. Step ~~Four~~ **Five**

1. If the ~~action taken by the superintendent does~~ **grievance** **is** not resolve**d in mediation** ~~the grievance~~, the grievant**, with the approval of the BEA Grievance Committee,** and/or Association may take the grievance to arbitration. Such appeal shall be filed within fifteen (15) working days of ~~receipt of the Step Three disposition~~ **the mediation**. Failure to file within fifteen (15) working days shall be deemed a waiver of the right of appeal.

**SECTION III – SCHOOL YEAR AND SCHOOL DAY**

A. School Year

**A school calendar committee shall be appointed each year. By October 15 the Superintendent shall appoint up to two (2) members of the committee and the association shall appoint up to two (2) members. The committee will make recommendations regarding a school calendar, which may include multiple calendar options. All decisions of the committee shall be arrived at by consensus. Bargaining unit members will vote on which of the options they prefer by the end of the first semester. The calendar committee shall submit the options and number of votes each receives to the Board for consideration. The committee may recommend calendars for more than one year. In such event, the committee need not meet each year. The final decision regarding the school calendar remains with the Board.**

**Each** ~~The~~ school calendar shall be developed ~~with the active participation of the Association~~ on the basis of the following criteria:

1. One hundred seventy-eight (178) days with pupils in attendance.

E. Teacher In-service

3. When a teacher attends an in-service program during the summer months and/or non-contractual time, a stipend of ~~Twenty-Seven Dollars ($27.00)~~ **Thirty Dollars ($30.00)** per hour will be paid to compensate for his/her time.

**SECTION IV – WORKING CONDITIONS**

C. Miscellaneous Provisions

6. Each teacher (to include education service personnel and special education teachers) shall have at least two hundred fifteen (215) minutes per week, forty-three (43) minutes per day for planning/preparation time. Such time shall be within the student school day, shall be provided in blocks of time that are no less than twenty (20) minutes and shall be for use by each teacher as the teacher may determine~~,~~ ~~with the exception that up to twice per month, such time may be utilized for group meetings as determined by administration, provided teachers are given one week prior notice.~~ Such time will be without students in attendance.

**SECTION VI – REQUIRED MEETINGS**

F. In addition to the above, teachers shall attend a reasonable number of other meetings during the school year related to their teaching duties when such meetings are necessary to address the educational needs of students and/or the District educational programs. Teachers shall be paid at the rate of ~~Twenty-Seven Dollars ($27.00)~~ **Thirty Dollars ($30.00)** per hour for attendance.

**G. Up to two (2) planning periods per month may be used for group meetings as determined by the administration provided teachers are given one (1) week’s prior notice. Reasonable efforts will be made to prevent the loss of two (2) planning periods being used for meetings within a five (5) day period. Reasonable efforts will be made to prevent scheduling a meeting during planning time on the last day immediately prior to a school break that consists of multiple school days.**

**SECTION IX – LEAVE PROVISIONS**

B. Sick Leave

4. Members may use sick leave for absences due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to other employees and students, and due to illness, injury or death in the employee’s immediate family. A member will be paid his/her regular salary until all accumulated sick leave, subject to the provisions of ORC §3319.141, is exhausted or until he/she returns to work, whichever is first.

c. Immediate family shall include wife or husband, father, mother, children, brothers, sisters, grandparents, grandchildren, father-in-law, mother-in-law, sister-in-law, brother-in-law, **daughter-in-law, son-in-law,** or other relatives living in the same household with the teacher. For death or illness of relatives outside the immediate family, absence may be approved up to, but not exceeding, two (2) school days.

D. Personal Leave

4. ~~In all cases it shall be the responsibility of the employee to inform his/her immediate supervisor that his/her personal leave request has been granted and the date(s) thereof.~~

5. Personal leave may not be used to extend school holiday periods or recesses in the school year calendar, ~~to provide vacations, for shopping trips~~, or for leaves covered by any other provisions of this bargaining agreement unless it is an emergency and approved by the superintendent or his designee.

6. If an employee has unused personal leave at the end of the school year, the employee will be reimbursed for the unused personal days at the rate of **Two** ~~One~~ Hundred Dollars ~~($100.00)~~ **($200.00)** per day by the Board of Education. Reimbursement will be made in the month of July.

7. No more than five percent (5%) of the teaching staff in a building are absent for personal leave at one time unless it is an emergency and approved by the Superintendent or his designee. **If leave is denied, written notification shall be provided.**

G. Professional Leave

6. The Board shall pay, in addition to the teachers’ salaries, the expenses (including registration fees, meals, lodging, and transportation) incurred by teachers who attend professional meetings or improvement sessions at the request and/or with the advance approval of the superintendent for particular purposes of professional improvement to the school system and/or the individual participating. This reimbursement shall be paid by the Board to the amount of **Five** ~~Two~~ Hundred Dollars **($500.00)** ~~($200.00)~~ per school year, per employee. Additional amounts would be paid at the discretion of the superintendent. Original bills must be submitted along with the absence form within five (5) workdays after their return.

**SECTION X – ASSIGNMENT AND TRANSFER OF TEACHERS**

A. Definitions

3. Reassignment shall be defined as a change in a teacher’s assignment initiated by the administration, **within a school defined as elementary, middle, or high school**.

C. Involuntary Transfer

3. When there are **two (2)** ~~three (3~~) or more internal applicants to a vacancy an involuntary transfer will not be imposed.

4. ~~If there are two or fewer applicants, an involuntary transfer may be implemented~~.

6. The Board agrees that it will not involuntarily transfer any teacher to a position for which they are not ~~highly~~ **properly** qualified under the law.

**8.** **Prior to any involuntary transfer, the administration will seek volunteers to make any such transfer.**

D. Reassignment

1. Any teacher reassigned shall be given written reasons at the earliest possible time.

2. The employees will have an opportunity to discuss the reassignment with the superintendent, if desired, prior to the implementation of the reassignment. Whenever possible, reassignment will be processed prior to June 1. **After the school year has ended, members shall be notified by July 25th of any reassignment or transfer. Reassignment after July 25, will be discussed with the Association President prior to implementation.**

**SECTION XI – PROFESSIONAL STAFF EVALUATION**

(Replace current contract language with the following based on MOU)

1. Purpose

The performance of all instructional personnel shall be evaluated in accordance with an organized program. Its purpose shall be 1) to help teachers achieve greater effectiveness in the performance of their duties; 2) to assist teachers in the growth and development of professional abilities; 3) to identify areas of strength and weakness; and 4) to provide a basis for future contract consideration.

1. Evaluation Procedure Defined and Application

The evaluation procedure in this Agreement conforms to the framework for the evaluation of teachers developed pursuant to Section 3319.112 of the Ohio Revised Code. Each completed evaluation will result in the assignment of a teacher effectiveness rating. The teacher effectiveness rating shall be derived holistically for a final rating. The language provided below applies only to those teachers who are under OTES per the requirements of 3319.111 and 3319.112 of the Ohio Revised Code (see Application language below).

1. Method of Evaluation
2. New professional staff will have an orientation meeting with their building principal concerning evaluation during the first three (3) weeks of school. They will be advised as to the evaluation procedures, and will be given a copy of The Ohio Teacher Evaluation System Resource Guide for evaluation purposes used during the current year. All other teachers will be informed of this meeting and ~~will be invited to~~ **may** attend in order to review the evaluation procedure.
3. Observations and evaluations shall be objective and shall be conducted openly with the full knowledge of the teacher.
4. The building principal or assistant principal will be the primary evaluator of teacher competency and shall be responsible for the recommendation of the teacher to the **S**superintendent. However, observations and evaluations may also be conducted by the **A**assistant **S**superintendent, the **S**superintendent, other qualified administrators, or any other mutually agreed ~~to~~ **upon** evaluator.
5. Unless mutually agreed ~~to~~ **upon**, no observation nor formal written evaluation of any teacher’s performance in the classroom will be made during the first three (3) weeks of school, or on the first day of the teacher’s return from leave.
6. In their evaluation year, teachers shall be evaluated based on at least two (2) formal observations and periodic classroom walkthroughs ~~each school year~~. Teachers on a limited contract who are under consideration for renewal/nonrenewal shall receive at least three (3) formal observations in addition to periodic classroom walkthroughs unless the Superintendent waives the third observation. A minimum of thirty (30) consecutive minutes will be allotted for each classroom observation except in those instances where the planned presentation of the teacher is for a period less than thirty (30) minutes or where, by mutual agreement of the teacher and the ~~observer~~ **evaluator**, a period of less than thirty (30) minutes is agreed upon.
7. The first formal observation of a new teacher will be mutually agreed upon by the evaluator and the teacher at least two (2) working days in advance of the observation, unless a shorter period is agreed upon. All other observations need not be announced.
8. The evaluator must list in the written summary the areas in which the teacher is deficient and give written recommendations for improvement and the means by which the teacher may obtain assistance in making such improvements.
9. In each successive observation, the evaluator shall indicate in the written summary those deficiencies that have been corrected and those deficiencies that could lead to non-renewal or termination.
10. The teacher may request an evaluation by another supervisor or by the Superintendent. The teacher shall submit the request to the Superintendent with documented reasons for the request prior to the Professional Growth/Improvement Plan meeting. This meeting shall not take place prior to five (5) working days after the notification of the teacher’s assigned evaluator. The Superintendent will respond to the request.
11. ~~Non-renewal of limited teaching contracts shall be considered only on the basis of evaluations made under this procedure.~~ Walkthroughs/Informal Observations that are part of the evaluation process shall be conducted in accordance with the process set forth in the section.

D. Classroom Walkthroughs/Information Observation

1. An informal observation/classroom walkthrough is a:
2. Tool to inform evaluation that provides the opportunity to gather evidence of instruction over a series of short classroom visits;
3. Process for giving targeted evidence-based feedback to **the** teacher; and
4. Means for Administrators to visit classrooms more frequently and more purposefully.
5. An informal observation/classroom walkthrough is not a(n):
6. Formal observation;
7. “Gotcha” opportunity for supervisors or evaluators;
8. Isolated event; or
9. Shortcut to the observation protocol required as part of the teacher evaluation process.
10. All teachers benefit from informal observations. All informal observations/classroom walkthroughs should include written documentation returned to the teacher in a timely manner using the informal observation form. Teachers will be provided an opportunity to submit written comments on the informal observation form. The evaluator may also offer resources to help teachers refine their practice.
11. Informa**l**~~tion~~ observations/classroom walkthroughs should be consistent and frequent. Administrators should make an effort to observe teachers at varying times of the day and/or instructional period.

E. High Quality Student Data

As part of an evaluation, at least two (2) measures of high quality student data will be used to provide evidence of student learning attributable to the teacher being evaluated. When applicable to the level or subject area taught by the teacher, high quality student data shall include the value-added progress dimension established under R.C. 3302.021, but the teacher or evaluator shall use at least one (1) other measure of high quality student data to demonstrate student learning.

In accordance with guidance issued by the Ohio Department of Education, high quality student data may be used as evidence in any component of the evaluation related to the following:

1. Knowledge of the students to whom the teacher provides instruction;
2. The teacher’s use of differentiated instructional practices based on the needs or abilities of individual students;
3. Assessment of student learning;
4. The teacher’s use of assessment data;
5. Professional responsibility and growth.

Shared attribution of student performance data among all teachers in the District, or by building, grade, content area, or other group, is prohibited. The use of student learning objectives is prohibited.

~~Neither high quality student data nor any other student academic growth measures shall be used to measure student learning attributable to a teacher for the 2021-2022 school year.~~

F. Final Evaluation Procedures

The evaluator shall provide that each evaluation is submitted to the teacher for his/her acknowledgement by written receipt. If signed by the teacher, the receipt is to be sent to the Superintendent as soon as received.

G. Frequency of Evaluation

1. Professional Growth orImprovement Plan Meeting by October 1.
2. Pre-conference followed by an announced formal observation, followed by a post conference.
3. Teachers on a limited contract being considered for renewal/nonrenewal by January 15.
4. Teachers not up for contract by March 1.
5. Mid-year review meeting by March 1.
6. Unannounced formal observation, followed by a post conference by May 1.
7. A third unannounced formal observation, followed by a post conference (unless waived by the Superintendent) for teachers on a limited contract being considered for renewal/nonrenewal by May 1. No action leading to nonrenewal of contract or to dismissal will be taken against a teacher unless at least three (3) observations are conducted within the current school year**.** ~~(during the contract period for supplemental responsibilities.)~~
8. Observations will be completed by May 1st, and each teacher will be provided a written report of the results of his/her evaluation by May 10. Written Notice of nonrenewal will be provided by June 1st.

7. When grounds for non-renewal are based upon professional competency, the involved teacher shall have five (5) working days after the post-observation conference before another one of the three (3) required observations is conducted.

8. Management has the right to visit any classroom at any time and their observations may be part of the teacher’s record. A copy of any document to be placed in the record will be forwarded to the teacher at the time it will be placed in the record. However, this visitation shall not be interpreted to replace any of the required evaluations. ~~The Board may evaluate each teacher who received a rating of accomplished on the teacher's most recent evaluation once every three (3) school years, so long as the teacher submits a self-directed professional growth plan to the evaluator that focuses on specific areas identified in the evaluation cycle and the evaluator determines that the teacher is making progress on that plan.~~

**9. The Board may evaluate each teacher who received a rating of Accomplished on the teacher's most recent evaluation once every three (3) school years, so long as the teacher submits a self-directed professional growth plan to the evaluator that focuses on specific areas identified in the evaluation cycle and the evaluator determines that the teacher is making progress on that plan.**

~~9.~~**10**. The Board may evaluate each teacher who received a rating of **S**skilled on the teacher's most recent evaluation once every two (2) years, so long as the teacher and evaluator jointly develop a professional growth plan for the teacher that focuses on specific areas identified in the evaluation cycle and the evaluator determines that the teacher is making progress on that plan.

~~10.~~**11**. In any year that a teacher is evaluated on a less frequent cycle as a result of receiving a rating of **A**accomplished or **S**skilled on the teacher's most recent evaluation, the evaluator shall conduct at least one (1) observation of the teacher and hold at least one (1) conference with the teacher. The conference shall include a discussion of progress on the teacher's professional growth plan.

~~11.~~**12**. The Board may elect not to conduct an evaluation of a teacher who meets any of the following criteria:

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

H. Report of Evaluation

1. Within ten (10) working days after the formal observation, a conference with the teacher will be held at which time the written summary will be reviewed. A copy of the written summary shall be given to the teacher at this time. The teacher shall sign and date the written summary and return it to the evaluator within ten (10) working days. Such signature by the teacher will not necessarily indicate agreement with the content of such material. The teacher shall have the opportunity to make a written response which shall be attached to and be considered part of the written summary.
2. The principal’s observations of all teachers who must be considered for non-renewal of contracts must be completed by May 1.

I. Teacher Evaluation Form

Teacher evaluations will be recorded on the form in ODE’s Ohio Teacher Evaluation System Resource Packet.

J. Professional Growth and Improvement Plans

1. Professional Growth Plans

A professional growth plan helps teachers identify areas for professional development that will enable them to enhance their practice. The teacher is accountable for implementing and completing the plan.

1. Teachers who received a rating of **A**accomplished on their most recent evaluation will develop a self**-**directed professional growth plan.
2. Teachers who received a rating of **S**skilled on their most recent evaluation **or are new to the District** will develop a professional growth plan collaboratively with their evaluator.
3. Teachers who received a rating of **D**developing on their most recent evaluation will develop a professional growth plan under the guidance of their evaluator.

All professional growth plans shall align to any District or building improvement plan required for the District or building under the “Elementary and Secondary Education Act of 1965,” as amended by the “Every Student Succeeds Act of 2015.”

2. Improvement Plans

The purpose of an **I**improvement plan is to identify specific deficiencies in performance and foster growth through professional development and targeted support.

a. Teachers who received a rating of **I**ineffective on their most recent evaluation will have an improvement plan developed by their evaluator.

K. OTES COMMITTEE

The Association and the Board shall establish an OTES committee consisting of an equal number of participants (Association and Board) to jointly recommend any changes that may be necessary due to changes in policy or law, during the term of the contract. Should such a change occur, the committee would meet within 60 days to determine how this would affect the current language and whether changes need to be recommended in the contract. The committee will also consult on the issue of High-Quality Student Data measures that will be used in OTES 2.0. The committee shall not have the authority to negotiate wages, hours, or terms and conditions of employment, as any final approval would occur **through** ~~thru~~ the MOU process between the Association President and Superintendent/Board.

**SECTION XIV – SALARY PROVISIONS**

A. Regular Salary

1. The BA-0 base salary will be as follows:

~~2020-2021 $34,111 3%~~

~~2021-2022 $35,134 3%~~

~~2022-2023 $36,188 3%~~

**2023-2024** **$37,636** **4%**

**2024-2025** **$39,141** **4%**

**2025-2026** **$40,707** **4%**

**Move Step 34 to Step 32**

C. Supplemental Salary Schedule

EXTRA DUTY PAY SCHEDULE

The assigned percentages are as follows:

Head Football 20

Head Boys Basketball 20

Head Girls Basketball 20

Head Track (one coach both Boys and Girls) 20

Head Cross Country (Boys and Girls) 16

Head Wrestling 14

Head Track (Boys only) ~~12~~**14**

Head Track (Girls only) ~~12~~**14**

Head Baseball ~~12~~**14**

Head Softball ~~12~~**14**

Head Golf ~~12~~**14**

Head Boys Tennis ~~12~~**14**

Head Girls Tennis ~~12~~**14**

Head Volleyball ~~12~~**14**

Head Swimming ~~12~~**14**

Varsity Assistants in All Sports 11

Freshman Assistants in All Sports 10

Middle School Assistants in All Sports 9

Assistant Athletic Manager (Middle School) 9.5

**Head** Bowling 4**14**

**Bowling Assistant 11**

Middle School/High School Choir 6

Elementary Choir 4

High School Cheerleading Advisor ~~10~~**12**

High School Assistant Cheerleading Advisor ~~7~~**9**

Middle School Cheerleading Advisor ~~5~~**7**

High School Concert, Marching and Pep Band 17

Middle School Marching and Pep Band 16

Majorettes and Flag Corps Advisor 4

High School Pep Club 4

Percussion Advisor 4

Curriculum Committee Chairperson 4.5

Yearbook Advisor 9

Newspaper Advisor 6.5

~~Bucyrus Players~~ **Bucyrus High School Show Choir** 5

**Bucyrus Middle School Show Choir 5**

Drama Advisor 10

Assistant Drama Advisor 5

High School Quiz Team 4

Girls’ Boosters 7

Science Club 4

High School Student Council 7

Middle School Student Council 7

Senior Class Advisor 4

Junior Class Advisor 5

Prom Advisor 5

Sophomore Class Advisor 2

Freshman Class Advisor 1

National Honor Society Advisor 3

~~Secondary Department Head 5.5~~

~~Elementary Grade Level Chairs 5.5~~

Art Club Advisor 4

~~Ski Club Advisor 3~~

~~IVDL (Distance Learning) 12~~

~~Building Technology Leader 12~~

Teacher Leader 4**5.5**

**E-Sports 4**

**Interact 4**

**Accompanist/Music 4**

E. Pay for Covering Classes

1. In the event that a specialized substitute or a regular substitute cannot be obtained for a class, then the regular classroom teacher, when asked by the building administrator to relinquish any preparation time, will cover the class and be paid at the rate of ~~Twenty-Seven~~ **Thirty** Dollars ($**30**~~27~~.00) per hour.

**SECTION XVI -** **ASSOCIATION RIGHTS AND PRIVILEGES**

## H. Fair Share Fee

## **Should the *Janus v. AFSCME* decision be reversed, the Fair Share Fee provisions from the 2020-2023 Negotiated Agreement shall be come operable to the extent such provisions are consistent with any Untied States Supreme Court decision or other legal action without the need for the parties to negotiate.**

* + 1. ~~Implementation~~

~~Effective with the implementation date of July 1, 2002, all teachers shall hereafter be either members of the BEA or be required to pay fair share fee to the BEA as a condition of continued employment with the Board in accordance with ORC §4117.09 (C). The Board shall annually deduct from the pay of each teacher who elects not to become or to remain a member of the BEA/OEA/NEA a fair share fee for the BEA representation of such non-members during the term of this Agreement. No non-member filing a timely demand shall be required to subsidize partisan political or ideological causes not germane to the BEA/OEA/NEA’s work in the realm of collective bargaining.~~

* + 1. ~~Notification~~

~~Notice of the amount of the annual fair share fee, which shall not be more than one hundred percent (100%) of the unified dues of the BEA/OEA/NEA, shall be transmitted by the BEA treasurer to the Board on or about October 1 of each year during the term of this Agreement for the purpose of determining amounts to be payroll-deducted, and the Board shall promptly transmit all amounts deducted to the BEA.~~

* + 1. ~~Schedule of Fair Share Fee Deductions~~
       1. ~~All Fair Share Fee Payers~~

~~Payroll deductions of such fair share fees shall begin at the second payroll period in January except that no fair share fee deductions shall be made for teachers employed after December 31, until the first paycheck following the sixty (60) day grace period for newly-employed teachers.~~

* + - 1. ~~Upon Termination of Membership During the Membership Year~~

~~The Board shall, upon notification from the BEA that a teacher has terminated membership, commence the deduction of the fair share fee with respect to the former BEA members, and the amount of the fair share fee yet to be deducted shall be the annual fair share fee less the amount previously paid through payroll deduction.~~

* + - 1. ~~Transmittal of Deductions~~

~~The Board shall accompany each fair share fee transmittal with a list of the names of the teachers for whom all such fair share fee deductions were made, the period covered, and the amounts deducted for each teacher.~~

* + - 1. ~~Rebate Procedure~~

~~The BEA represents to the Board that an internal rebate procedure has been established in accordance with ORC §4117.09 (C) and that a procedure for challenging the amount of the fair share fee has been established and will be given to each teacher who does not join the BEA/OEA/NEA and that such procedure and notice shall be in compliance with all applicable state and federal laws and the Constitution of the United States and the State of Ohio.~~

* + - 1. ~~Entitlement to Rebate~~

~~Upon timely demand, non-members may apply to the BEA for an advance reduction/rebate of the fair share fee pursuant to the internal procedure adopted by the BEA/OEA/NEA.~~

* + - 1. ~~Indemnification~~

~~The Association agrees to indemnify the Board for any cost or liability, including punitive damages, incurred as a result of the implementation and enforcement of this provision provided that:~~

* + - * 1. ~~The Board shall give a ten (10) day written notice of any claim made or action filed against the employer by a non-member for which indemnification may be claimed;~~
        2. ~~The Association shall reserve the right to designate counsel to represent and defend the employer;~~
        3. ~~The Board agrees to (1) give full and complete cooperation and assistance to the Association and its counsel at all levels of the proceeding, (2) permit the Association or its affiliates to intervene as a party if it so desires, and/or (3) to not oppose the Association or its affiliates’ application to file briefs~~ *~~amicus curiae~~* ~~in the action;~~
        4. ~~The Board acted in good faith compliance with the fair share fee provision of this Agreement; however, there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to court order) or misapplies such fair share fee provision herein.~~

1. **The names and addresses of all new staff members and their buildings, grade and, where applicable, subject assignments, shall be available to the Association and may be obtained from the Board offices as soon as available. The administration will provide a “big brother/sister” for each new staff member if desired by the new staff member. This person will be in the same building as the new staff member. Each “big brother/sister” shall receive a stipend in the amount of One Hundred Dollars ($100) payable in two installments, Fifty Dollars ($50) in December and Fifty Dollars ($50) in May.**

**SECTION XXI – RESIDENT EDUCATOR**

**A committee of three (3) Board representatives and three (3) Association representatives shall meet to discuss changes to the Resident Educator section of the contract and submit their recommendations to the BEA and the Board for final approval on or before August 1, 2023.**

**APPENDIX C**

B. 1. Statement of grievance **(Include specific provision(s) of the bargaining agreement alleged to have been violated, misinterpreted or misapplied)**:

New Appendix

CONTINUING CONTRACT APPLICATION

(Due to Superintendent by September 15)

Name

Building Assignment

Years in the District Total Years of Experience

Type of Certificate/License currently held

Please circle appropriate level of education:

BA BA 135 BA 150 Masters MA+15 MA+30

Did you have continuing contract status in your previous employment?

Yes \_\_\_\_ No \_\_\_\_

ELIGIBILITY REQUIREMENTS

A. Teacher has been employed by the Board for a period of two (2) years and the teacher previously attained continuing contract status in another Ohio public school district; or

B. Teacher has held an educator’s license for at least seven (7) years; and

C. Teacher has worked in the school district for at least three (3) of the last five (5) years and holds a professional educator’s license; and

1. If the teacher held a Master’s Degree at the time of the issuance of their initial license, the teacher has started and completed six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of the certificate or license, or

2. If the teacher did not hold a Master’s Degree at the time of the issuance of the initial license, the teacher has started and completed thirty (30) semester hours of coursework in the area of licensure or in an area related to the teaching field since the initial issuance of the certificate or license.

The above information is true and accurate to the best of my knowledge.

Signature Date